

The Impact of Organizational Culture on Advancing Women to Leadership Roles

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Abstract : The concept of the glass ceiling persists as a barrier to women's advancement in leadership roles, shaped significantly by organizational culture and climate. This study examines the impact of organizational culture on advancing women to top leadership roles in the Egyptian banking sector. The research explores how varying organizational cultures and climates either facilitate or hinder women's progress in breaking through the glass ceiling. Data suggests that women are underrepresented in senior management positions globally, including in Egypt, indicating a barrier to their advancement. Organizational norms often align more with masculine traits, creating challenges for women in leadership. Stereotypes and biases affect how women are treated, leading to limited advancement opportunities and a lack of sponsors advocating for their skills. Female managers also exhibit lower levels of career confidence compared to male counterparts. To address these issues, organizations must tackle cultural biases and provide equal opportunities to promote genuine gender diversity and empower women in leadership roles. Understanding the impact of organizational culture is crucial for creating inclusive workplaces that foster gender equality and provide equal opportunities for women to succeed in leadership roles.

Keywords : glass ceiling, leadership, banking, bias

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