BARRIERS RELATED TO BREAKING THROUGH THE GLASS CEILING OF FEMALE EXECUTIVES IN FINANCIAL INDUSTRY IN SRI LANKA

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ABSTRACT
This paper empirically investigates the barriers related to breaking through the glass ceiling of female executives in financial industry in Sri Lanka. The objectives of this study are, to identify the most prominent barrier with regard to breaking the glass ceiling, test the relationship between these barriers and possibility of breaking the glass ceiling and finally to recommend effective ways of breaking the glass ceiling. The researchers have identified three barriers as independent variables namely stereotyping and preconception of women’s role, sexual discrimination in the work place, attitudes towards women’s own jobs. The dependent variable of the study is possibility of breaking the glass ceiling.

The data were collected from randomly selected sample of 100 female executives in five leading financial companies in Sri Lanka. The data were analyzed using Carl Pearson’s Coefficient of Correlation. The findings of the study reveal that there is a strong negative relationship between all three barriers and the possibility of breaking the glass ceiling. The most prominent and strong negative relationship being exhibited by stereotyping and preconception of women’s role.

KEYWORDS: Glass Ceiling, Stereotyping, Preconception, Sexual Discrimination.