GLASS CEILING AND WOMEN CAREER BLOOMING IN SRI LANKAN ACADEMIC SECTOR; A CONCEPTUAL FRAMEWORK FOR FUTURE RESEARCH

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ABSTRACT

Glass ceiling still exists in employment of women since the majority of female employees are still intensive in low level earnings and low level positions. Present study entirely focuses on the central problem of the effects of Glass Ceiling which has an adverse impact on career blooming of female in Sri Lankan Academic Sector. Research was conducted to determine the effect of Glass Ceiling on women career blooming for academic employees who are working in both private and state universities. Narrow it down to discover the impact of Educational Factors, Organizational Factors, Individual Factors and Family Factors on Women Career Blooming. The research comprises of the dependent variable that is women career blooming whereas the independent variable is the glass ceiling. Conceptual framework of the study displays that glass ceiling factors do effect to the dependent variable of career blooming and this was developed completely based on the information of literature review. In order to build the conceptual framework, the researchers referred various research articles in western and Asian context.

Keywords: *Glass Ceiling, Women Career Blooming, Educational Factors, Organizational Factors, Individual Factors, Family Factors.*

1 INTRODUCTION

Glass Ceiling can be defined as phenomenon that blocks the women in promoting to the higher level positions. Further, this term used in some instances in order to represent the deepest wage gap in the income distribution of the higher level positions. As per this always there is an attempt to block the women in promoting to the upper levels and there is a lack of accomplishing the women to the highest levels of an organizational hierarchy (Omran, et al., 2015).

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Glass ceiling in women career blooming is still a problem in both international and local context. With the consideration of Sri Lankan context there was a situation that women were not empowered to sustain the top level positions as men. Today in Sri Lanka, Glass Ceiling is still a problem of the Academic Sector as it was previously.

Before enrolled, the study discovered that there is a lack of female higher-level positions in the two selected universities in western province and with that the researchers observed the higher level administration positions in other universities in order to clarify whether there is an absolute Glass Ceiling issue. Considering the above situations decided to continue the study through Effects of Glass Ceiling on Women Career Blooming in Sri Lankan Academic Sector. When comes to the Sri Lankan university system and education system gender, religion and social background matters. After the primary and secondary education sector the tertiary education sector is higher education in both state and private universities.

Major objective of this research is to find out the effects of glass ceiling on women career blooming in Sri Lankan academic sector. Through further observations literature review divided into some other areas. The other aspects as follows.

2 LITERATURE REVIEW

"Glass Ceiling" is a kind of wording that describes the limitation of omen in the upward advancement of a company. According to the view point of Sri Lankans, this study highlights the accessible gap in the factual mastery on Glass Ceiling. Also discovered that there is a requirement in presence of female representatives in creation of decisions, advancement of strategies and enhance the policies in order to prevent Glass Ceiling. Moving on, with the smashing of Glass Ceiling, the advantage can be obtained to the wealthiest of Sri Lanka with the higher involvement of female workers. Continued research on, there is a higher percentage of female employees in lower level and middle level positions with regard to top levels. Apart from that, there is a high participation of female experts like teachers, nurses, doctors than the involvement of them in the operational field due to their somatic inabilities (Bombuwela and Alwis, 2013).

As stated in the research "The Impact of Glass Ceiling on Career Development of Executive Level Female Employees in Financial Sector in Kandy District" conducted in Sri Lanka, there is a high percentage of female community rather than male citizens. But the workforce engagement of men is higher than women. As per the study, the findings were that there is a direct effect of Glass Ceiling on female advancement of career in the top level workers of the department of financial in Kandy district (Victor and Shamila, 2018).

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"The "Glass Ceiling" is a metaphor that is used to characterize what women encounter when they attempt to advance in managerial hierarchies(Powell and Butterfield, 2015).Career blooming can be basically defined as the process that continuously balance the academic activities working and leisure time of an individual and moving forward through the career ladder (Sahoo and Lenka, 2016).

Career blooming can be basically defined as the process that continuously balance the academic activities working and leisure time of an individual and moving forward through the career ladder (Sahoo and Lenka, 2016). Previous research showed that different companies have a challenge called workforce structure. It is the challenge for increasing the women in the workforce. With reference to a research done on Women's career advancement in organizations, research shows that companies should develop certain obligations to advance women into higher managerial positions in the workplace. Researchers analyzed individual and organizational factors to identify the personal and social impact on women career development and also to find out the influence of training and building on women career development in top level positions (Andrić, 2015).

According to "The career advancement challenge faced by female executives in Peruvian organizations" done by (Jáuregui and Olivos, 2018), they discovers that there are four major global challenges in Peru. The research reveals that there is a limitation for Peruvian female executives on career improvement because almost all the female employees engage with family works and all of them have family responsibilities. Additionally it says that female participation in Peru's workforce has been increasing rapidly but the problem is that there are only few women employees in executive level positions in Peru. Other than the family responsibilities Peruvian woman have other challenges for career improvement such as physical flexibility, professional qualifications and educational achievements, career experience and informal system (Jáuregui and Olivos, 2018).

The term "Women Empowerment" can be defined as participating and motivating the women employees in organizations and build them financially stronger and improve the quality of women. As claimed by the Sri Lankan context, E-base leanings and new information and communication technologies exceedingly drive for the evolution of a region. According to the findings, women in rural areas in Sri Lanka have only slight consciousness about information and communication technologies. Researchers found that to attain veridical gender equality and to raise the women empowerment, it a foremost element to improve the computer base knowledge and also the English knowledge of women in rural areas of Sri Lanka by providing training series of events (Hansson, et al.

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2010).In the international context the women empowerment has been study in various ways. According to the researcher's point of view, rate of women commitment to the higher education is higher than the men. Though the women are more educated than men, it represents law women participants' rate in top level management due to the glass ceiling effect (Jamali, et al., 2005).

Accordingly, the researchers emphasized that basically there is a constant development in the count of women engagement in the top corporate job roles. Yet though, a certain number sees this as an effect. Many research articles referred into the preference, desires and fondness of women rather than the real needs and wants of them. Instead of popping up to those factors this study attempts to look into the employees and the university students at the lowest corporate hierarchy and their specific needs and wants. In case if females in favor to shatter the concept Glass Ceiling, then the effect of gender discrimination comes out. Pursuant of the survey done in Sweden among the directors of the government corporations, was able to manifest that gender differences absolutely vary methodically both the risk attitudes and the core values. But in some instances, the gender discrimination seems to be disappeared. This study further highlights that the female directors in the Swedish population are gracious and anxious compared to male directors. Apart from that females are in love to face challenges and risks rather than males (Adams and Funk, 2009).

Gender based discrimination faced by females at workplace is a common issue. Female employees who are working in organizations faced much discrimination such as male employees have an opinion that female employees are weak and they are not very effective. Gender discrimination still exists in the workplace due to gender based stereotype, gender orientation, workload participation, work and family (Awasthi, et al., 2018).

Both the work life and the personal life can be recognized as two major priorities. Work life balance is a phrase that makes both the work and personal life justice and stepping forward to the success.

In today's corporate world, there is a slight different between male and female workers in the advancement of their career. The results on the impact of work life balance on working women show that the barriers faced by women's in networking and its influence on their career advancement. The study identified five main sides such as gender stereotype for networks, women network structure, old boy's networks, network preference and finally attitudes on women are networking (Wanigasekara, 2016).

Researcher conducted an analysis on the impact of work life balance on working women. Major objective of the study is to find out the dissimilarly in employee perception on the impact of work life balance on working women.

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The results of the analysis show that working women have many barriers such as traditional mindset about women; women have family responsibilities than work responsibilities. Work life imbalance of women leads to increasing number of divorces and infertility due to high stress levels (Sigroha, 2014).

3 CONCEPTUAL FRAMEWORK

The major intention of conducting this study is to emphasize the Impact of Glass Ceiling on Women Career Blooming. The research study emphasized that women career blooming is the dependent variable, whereas the factors (f); Education (E), Organizational (O), Individual (I), Family (F) and Glass Ceiling are influenced as independent variables.

Besides the above mentioned categories of independent variables there can be diverse intermediary factors and also moderating variables like cultural factors, norms, beliefs, age, environmental factors present in the research study. These factors are not taking in to account with the aiming of sidestep the needless intricacies at this stage.

Women Career Blooming (WCB) = Factors Affecting For Glass Ceiling (f)

WCB= f (E, O, I, F)

Educational factors (E): This benchmark will discuss to which level the educational factors like qualifications and experience impact on the results.

Organizational factors (O): This criterion will consider to which extent organizational factors like work place happiness, policies and flexible working hours effect on the outcome.

Individual factors (I): this paradigm will dispute that to which scope the individual factors like personality, motivation, communication, and age influence on the final consequences.

Family factors (F): this basis will discord to which range the family factors like work life balance and family support impact on the end sequel.
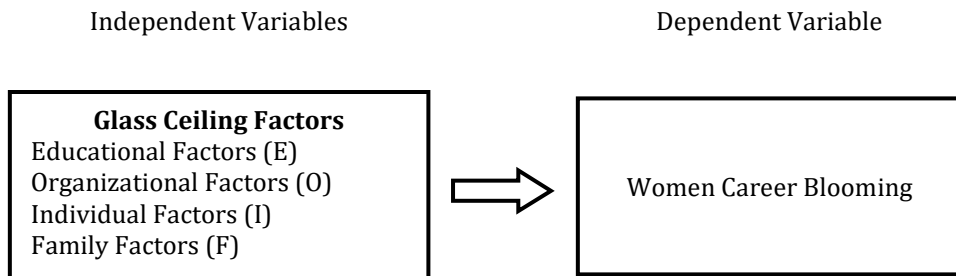
Independent Variables　　　　　　　　Dependent Variable

Glass Ceiling Factors		Women Career Blooming
Educational Factors (E) Organizational Factors (O) Individual Factors (I) Family Factors (F)	⇨	

Figure 1: Conceptual Framework

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4 CONCLUSION

The researchers have assembled the conceptual framework in order to assess the factors that impact on Glass Ceiling on women career blooming in Sri Lankan Academic Sector. Moreover is also disclosed that some of the factors supports females in the academic sector to bloom the growth. As per the exploration, is expected to spotlight on several set of recommendations to amplify existing level of Women career blooming.

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