

EFFECTS OF GLASS CEILING ON WOMEN CAREER BLOOMING IN SRI LANKAN ACADEMIC SECTOR

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The study is completely focuses on the focal problem of the effects of Glass Ceiling on Women Career Blooming in Sri Lankan Academic Sector. There is a central problem that stop women from being promoted to higher level positions such as Chancellor, Vice Chancellor, Dean, etc. Major objective of this study is to find out the effects of glass ceiling on women career blooming for academic employees who are working in both private and state universities in Sri Lanka. Other specific objectives are to identify the barriers that stop women from being promoted to higher positions in administration sector, to find the level of glass ceiling on women career blooming and to endorse solutions for overcoming glass ceiling on women career blooming of female lecturers. Glass ceiling variable includes educational factors, organizational factors, individual factors and family factor. Independent variable is the glass ceiling and the dependent variable is the women career blooming. To achieve the major objective both quantitative and qualitative methodologies were used and self-administrated questionnaires were distributed with the sample population of 214 and 6 interviews were conducted. The responses were analyzed using regression analysis. To analyze the qualitative data such as interviews, word cloud software was used. As per the results of the study glass ceiling has 60.6% of impact on women career blooming ($r^2 = .606$). Family factors ($r^2 = .078$) and organizational factors ($r^2 = .293$) have a high impact on women career blooming. Educational factors ($r^2 = .067$) and individual factors ($r^2 = .008$) have relatively low impact on women career blooming. The ultimate goal of the study was to change the underestimated attitudes of the society towards females. Further more to discover the growth of economic in the country and the importance of female contribution to the development of the country.

Keywords: *Educational Factors, Family Factors, Glass Ceiling, Individual Factors, Organizational Factors*