

REASONS FOR THE CAREER ADVANCEMENT ISSUE OF FEMALE MANAGERS IN BANKING SECTORS

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1. Introduction

The career Advancement Issue of female managers is unresolved in the world and according to the literature survey, researchers have paid less attention to this issue. Through a literature survey, researchers have identified that female managers in the banking sector in Sri Lanka are highly supper with this issue and preliminary survey support confirms the issue. This study aims to investigate causes influencing the lower rate of career advancement of female managers in the banking sector with a focus on the perspective of People's Bank's regional managers and determine the approaches to get beyond obstacles of reach the career advancement.

2. Methodology

The study employed interpretivist philosophy and qualitative research design to address the research questions. The reason is that qualitative research is helpful to associate women with closer to detect their inner feelings, experiences, views, and perceptions to recognize their description of the career advancement of females in the banking sector. To collect data, utilize the semi-structured interviews with six purposively selected participants, within a focused-on case study strategy. Thematic analysis was exploited to analyze and summarize gathered data.

3. Finding and Discussion

Researchers have found unique causes and presented them under two main themes such as intramural roadblocks and extramural roadblocks for women's career advancement. As a intramural roadblocks, family restrictions, mandatory professional qualifications, mental configurations and essential of professional competences were mentioned. As a extramural roadblocks, pressure from external parties, unfavorable work settings, unconstructive social beliefs, outlook restrictions, and dismayed working culture were mentioned.

4. Conclusion and Implications

The result of current research has ensured intramural roadblocks and extramural roadblocks that influencing to the lower rate of career advancement of female in the banking sector. And intramural reinforcement and extramural reinforcement used by females to get beyond obstacles that influence the lower rate of career advancement females in the banking sector.

Keywords: Banking sector, Career advancement, Female managers