PERCEIVED CAREER BARRIERS OF FEMALE EMPLOYEES: A CASE STUDY AT LOGISTIC CO.

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Women are now in the workforce more than ever before. Even though the number of female employees has substantially increased in recent years, they are still under-represented in senior management positions in organisational context. Therefore it has become necessary to identify whether there are any barriers which prevent female employees in achieving the top management positions in their career ladder. Most of the female employees aspiring to hold senior management positions believe that "the glass ceiling" to career progression still exists. Hence the purpose of this article is to identify and explore the perceived and experienced barriers that impede the career development of female employees at Logistic Co., one of the leading organisations operating in transportation and logistics industry in Sri Lanka. Simple random sampling technique was utilized to gather data from 30 female employees at Logistic Co. and descriptive statistics were used to analyze. According to the findings, the negative and unhelpful attitudes towards female employees and socio–cultural factors are the strongest barriers which add significant cost to women in order to enter top management positions. Secondly behavioural traits of women drop them another step down once they attempt to reach the top management positions. At last, organisational practices produce a considerable amount of negative impact in order to hinder the career development of female employees. However, it is very important to take into account that the perception of career barriers always remains subjective to that person's perspective. Yet the understanding of possible career barriers facilitates female employees to take proactive actions before getting experienced with them.

Keywords: Career development barriers, Female employees