

**FACTORS AFFECTING CAREER PROGRESSION OF  
WOMEN EMPLOYEES: AN ANALYSIS OF TELEPHONE  
OPERATING COMPANIES IN SRI LANKA**

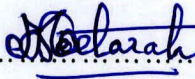
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A research submitted to the University of Sri Jayewardenepura  
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Degree of Master of Business Administration

30<sup>th</sup> September 2011.

## DECLARATION BY THE STUDENT

The work described in this research was carried out by me under the supervision of Dr. Aruna Shantha Gamage and a report on this has not been submitted in whole or in part to any university or any other institution for another Degree/ Diploma.

.....

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## DECLARATION BY THE SUPERVISOR

“I certify that the statement made by the candidate is true and that this research is suitable for submission to the University for the purpose of evaluation”.



.....  
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**Factors Affecting Career Progression of Women Employees: An Analysis of  
Telephone Operating Companies in Sri Lanka**

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**ABSTRACT**

This research was focused on the females in Telephone Operating Companies in Sri Lanka, how and whether they strive to reach the upper managerial level. It also attempted to find whether the glass ceiling, a common term referred to the barriers, which affect from reaching senior managerial level, exist and on the basis it does.

An informal survey was conducted in order to identify the industries, which consists of a higher number of female managers. It revealed that service industry including telecommunications industry contained more female managers than manufacturing oriented industries.

There are 08 Telephone operating companies in Sri Lanka and all the companies were taken into consideration. A 4% sample was selected proportionate to the total female employees in each company.

Both primary and secondary data were used for the study. For the purpose of collecting primary data, a questionnaire was distributed among the sample through mail. Also the industry publications and other relevant data sources were used when necessary.

A conceptual model was developed based on the variables identified through the literature survey and three hypotheses were developed in order to ascertain the model. Descriptive statistics such as univariate, bivariate, regression were used to analysis data. The results were generated using SPSS in order to achieve the objectives of this study.

The research results indicate that the career progression of a woman is affected more by family related responsibilities and organizational barriers. But it is revealed that the individual attributes do not have much impact for the career progression of woman.