

Investigating the Glass Ceiling Phenomenon: An Empirical Study of Glass Ceiling's Effects on Selection, Promotion and Female Effectiveness

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Abstract : The glass ceiling has been a burning issue for many researchers. In this research, we examine gender of the BOD, training and development, workforce diversity, positive attitude towards women, and employee acts as antecedents of glass ceiling. Furthermore, we also look for effects of glass ceiling on likelihood of female selection and promotion and on female effectiveness. Multiple linear regression conducted on data drawn from different public and private sector organizations support our hypotheses. The research, however, is limited to Faisalabad city and only females from minority group are targeted here.

Keywords : glass ceiling, stereotype attitudes, female effectiveness

Conference Title : ICMEIE 2015 : International Conference on Management, Economics and Industrial Engineering

Conference Location : Berlin, Germany

Conference Dates : May 21-22, 2015