

A STUDY ON MANIFESTO FOR SHATTERING THE GLASS CEILING

Submitted in partial fulfilment of the requirement for the award of

MASTER OF BUSINESS ADMINISTRATION

By

PRIYANGA S

REGISTER NO: 42410118



**DEPARTMENT OF BUSINESS
ADMINISTRATION SCHOOL OF MANAGEMENT
STUDIES**

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

Accredited with Grade “A++” by NAACI 12B Status by UGC

CATEGORY-1 UNIVERSITY BY UGC | Approved by AICTE

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI-600119

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'SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the Bonafide work of **PRIYANGA S 42410118**
Who carried out the Project Training “**A STUDY ON MANIFESTO FOR SHATTERING THE GLASS CEILING**” under my supervision from
October 2023 to December 2023.

(Dr. Shetty Deepa
Thangam Geetha)
Internal Guide

(Dr. Blessie Pathmu)
External Guide

Dr BHAVANESWARI. G, MBA., Ph.D.
Dean- School of Management Studies

Submitted for Viva voce Examination held on _____

DECLARATION

I **PRIYANGA S (42410118)**_here by declare that the Project Report entitled ” **A MANIFESTO FOR SHATTERING THE GLASS CEILING**” done by me under the guidance of Dr. R. BLESSIE PATHMU is submitted in partial fulfilment of their querulents for the award of master of business administration degree.

DATE:

PLACE:

PRIYANGA S

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ABSTRACT

A persistent emblem of inequity and limitation, the glass ceiling stands big in our professional environments, impeding the path to success for numerous people, particularly women and underrepresented communities. This abstract is a condensed version of our manifesto, a strong statement of our intention to break through this imperceptible but powerful barrier. Our manifesto is proof of our steadfast dedication to diversity, empowerment, and equality. It embodies a shared vision, showing the way toward a time when talent is unaffected by a person's gender, race, or socioeconomic status. This manifesto, which has its foundations in the values of justice and fairness, promotes radical change in workplaces across the globe. We acknowledge the complexity of this challenge as we work to break through the glass ceiling. We recognize that this barrier is reinforced by ingrained prejudices, structural injustices, and societal norms. We take a holistic approach, supporting individual empowerment, cultural changes, and policy reforms. Our main goals are outlined in this abstract: we want to break down barriers to success, promote inclusive leadership, dismantle discriminatory policies, and confront stereotypes. It highlights the value of teamwork and promotes partnerships between people, groups, and decision-makers in order to bring about long-lasting change. Our manifesto is a dynamic force for change, not just a written document. It exhorts influential people—both established and up-and-coming—to support equality in their areas of influence. By signing this manifesto, we commit to upending the status quo, tearing down obstacles, and establishing settings where each person can succeed on the basis of their own abilities, commitment, and merit. We invite everyone to join us on this transformative journey by means of this manifesto. By working together, we can break through the glass ceiling and create a future in which having talent and ambition will be the only requirements for success. This abstract captures our unwavering resolve to overcome historical constraints and usher in a period of genuine equality, diversity, and inclusion.

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION:

In recent years, the idea of the "glass ceiling" has received a lot of attention, particularly in relation to workplace diversity and gender equality. It speaks of the imperceptible hurdles and impediments that keep some groups—women and minorities in particular—from rising to higher positions within companies. In order to achieve true equality and build inclusive work environments where people can realize their full potential, breaking through the glass ceiling is an essential goal. Its goal is to investigate the idea of the "glass ceiling," its ramifications, and the different approaches that can be taken to break down this barrier and advance equitable opportunities for all. By examining the causes and effects of the "glass ceiling," we can better comprehend the difficulties that marginalized groups encounter and endeavour to create a society that is more equitable. Although there are many obstacles to overcome, it is our collective duty to do so. We will break through the glass ceiling and create a more just and prosperous future by promoting equality and inclusion, encouraging sponsorship and mentoring, pushing for policy changes, and setting an example for others to follow.

Breaking the glass ceiling:

In a world striving for equality and progress, the metaphorical "glass ceiling" continues to cast its shadow, hindering the ascent of talented individuals, particularly women and marginalized groups, to the upper echelons of organizations and society. This invisible but potent barrier not only stifles individual potential but also obstructs, brimming with talent, potential, and ambition, the glass ceiling remains in a world that claims progress and equality, the stark reality of the glass ceiling still looms overhead, casting shadows of disparity and limitation upon countless individuals. In a world that aspires to equal opportunities and inclusivity, the existence of the glass ceiling stands as a stark reminder of the work yet to be done. We should refuse to accept this limitation any longer. This manifesto is a declaration of our unwavering resolve to shatter the glass ceiling, not just for ourselves, but for all who come after us. It serves as a call to action, a testament to our shared commitment to dismantling the invisible, yet oppressive,

forces that have held too many backs. We envision a world where talent, determination, and ambition are the only factors that define one's career trajectory. As we embark on this journey, we acknowledge the complexities of the challenges ahead. We understand that this endeavour requires both individual determination and collective effort. We must challenge stereotypes, advocate for policy changes, and support each other in our ascent. The path may be tough, but together, we are unstoppable. This manifesto outlines our principles, our vision, and our action plan. It is a living document that will evolve as we make progress. Our aim is clear: to create a world where the glass ceiling is not just shattered, but eradicated. We invite all who share this vision to join us, for it's not enough to dream of a world without barriers; we must actively work to make it a reality. Let this manifesto serve as a beacon of hope, a roadmap to equality, and a testament to our collective strength. The glass ceiling may be unyielding, but so are we. It's time to break through and rise together. In the grand narrative of human progress, we find ourselves at a pivotal juncture. A juncture where the reverberations of change are felt in every corner of society, yet where an enduring barrier, the metaphorical "glass ceiling," still looms overhead. This transparent but unyielding barrier restricts opportunities, stifles potential, and perpetuates inequality, particularly in the professional realm. As we embark on this journey of dismantling the glass ceiling, we are compelled by a vision of an equitable world. An interconnected world that not only values diversity but thrives on it, where each individual's potential is liberated, regardless of their gender, race, background, or any other characteristic. The mission of this manifesto is clear: to shatter the glass ceiling once and for all, and pave the way for a new era of inclusivity, diversity, and opportunity. Join us in this collective endeavour to confront and overcome the challenges that stand in the way of a fair and just society. Let us embark on a path that leads to progress, empowerment, and change. The time for action is now, and the power to shatter the glass ceiling lies within us.

Empowering female entrepreneurs through female mentors:

Among the millions of entrepreneurs in developing economies, few are able to earn a decent livelihood. To help these entrepreneurs succeed, governmental and nongovernmental organizations invest billions of dollars every year providing training programs. Many of these programs involve providing entrepreneurs with mentors. Unfortunately, the effects of these programs are often muted, or even null, for women-owned firms. Against this backdrop, we tested whether gender-matching, where female entrepreneurs are randomly paired with a female mentor, could help address the gender gap. Findings from a randomized controlled field experiment with 930 Ugandan entrepreneurs show that although mentor gender has little impact on male entrepreneurs, it has a powerful impact on female entrepreneurs. Firm sales and profits of female entrepreneurs guided by a female mentor increased by, on average, 34% and 29% compared to the control group, and these estimates are even larger for female entrepreneurs with high aspirations. In contrast, female entrepreneurs guided by a male mentor did not significantly improve performance compared to the control group. We provide suggestive mechanism evidence that female mentor-mentee arrangements are characterized by more relational exchanges. In the hallowed halls of progress, where dreams should know no bounds and ambitions should be boundless, a pervasive barrier looms large: the infamous glass ceiling. For far too long, this invisible but impenetrable barrier has stifled aspirations, curtailed potential, and limited opportunities based on gender, race, and other arbitrary classifications. It is a challenge that echoes across boardrooms, classrooms, and every sphere of society, reminding us that true equality remains an elusive goal.

Yet, it is within our collective power to shatter this glass ceiling into a million pieces, liberating untapped talent, innovation, and creativity. This manifesto stands as a clarion call to action, a testament to our unwavering commitment to dismantle this barrier and usher in an era where merit knows no gender, where diversity is celebrated, and where every individual has the chance to soar as In a world striving for equality and inclusivity, it is imperative to confront and dismantle the persistent obstacle that is the glass ceiling. For far too long, women, minorities, and underrepresented groups have faced an invisible but formidable barrier that limits

their advancement in various fields. This manifesto is a call to action, a declaration of our unwavering commitment to shatter the glass ceiling and pave the way for true equality. We believe that progress should not be impeded by gender, race, ethnicity, or any other characteristics that should be celebrated rather than held against individuals. It's time to challenge the status quo, to break free from the constraints of tradition and stereotypes. The glass ceiling is not a fixed structure; it is an artificial construct that we can collectively dismantle. This manifesto is a collective statement of our intentions, a blueprint for change, and a commitment to creating an environment where talent, dedication, and hard work are the only determining factors for success. We acknowledge that the journey will be challenging, but together, we can achieve a more equitable world where everyone can rise to their full potential, regardless of their background or identity.

1.2 OBJECTIVES OF THE STUDY:

- To study the possibility of a glass ceiling in the workplace.
- To uplift a culture of gender equality.
- To identify strategies for shattering the glass ceiling.
- To recognize ongoing training and development opportunities.
- To establish equal opportunity policies and practices.

1.3 IMPORTAND OF THE STUDY:

- The Importance of this study lies in addressing systemic inequalities and fostering a more inclusive workplace culture
- Investigating the concept of the glass ceiling, It aims to promote gender equality, diversity, and equal opportunities within organizations.
- Shattering the glass ceiling is not only a moral imperative but also a strategic advantage for businesses
- It leads to enhanced innovations
- It also increases the productivity

1.4 SCOPE OF THE STUDY:

- This study scope encompasses examining the causes and consequences
- It involves the various strategies for breaking the glass ceiling, as well as identifying opportunities
- It also includes strategies for Ongoing training and the implementation of equal opportunity policies
- It also contributes to a more equitable and prosperous society

CHAPTER 2 REVIEW OF LITERATURE

2.1. REVIEW OF LITERATURE:

Mary Grace B Lubguban 2023 This article qualitative research conducted in Siquijor, Philippines, explores the experiences of six successful women executives. Despite progress, it reveals persistent gender inequality and underrepresentation of women in leadership roles. The study delves into the personal, professional, and family backgrounds of these women, shedding light on the factors and traits that contributed to their success.

Nessie Dalvin 2023 This article analyses the presence of a glass ceiling for ethnic minorities aspiring to leadership positions through a field experiment with 12,000 job applications. The research reveals significant ethnic discrimination, with applicants having English names receiving far more positive responses for leadership positions compared to those with non-English names. The discrimination was even more pronounced when customer contact was involved in the job. This study provides compelling evidence of a glass ceiling hindering ethnic minorities from accessing leadership roles, emphasizing the need for addressing this issue in recruitment practices.

Aaleyah James 2023 This article presents a field experiment that explores potential glass ceiling effects for ethnic minorities in accessing leadership positions. Through 12,000 job applications and 4,000 job advertisements, it unveils significant hiring discrimination against six ethnic groups, particularly in leadership roles. Applicants with English names received substantially more positive responses compared to those with non-English names. This research underscores the existence of a glass ceiling for ethnic minorities in leadership positions, emphasizing the need for addressing this issue in recruitment practices.

Mary Grace B Lubgudan 2023 In this article explores the experiences of successful women executives in Siquijor, Philippines, shedding light on the persistent issues of gender inequality and underrepresentation of women in leadership roles. It delves into

the personal, professional, and family backgrounds of these women while examining the factors and traits contributing to their success, addressing the ongoing challenges of gender disparities in leadership.

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Thanavi Chot Pradit 2022 This article discusses the role of art activism in Thailand's anti-establishment movement, challenging dictatorial power and calling for change in government and the monarchy. The essay aims to compile and conceptualize the contributions of art activism in this movement, despite the legal barriers protecting the monarchy. It explores the power of creative acts in breaking through barriers and advocating for social and political transformation.

Ashley L. Sandor 2022 This article discusses explores self-sabotaging behaviours experienced by female secondary principals and their impact on career development. It utilizes a mixed methods approach, including surveys and interviews, to identify the behaviours and strategies used to overcome them. The findings reveal that female secondary principals engage in self-sabotaging behaviours due to external factors, affecting their career and well-being. They employ strategies like self-intimacy and confidence to counteract these behaviours. The research suggests the need for further investigation into self-sabotaging behaviours in different educational leadership contexts and additional criteria for studying strategies to overcome them.

Nancy Parsons'2021"Women Are Creating the Glass Ceiling and Have the Power to End It," emphasizes the importance of candid discussions about gender equality in the workplace. It takes a data-driven approach to uncover the root causes of the glass ceiling, urging executives to reevaluate diversity and inclusion initiatives. The book aims to accelerate progress and render the concept of the glass ceiling obsolete. It calls for meaningful change in addressing gender disparities in professional settings.

Grier McClard's 2021 "This Woman's Work," delves into the evolution of the domestic service industry in the latter half of the 20th century. It went from a symbol of affluence

to a vital requirement for many households. Despite their crucial role, domestic workers often face low pay and minimal protection. McClard connects these shifts in domestic work to Second Wave feminist ideals and the increasing number of women working outside their homes.

Saloome- Showkat 2021 This article focuses on the relationship between the glass ceiling and women's performance in the banking sector. It highlights how patriarchal beliefs and values often hinder the career advancement of women, despite their qualifications and competence. The research, based on data collected from 300 women in managerial positions through stratified random sampling, identifies the presence of the glass ceiling in the banking industry. It reveals a moderate negative correlation between the glass ceiling and the work performance of women in this sector.

Robin R Starks' 2021 In this article investigates the persistent challenges women face in breaking the glass ceiling within male-dominated professions, particularly in law and the military. Utilizing photo and voice interviews, an online survey, and a comprehensive literature review, the research highlights the stark gender imbalance in leadership positions within 500 law and military firms, where women hold only one percent of such roles. The study underscores gender stereotyping, social norms, and biases as primary barriers to women's advancement, with respondents advocating for equal opportunities based on competencies rather than gender. The findings emphasize the urgent need for further research and organizational efforts to promote gender equality in law and military contexts.

Laura Clancy, Hannah Yelin 2020 This article discusses the media's enthusiastic portrayal of Meghan Markle as a feminist figure following her marriage to Prince Harry. Markle's identification as a "proud feminist" and her work in women's empowerment are emphasized, but the article highlights that the rush to hail her as a feminist princess may be somewhat strained. The media's overwhelmingly positive tone and swift rebuttal of criticism are noted, with some criticism being interpreted as misogyny or racism. The article suggests a need for a more nuanced discussion of Markle's feminist identity and her impact on the royal institution.

Helen Grill 2020 In this article delves into the issue of gender discrimination in the art world, particularly the undervaluation of women's art. She demonstrates that there are minimal aesthetic differences between men and women's art, yet men's work is often

valued significantly higher. The power of masculinity even influences the value of signed artwork, benefiting men and disadvantaging women. Grill highlights the complicity of museums in perpetuating this cycle by tokenistic ally collecting female art. Her work challenges existing norms and presents compelling evidence of the gender bias in art, urging the art world to address this issue, especially in the context of the 'Me Too' movement.

Rachel DiBenedetto's 2020 In this article discusses the lack of understanding of gender discrimination in the past. While race discrimination was widely condemned, some believed that gender-based legal differences actually benefited women. The author's objective was to guide the legal system towards recognizing that these perceived pedestals for women often functioned as cages, echoing Justice Brennan's sentiment.

Angelica Vasile 2020 In this article explores the persistent gender segregation in politics and the effectiveness of gender quotas in breaking the glass ceiling. Despite significant advancements in women's political participation globally, horizontal and vertical segregation persists, with men dominating key ministerial positions. Vertical segregation, illustrated by the glass ceiling, obstructs women from reaching top political roles. The study focuses on the underrepresentation of women in electoral bodies, raising crucial questions about overcoming vertical segregation and the impact of gender quotas. It delves into whether women's presence in politics makes a difference and why equal representation matters beyond considerations of social justice, examining if women contribute uniquely to societal interests.

Cammie Donaghy 2019 In this article focuses on delves into the intersection of race, class, and gender in the lives of Black women, emphasizing systemic oppression and cultural racism's impact on their career development. The text also highlights how the glass ceiling marginalizes Black women leaders, despite advancements made by the women's rights movement. It provides statistics on women of colour in leadership roles in Fortune 500 companies and emphasizes the importance of understanding how both race and gender influence leadership.

Sakshi Sharma, Rajvir Kaur 2019 In this article focuses on research investigating the effects of the glass ceiling on women's career progression in the Indian service sector. The study considers personal, organizational, and societal barriers within the

glass ceiling concept and examines how family structure (nuclear or joint) moderates these effects. The research involved 553 women managers from various service sector industries. The findings indicate that organizational and societal barriers within the glass ceiling predict career obstacles for women, with family structure partially moderating the impact of societal barriers. However, personal barriers did not significantly affect women managers' career progression. The study emphasizes the need for organizations to provide equal advancement opportunities to deserving women managers, regardless of gender.

Fredna Pierre 2019 In this article focuses on delves into the impact of systemic oppression and ethnocentric monocultural bias on the career development of Black women. The chapter also highlights how the glass ceiling continues to marginalize Black women leaders despite gains made by the women's rights movement. It provides statistics regarding the underrepresentation of women of colour, particularly African American women, in high-level positions within Fortune 500 companies, emphasizing the need to understand how race and gender intersect in leadership

Ghadeer Falah, Abram Giller, Danielle Gutman, Gil Atzmon 2020 This article focuses on the analysis of the relationship between the glass ceiling and the career advancement of women in Punjab, Pakistan. It aims to provide a comprehensive understanding of gender-related issues and the obstacles hindering women's progress in their careers. The research involved surveying female employees from the private sector in specific districts of Punjab, collecting data from 300 respondents using multistage sampling techniques and applying descriptive and inferential statistics through SPSS. The findings indicated that a majority of women acknowledged the existence of a "glass ceiling" in their careers, facing challenges in achieving higher-ranking positions due to gender stereotypes. Overcoming the glass ceiling requires significant commitment from institutions to foster the development of individuals, regardless of their gender.

Radha Yadav and Ashu Khanna 2019 In this article based by A "glass ceiling" is an invisible barrier that is beyond thought women, these hidden parameters become the middle and between barriers Higher Management for Women. A quiet, but unbreakable, main cause Variation in the percentage of women in top management has always been low Men. Glass ceiling is a corporate given term, meaning Invisible barriers for women allow them to stop reaching the heights of success.

Alessia Da Ros 2019 The provided text discusses the role of art activism in challenging dictatorial power and advocating for political change in Thailand. It highlights the use of creative acts to defy the restrictive "glass ceiling" that protects the monarchy, emphasizing the significance of art activism in recent antiestablishment movements in the country. Additionally, there is a mention of a book by Nancy Parsons titled "Women Are Creating the Glass Ceiling and Have the Power to End It." The book encourages real conversations about breaking the glass ceiling and suggests that women have the power to eliminate this barrier to gender equality. It calls for a re-evaluation of diversity and inclusion initiatives in the workplace to accelerate progress in addressing the issue. Furthermore, another document seems to focus on violence against women, analysing its social origins, with specific attention to violence in the workplace, including sexual harassment and occupational segregation. The text explores the concept of the "glass ceiling," its measurement, and the legal frameworks, both international and European, aimed at addressing these issues.

Saddam Khalid, Tomoki Sekiguchi 2019 In this article discusses a study on selfsabotaging behaviours among female secondary principals in Northern California. The study employed a mixed-methods approach to identify these behaviours and their impact on career development, as well as strategies used to overcome them. The findings revealed that female secondary principals engaged in self-sabotaging behaviours influenced by external factors, negatively affecting their careers and wellbeing. Participants used strategies like cultivating self-intimacy and inspiring other women to counteract these behaviours. The study recommends further research to explore these behaviours in other populations within educational leadership and to identify additional criteria for addressing them. In another article, the focus is on the glass ceiling effect and its impact on women's career success. It highlights the continuing male dominance in the workplace and the existence of artificial barriers preventing women from reaching top-level management positions. The article proposes a model in which women's personality traits are linked to their glass ceiling beliefs and subjective career success. The model suggests that glass ceiling beliefs mediate this relationship, including aspects like denial, resilience, acceptance, and resignation. This research carries implications for women in achieving career success and overcoming the glass ceiling effect in organizational settings.

Nermin Kisi 2019 In this article focuses on the persistent inequalities between men and women in global labour markets, particularly in senior management levels. The chapter delves into two significant career barriers experienced by women: the "glass ceiling" and the "glass cliff." The aim is to provide a comprehensive overview of these barriers, including their background, causes, and consequences. Additionally, the chapter addresses critiques of the glass ceiling concept. The results of this chapter are intended to serve as a valuable resource for researchers exploring women's career obstacles, women's leadership, and gender inequality.

Bijay Lama 2019 In this article to understand how the glass ceiling affects women's career progression in this specific context. The study's hypotheses suggest that various factors, including personal, organizational, and societal barriers, significantly influence women's career development.

Jenny M Hoobler, Sandy J Wayne, and Grace Lemmon, 2019 In this article focuses on investigates a potential reason behind the persistence of the glass ceiling in organizations: bosses' perceptions of female subordinates' family-work conflict. The research utilizes person categorization and social role theories to examine whether both male and female bosses perceive women as experiencing more familywork conflict, leading to the perception that they are not a good fit for their roles and the organization. symbolizing the challenges faced by women in their careers. While women initially made progress in lower management positions after equal opportunity legislation, they encountered obstacles as they reached higher organizational levels. The traditional glass ceiling concept may need re-evaluation as career patterns evolve, with both women and men experiencing more lateral, downward, and static movement in organizations due to shorter job ladders and reduced job security.

Junaimah Jauhar, Vincci Lau 2018 In This article discusses a study focused on the glass ceiling effect on women's career advancement, specifically in the IT industry in India. The study identifies personal, organizational, and societal factors as contributors to the glass ceiling. It collected data from female employees in middle and senior management positions in IT companies. The findings reveal that societal factors pose the greatest hindrance to women's career advancement, alongside factors related to women's self-perception and management's perception of women in higher positions. a study that investigates the impact of the glass ceiling on women's career advancement to top management positions.

Tinuke M Fapohunda 2018 In this article discusses the persistence of gender disparities in the workplace despite increased female participation in recent decades. It highlights the concept of the "glass ceiling," which hinders women's career advancement and their ability to reach top managerial positions. The study mentioned in the paragraph focuses on the impact of the glass ceiling on women's careers and tested several hypotheses related to personal, relational, organizational, and cultural factors affecting women's career advancement. The findings reveal a moderate negative relationship between the glass ceiling and women's career progress, emphasizing the significant influence of personal, organizational, and cultural dynamics on this issue. Ultimately, the study concludes that the glass ceiling indeed has significant effects on women's career advancement.

Deanna R Davis, Cecilia Maldonado 2015 In this article discusses a research study focused on the experiences of African American women in higher education leadership. The study explores how race and gender intersect to shape their leadership development.

Dr Geeta Sachdeva 2014 In this article studies the impact of glass ceiling on the Indian banking industry and increasing role of women leaders in banking industry, Develop the factors, which make women so successful in the Indian banking industry.

David Purcell 2010 In this article focus on work, family, gender, race and social psychology, He is currently writing papers on workplace self-efficacy, work-time mismatch between spouses, and status mismatch between couples. conclude with a discussion of research that is aimed at lessening gendered glass ceiling disparities in the workplace.

Sakshi Sharma, Parul Sherawat 2009 the study provides a step towards a new perspective for understanding Women's empowerment and the glass ceiling within private universities. In addition, administrative implications can help educators Practitioners understand the problem of glass ceiling in Indian environment and eradicate it completely.

CHAPTER 3 RESEARCH METHODOLOGY

3.1 RESEARCH METHODOLOGY:

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose.

Research methodology helps to find Employee engagement in the company. This time research methodology is framed for the purpose of finding the level of Employees in the Current System. To know the attitude of the Employees data is collected through a structured questionnaire.

3.2 RESEARCH DESIGN:

3.2.1. Descriptive Research Design

Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who take part in the study.

3.3 SOURCES OF DATA:

In this research, internal and external source of data are used.

3.3.1 Primary Data:

It is a source of collecting data by first-hand information through observation, direct communication or personal interviews of respondent's Women's. In this, questionnaire is used for conducting personal interviews and for collecting the data.

3.3.2 Secondary Data:

It is collected from standard books, internal sources, magazines and newspapers and also collecting data from only external sources.

3.4 SAMPLE SIZE:

The sample size for this research project is 150

3.5 PERIOD OF STUDY:

The period of the study is to determine that research process is carried out for 1 months

3.5 AREA OF THE STUDY:

The targeted people are the women employees in IT, BANKING field.

3.6 HYPOTHESIS:

3.6.1 To study the possibility of a glass ceiling in the workplace:

H0 (Null Hypothesis): There is no significant difference in career advancement opportunities between men and women in the workplace.

H1 (Alternative Hypothesis): There is a significant difference in career advancement opportunities between men and women in the workplace.

3.6.2 To identify strategies for shattering the glass ceiling:

H0 (Null Hypothesis): The existing strategies in place do not have a significant impact on breaking the glass ceiling.

H1 (Alternative Hypothesis): Implementing new strategies will have a significant impact on breaking the glass ceiling.

3.7 TOOLS FOR ANALYSIS:

Questionnaire was created in order to receive the necessary response required from the sample to achieve the research objective. The tools used for this are

3.8 PERCENTAGE ANALYSIS

Research questions are always answered with a descriptive statistic: generally, either percentage or mean. Percentage is appropriate when it is important to know how

many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories.

3.9 ANALYTICAL TOOLS(SPSS)

Tools for testing the hypothesis (SPSS)

- Regression analysis
- Chi-square

3.9.1 REGRESSION ANALYSIS:

I have used this to explore the relationship between gender and career advancement opportunities, and to identify which strategies have a significant impact on breaking the glass ceiling.

3.9.2 CHI-SQUARE:

The strategies to shatter the glass ceiling, I have used chi-square tests to assess the impact of implementing new strategies on breaking the glass ceiling compared to the existing strategies.

CHAPTER 4

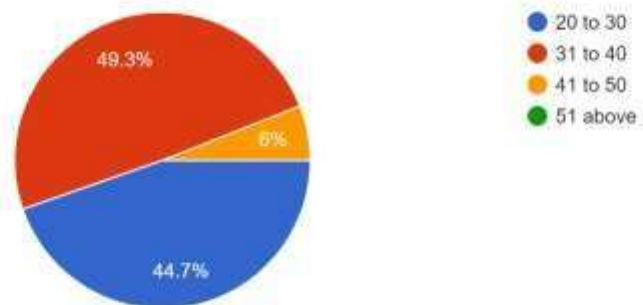
DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

4.1.1 Table indication the age of respondents

S.no	Age	No of Respondents	Percentage analysis
1	20 to 30	67	44.7%
2	31 to 40	74	49.3%
3	41 to 50	9	6%
4	51 above	0	0%
Total		150	100%

Age
150 responses



Interpretation:

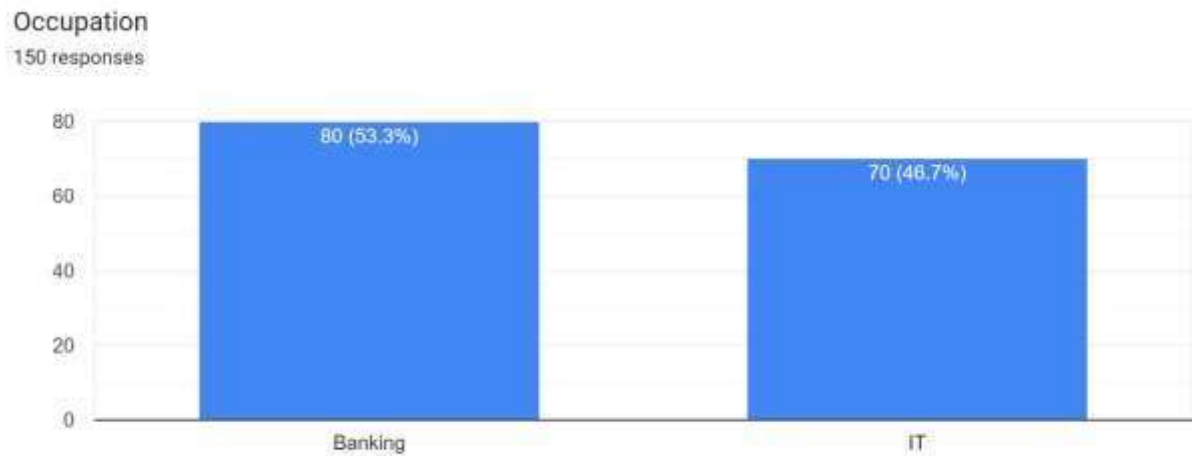
From the above table it is interpreted that the number of respondents 20-30 age of respondents are 44.7%, between 31-40 age of respondents are 49.3%, between 41-50 age of respondents 6% and above 51 age no respondent.

INFERENCE

Majority 49.3% of the respondents belong to the age group of 31 to 40 category.

4.1.2 Table indicating the occupation of respondents

S.no	Occupation	No. of Respondents	Percentage analysis
1	Banking	80	53.3%
2	IT	70	46.7%
Total		150	100%



Interpretation:

From the above table it is interpreted that the number of respondents Banking of respondents are 53.3% and IT of respondents are 46.7%

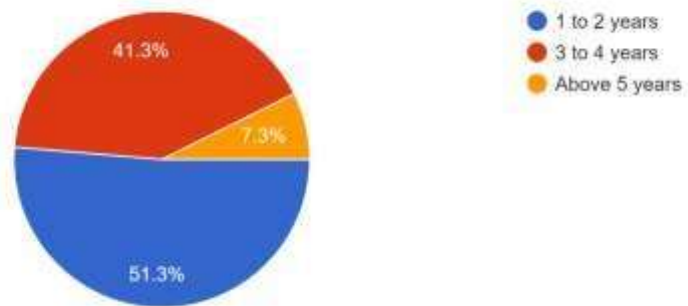
INFERENCE

Majority 53.3% of the respondents belongs to banking occupation.

4.1.3 Table indicating the work experience of respondents

S.no	Work experience	No of respondents	Percentage analysis
1	1 to 2 years	77	51.3%
2	3 to 4 years	62	41.3%
3	Above 5 years	11	7.3%
Total		150	100%

Work experience
150 responses



Interpretation

From the above table it is interpreted that the number of respondents were 41.3% 1 to 2 years, 51.3% is 3 to 4 years, 7.3% is above 5 years.

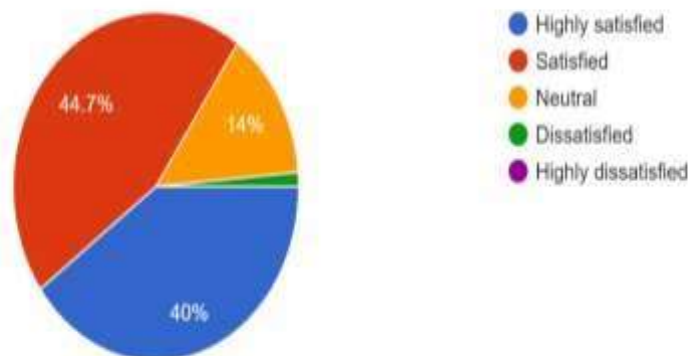
INFERENCE

Majority 51.3% of the respondents had 1 to 2 years work experience.

4.1.4 Table indicating the encouraging and supporting women and underrepresented groups in leadership roles.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Dissatisfied	2	1.3	1.3	1.3
Neutral	21	14.0	14.0	15.3
Satisfied	67	44.7	44.7	60.0
Highly satisfied Total	60	40.0	40.0	100.0
	150	100.0	100.0	

150 responses



Interpretation

From the above table it is interpreted that the number of respondents were 40% is highly satisfied, 44.7% is satisfied, 14% neutral and 1.3 dissatisfied.

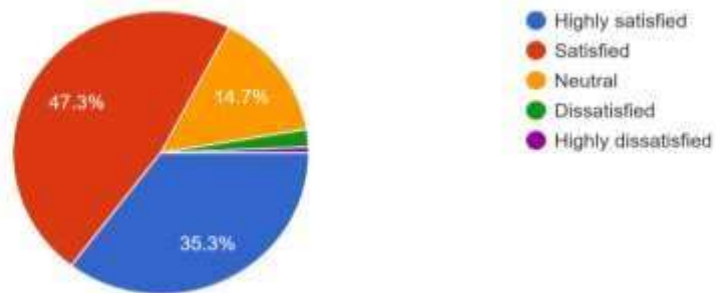
INFERENCE

Majority 44.7% of the respondents belongs to satisfied the encouraging and supporting women and underrepresented groups in leadership roles.

4.1.5 Table indicating the promoting diversity and inclusion in leadership positions.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Highly dissatisfied	1	.7	.7	.7
Dissatisfied	3	2.0	2.0	2.7
Neutral	22	14.7	14.7	17.3
Satisfied	71	47.3	47.3	64.7
Highly satisfied	53	35.3	35.3	100.0
Total	150	100.0	100.0	

150 responses



Interpretation

From the above table it is interpreted that the number of respondents were 35.3% highly satisfied, 47.3% satisfied, 14.7% neutral, 1.7 dissatisfied and 1% highly dissatisfied.

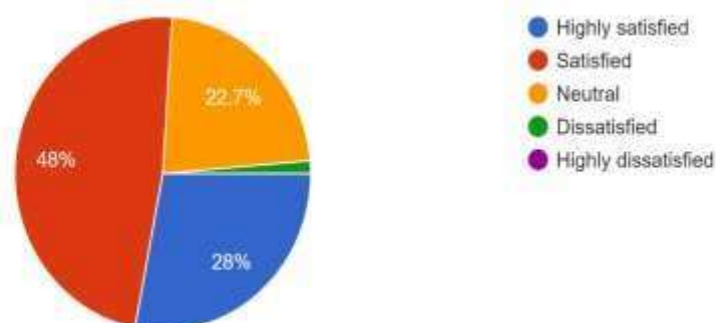
INFERENCE

Majority 47.3% of the respondents satisfied promoting diversity and inclusion in leadership positions.

4.1.6 Table indicating the importance given in mentoring and sponsoring women and underrepresented groups to help them advance in their career.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Dissatisfied	2	1.3	1.3	1.3
	Neutral	34	22.7	22.7	24.0
	Satisfied	72	48.0	48.0	72.0
	Highly satisfied	42	28.0	28.0	100.0
	Total	150	100.0	100.0	

150 responses



Interpretation

From the above table it is interpreted that the number of respondents were 28% highly satisfied, 48% satisfied, 22.7% neutral and 1.3 dissatisfied.

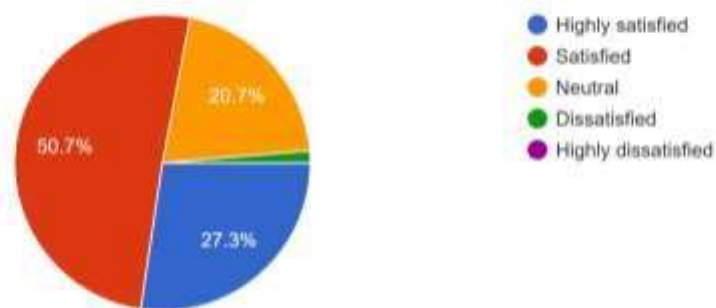
INFERENCE

Majority 48% of the respondent's importance given in mentoring and sponsoring women and underrepresented groups to help them advance in their career.

4.1.7 Table indicating the organization adopting transparent hiring and promotion practices to eliminate biases and create a level playing field.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Dissatisfied	2	1.3	1.3	1.3
	Neutral	31	20.7	20.7	22.0
	Satisfied	76	50.7	50.7	72.7
	Highly satisfied	41	27.3	27.3	100.0
	Total	150	100.0	100.0	

150 responses



Interpretation

From the above table it is interpreted that the number of respondents were 27.3% highly satisfied, 50.7% satisfied, 20.7% neutral and 1.3 dissatisfied.

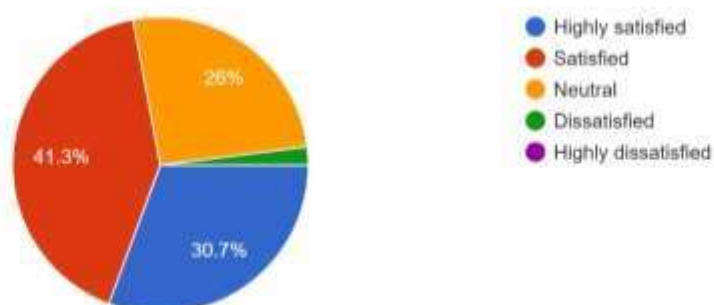
INFERENCE

Majority 50.7% of the respondents satisfied the organization adopting transparent hiring and promotion practices to eliminate biases and create a level playing field.

4.1.8 Table indicating the pay equity is a fundamental right, and organizations ensures that women and underrepresented groups are paid equally for equal work.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Dissatisfied	3	2.0	2.0	2.0
	Neutral	39	26.0	26.0	28.0
	Satisfied	62	41.3	41.3	69.3
	Highly satisfied	46	30.7	30.7	100.0
	Total	150	100.0	100.0	

150 responses



Interpretation

From the above table it is interpreted that the number of respondents were 30.7% highly satisfied, 41.3% satisfied, 26% neutral and 1.3 dissatisfied.

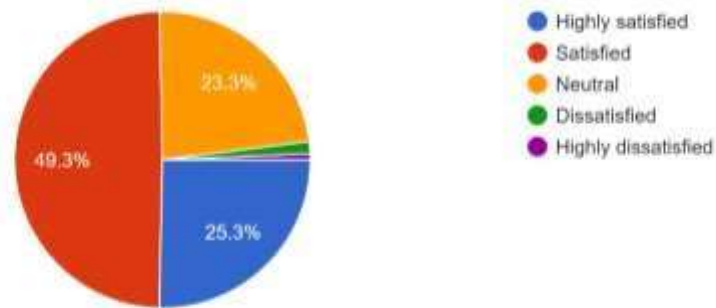
INFERENCE

Majority 41.3% of the respondents satisfied of pay equity is a fundamental right, and organizations ensures that women and underrepresented groups are paid equally for equal work.

4.1.9 Table indicating the organizations are implementing and supporting diversity and inclusion initiatives to foster a more inclusive workplace.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Highly dissatisfied	1	.7	.7	.7
Dissatisfied	2	1.3	1.3	2.0
Neutral	35	23.3	23.3	25.3
Satisfied	74	49.3	49.3	74.7
Highly satisfied	38	25.3	25.3	100.0
Total	150	100.0	100.0	

150 responses



Interpretation

From the above table it is interpreted that the number of respondents were 25.3% highly satisfied, 49.3% satisfied, 23.3% neutral and 1.3 dissatisfied and 1 highly dissatisfied.

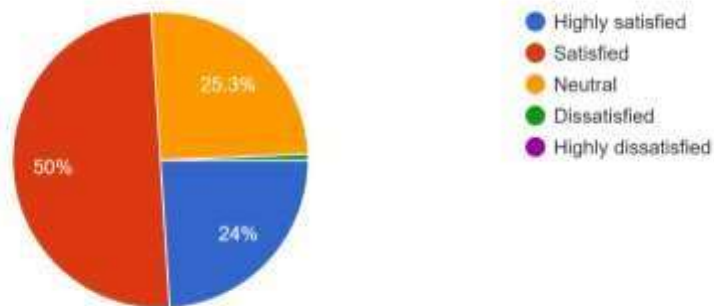
INFERENCE

Majority 49.3% of the respondents satisfied the organizations are implementing and supporting diversity and inclusion initiatives to foster a more inclusive workplace.

4.1.10 Table indicating the organizations held accountable for addressing gender disparities and are regularly reporting progress on diversity and inclusion efforts.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Dissatisfied	1	.7	.7	.7
	Neutral	38	25.3	25.3	26.0
	Satisfied	75	50.0	50.0	76.0
	Highly satisfied	36	24.0	24.0	100.0
	Total	150	100.0	100.0	

150 responses



Interpretation

From the above table it is interpreted that the number of respondents were 24% highly satisfied, 50% satisfied, 23.3% neutral and 1.3 dissatisfied.

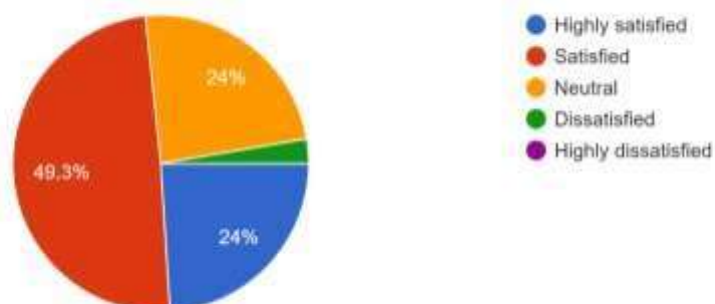
INFERENCE

Majority 50% of the respondents satisfied of the organizations held accountable for addressing gender disparities and are regularly reporting progress on diversity and inclusion efforts.

4.1.11 Table indicating the efforts have been made to eliminate gender bias in hiring, promotions, and performance evaluations.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Dissatisfied	4	2.7	2.7	2.7
	Neutral	36	24.0	24.0	26.7
	Satisfied	74	49.3	49.3	76.0
	Highly satisfied	36	24.0	24.0	100.0
	Total	150	100.0	100.0	

150 responses



Interpretation

From the above table it is interpreted that the number of respondents were 24% highly satisfied, 49.3% satisfied, 24% neutral and 2.7% dissatisfied.

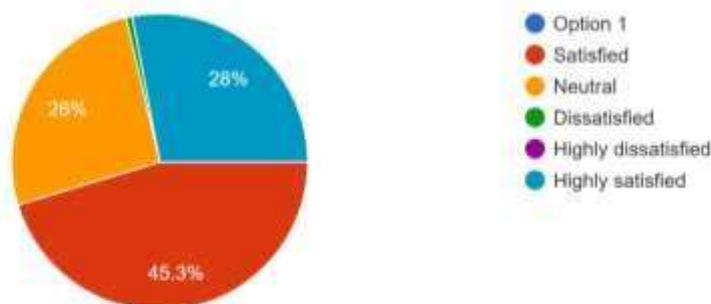
INFERENCE

Majority 49.3% of the respondents satisfied of the efforts have been made to eliminate gender bias in hiring, promotions, and performance evaluations

4.1.12 Table indicating the organizations are providing support for work-life balance, making it easier for employees, especially women, to excel in their careers.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Dissatisfied	1	.7	.7	.7
	Neutral	39	26.0	26.0	26.7
	Satisfied	68	45.3	45.3	72.0
	Highly satisfied	42	28.0	28.0	100.0
	Total	150	100.0	100.0	

150 responses:



Interpretation

From the above table it is interpreted that the number of respondents were 28% highly satisfied, 45.3% satisfied, 26% neutral and 1% dissatisfied.

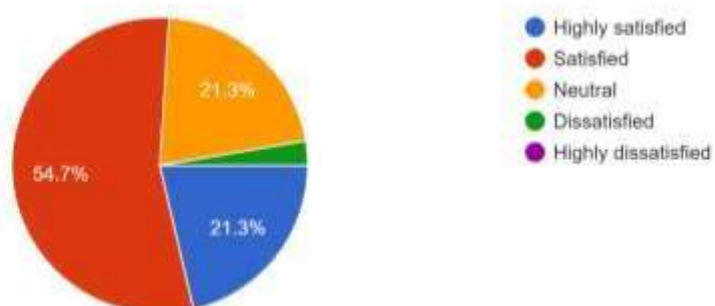
INFERENCE

Majority 45.3% of the respondents satisfied the organizations are providing support for work-life balance, making it easier for employees, especially women, to excel in their careers.

4.1.13 Table indicating the advocacy for gender equality and collective action are powerful tools for effecting change.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Dissatisfied	4	2.7	2.7	2.7
	Neutral	32	21.3	21.3	24.0
	Satisfied	82	54.7	54.7	78.7
	Highly satisfied	32	21.3	21.3	100.0
	Total	150	100.0	100.0	

150 responses



Interpretation

From the above table it is interpreted that the number of respondents were 21.3% highly satisfied, 54.7% satisfied, 21.3% neutral and 2.7% dissatisfied.

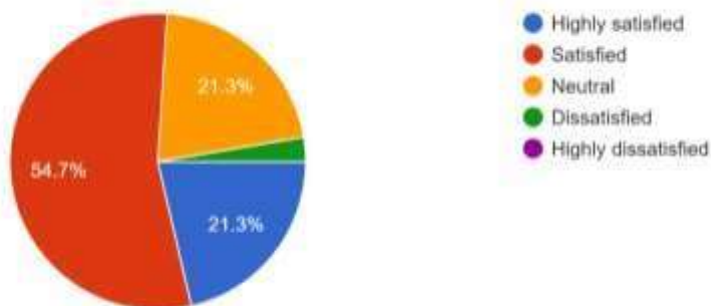
INFERENCE

Majority 54.7 % of the respondents satisfied of the advocacy for gender equality and collective action are powerful tools for effecting change.

4.1.14 Table indicating the advocacy for gender equality and collective action are powerful tools for effecting change.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Dissatisfied	4	2.7	2.7	2.7
	Neutral	32	21.3	21.3	24.0
	Satisfied	82	54.7	54.7	78.7
	Highly satisfied Total	32	21.3	21.3	100.0
		150	100.0	100.0	

150 responses



Interpretation

From the above table it is interpreted that the number of respondents were 21.3% highly satisfied, 54.7% satisfied, 21.3% neutral and 2.7% dissatisfied.

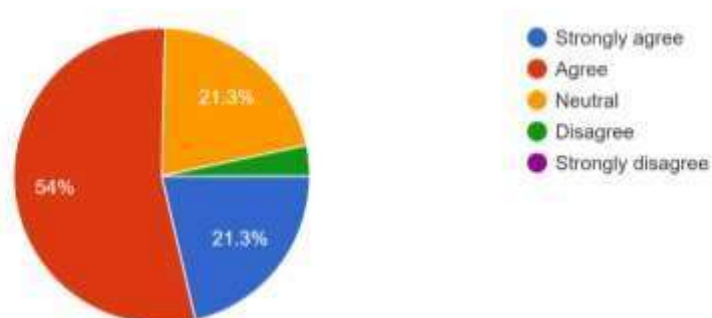
INFERENCE

Majority 54.7 % of the respondents satisfied of the advocacy for gender equality and collective action are powerful tools for effecting change.

4.1.15 Table indicating the advocacy for policy reforms at the organizational and governmental levels to promote gender equality in the workplace.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	32	21.3	21.3	21.3
	Agree	81	54.0	54.0	75.3
	Neutral		21.3	21.3	
	Disagree	32	3.3	3.3	96.7
	Total	5			100.0
		150	100.0	100.0	

150 responses



Interpretation

From the above table it is interpreted that the number of respondents were 21.3% strongly agree, 54% agree, 21.3% neutral and 2.7% disagree.

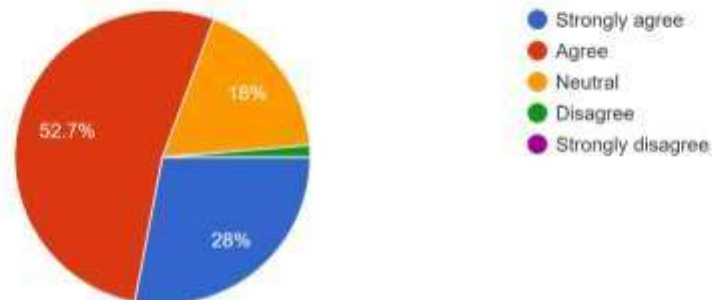
INFERENCE

Majority 54 % of the respondents agree of the advocacy for policy reforms at the organizational and governmental levels to promote gender equality in the workplace.

4.1.16 Table indicating the regular training and awareness programs should be conducted to educate employees about gender biases and diversity issues.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	42	28.0	28.0	28.0
	Agree	79	52.7	52.7	80.7
	Neutral	27	18.0	18.0	98.7
	Disagree	2	1.3	1.3	100.0
	Total	150	100.0	100.0	

150 responses



Interpretation

From the above table it is interpreted that the number of respondents were 28% strongly agree, 52.7% agree, 18% neutral and 1.7% disagree.

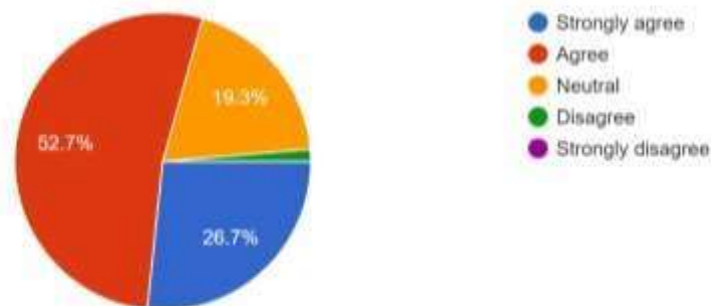
INFERENCE

Majority 52.7% of the respondents agree of the regular training and awareness programs should be conducted to educate employees about gender biases and diversity issues.

4.1.17 Table indicating the organizations should be transparent about their diversity and inclusion efforts and be held accountable for their progress

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly agree	40	26.7	26.7	26.7
Agree	79	52.7	52.7	79.3
Neutral	29	19.3	19.3	98.7
Disagree	2	1.3	1.3	100.0
Total	150	100.0	100.0	

150 responses



Interpretation

From the above table it is interpreted that the number of respondents were 26.7% strongly agree, 52.7% agree, 19.3% neutral and 1.7% disagree.

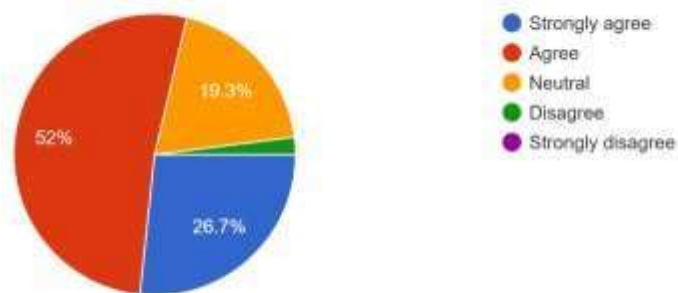
INFERENCE

Majority 52.7% of the respondents agree of the organizations should be transparent about their diversity and inclusion efforts and be held accountable for their progress.

4.1.18 Table indicating the mentorship programs and support networks should be established to help women and underrepresented groups navigate their career path.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly agree	40	26.7	26.7	26.7
Agree				
Neutral	78	52.0	52.0	78.7
Disagree				
Total	29	19.3	19.3	98.0
	3	2.0	2.0	100.0
	150	100.0	100.0	

150 responses



Interpretation

From the above table it is interpreted that the number of respondents were 26.7% strongly agree, 52% agree, 19.3% neutral and 1.7% disagree.

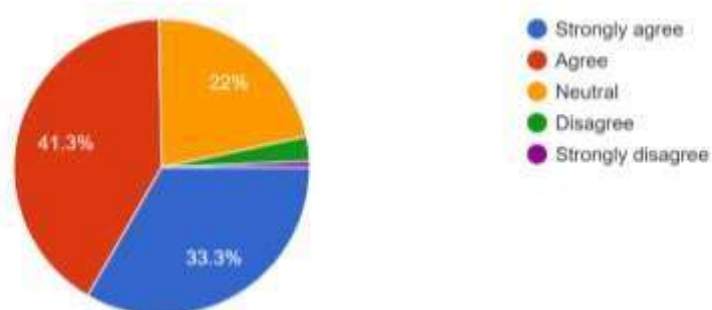
INFERENCE

Majority 52 % of the respondents agree of the mentorship programs and support networks should be established to help women and underrepresented groups navigate their career path.

4.1.19 Table indicating the inclusive policies and practices should be implemented to create a supportive work environment for everyone.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly agree	50	33.3	33.3	33.3
Agree	62	41.3	41.3	74.7
Neutral	33	22.0	22.0	96.7
Disagree	4	2.7	2.7	99.3
Strongly disagree	1	.7	100.0	100.0
Total	150	100.0		

150 responses



Interpretation

From the above table it is interpreted that the number of respondents were 33.3% strongly agree, 41.3% agree, 22% neutral and 1.7% disagree and 1% strongly disagree.

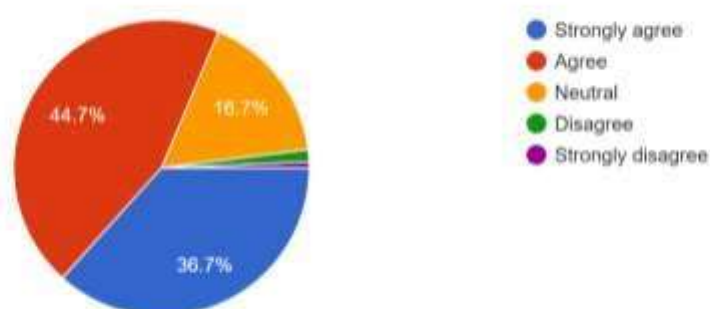
INFERENCE

Majority 41.3 % of the respondents agree of the inclusive policies and practices should be implemented to create a supportive work environment for everyone.

4.1.20 Table indicating the encourage leadership development programs that nurture and elevate women and underrepresented individuals, ensuring their representation in top positions.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly agree	55	36.7	36.7	36.7
Agree	67	44.7	44.7	81.3
Neutral	25	16.7	16.7	98.0
Disagree	2	1.3	1.3	99.3
Strongly disagree	1	.7	.7	100.0
Total	150	100.0	100.0	

150 responses



Interpretation

From the above table it is interpreted that the number of respondents were 36.7% strongly agree, 44.7% agree, 16.7% neutral and 1.7% disagree and 1% strongly disagree.

INFERENCE

Majority 44.7 % of the respondents agree of the encourage leadership development programs that nurture and elevate women and underrepresented individuals, ensuring their representation in top positions.

Hypothesis 1:

H0: The establishment of mentorship programs and support networks for women and underrepresented groups does not have a significant impact on career paths, including career navigation, satisfaction, professional development, and advancement opportunities.

H1: The establishment of mentorship programs and support networks for women and underrepresented groups has a significant impact on career paths, leading to increased career satisfaction, professional development, and advancement opportunities.

Chi Square Test:

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Regular training and awareness programs should be conducted to educate employees about gender biases and diversity issues. * Mentorship programs and support networks should be established to help women and underrepresented groups navigate their career paths.	150	100.0%	0	0.0%	150	100.0%

Chi-Square Tests

	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	18.128a	9	.034
Likelihood Ratio	17.746	9	.038
Linear-by-Linear Association	7.090	1	.008

a. 7 cells (43.8%) have expected count less than 5. The minimum expected count is .04.

Regular training and awareness programs should be conducted to educate employees about gender biases and diversity issues. * Mentorship programs and support networks should be established to help women and underrepresented groups navigate their career paths. Crosstabulation

			Mentorship programs and support networks should be established to help women and underrepresented groups navigate their career paths.				Total
			Agree	Disagree	Neutral	Strongly agree	
Regular training and awareness programs should be conducted to educate employees about gender biases and diversity	Agree	Count	48	2	12	17	79
		Expected Count	40.6	1.6	15.3	21.6	79.0
	Disagree	Count	1	0	1	0	2
		Expected Count	1.0	.0	.4	.5	2.0
	Neutral	Count	11	1	10	5	27
		Expected Count	13.9	.5	5.2	7.4	27.0
	Strongly agree	Count	17	0	6	19	42
		Expected Count	21.6	.8	8.1	11.5	42.0

issues.							
Total		Count	77	3	29	41	150
		Expected Count	77.0	3.0	29.0	41.0	150.0

Hypothesis 2:

H0: Efforts to eliminate gender bias in hiring, promotions, and performance evaluations have not resulted in a significant reduction in gender bias in these processes.

H1: Efforts to eliminate gender bias in hiring, promotions, and performance evaluations have resulted in a significant reduction in gender bias in these processes.

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Efforts have been made to eliminate gender bias in hiring, promotions, and performance evaluations.	3.20	.897	150
We encourage leadership development programs that nurture and elevate women and underrepresented individuals, ensuring their representation in top positions.	2.47	1.389	150

Correlations

		Efforts have been made to eliminate gender bias in hiring, promotions, and performance evaluations.	We encourage leadership development programs that nurture and elevate women and underrepresented individuals, ensuring their representation in top positions.
Pearson Correlation	Efforts have been made to eliminate gender bias in hiring, promotions, and performance evaluations.	1.000	-.233
	We encourage leadership development programs that nurture and elevate women and underrepresented individuals, ensuring their representation in top positions.	-.233	1.000

Variables Entered/Removed.

Model	Variables Entered	Variables Removed	Method
1	We encourage leadership development programs that nurture and elevate women and underrepresented individuals, ensuring their representation in top positions. ^b		. Enter

a. Dependent Variable: Efforts have been made to eliminate gender bias in hiring, promotions, and performance evaluations.

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.233 ^a	.054	.048	.876

a. Predictors: (Constant), We encourage leadership development programs that nurture and elevate women and underrepresented individuals, ensuring their representation in top positions.

b. Dependent Variable: Efforts have been made to eliminate gender bias in hiring, promotions, and performance evaluations.

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.494	1	6.494	8.467	.004
	Residual	113.506	148	.767		
	Total	120.000	149			

- a. Dependent Variable: Efforts have been made to eliminate gender bias in hiring, promotions, and performance evaluations.
- b. Predictors: (Constant), We encourage leadership development programs that nurture and elevate women and underrepresented individuals, ensuring their representation in top positions.

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	3.572	.146		24.395	.000	3.282	3.861
	We encourage leadership development programs that nurture and elevate women and underrepresented individuals, ensuring their representation in top positions.	-.150	.052	-.233	-2.910	.004	-.252	-.048

- a. Dependent Variable: Efforts have been made to eliminate gender bias in hiring, promotions, and performance evaluations.

Residuals Statistics

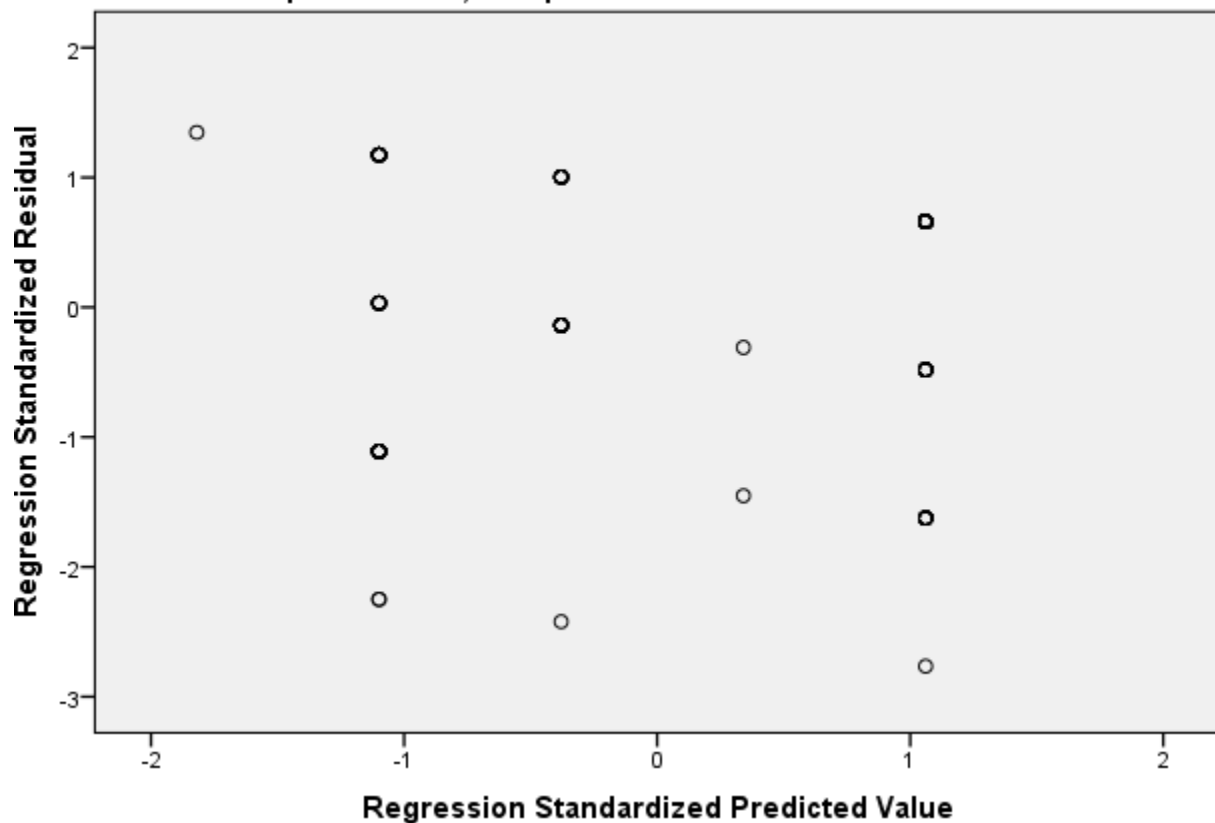
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.82	3.42	3.20	.209	150
Residual	-2.421	1.180	.000	.873	150
Std. Predicted Value	-1.819	1.061	.000	1.000	150
Std. Residual	-2.765	1.347	.000	.997	150

- a. Dependent Variable: Efforts have been made to eliminate gender bias in hiring, promotions, and performance evaluations.

Charts

Scatterplot

Dependent Variable: Efforts have been made to eliminate gender bias in hiring, promotions, and performance evaluations.



CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS

- Majority 49.3% of the respondents belong to the age group of 31 to 40 category.
- Majority 53.3% of the respondents belongs to banking occupation.
- Majority 51.3% of the respondents had 1 to 2 years work experience.
- Majority 44.7% of the respondents belongs to satisfied the encouraging and supporting women and underrepresented groups in leadership roles.
- Majority 47.3% of the respondents satisfied promoting diversity and inclusion in leadership positions.
- Majority 48% of the respondent's importance given in mentoring and sponsoring women and underrepresented groups to help them advance in their career.
- Majority 50.7% of the respondents satisfied the organization adopting transparent hiring and promotion practices to eliminate biases and create a level playing field.
- Majority 41.3% of the respondents satisfied of pay equity is a fundamental right, and organizations ensures that women and underrepresented groups are paid equally for equal work.
- Majority 49.3% of the respondents satisfied the organizations are implementing and supporting diversity and inclusion initiatives to foster a more inclusive workplace.
- Majority 50% of the respondents satisfied of the organizations held accountable for addressing gender disparities and are regularly reporting progress on diversity and inclusion efforts.
- Majority 49.3% of the respondents satisfied of the efforts have been made to eliminate gender bias in hiring, promotions, and performance evaluations
- Majority 45.3% of the respondents satisfied the organizations are providing support for work-life balance, making it easier for employees, especially women, to excel in their careers.
- Majority 54.7 % of the respondents satisfied of the advocacy for gender equality and collective action are powerful tools for effecting change

- Majority 54 % of the respondents agree of the advocacy for policy reforms at the organizational and governmental levels to promote gender equality in the workplace.
- Majority 52.7% of the respondents agree of the regular training and awareness programs should be conducted to educate employees about gender biases and diversity issues.
- Majority 52.7% of the respondents agree of the organizations should be transparent about their diversity and inclusion efforts and be held accountable for their progress.
- Majority 52 % of the respondents agree of the mentorship programs and support networks should be established to help women and underrepresented groups navigate their career path.
- Majority 41.3 % of the respondents agree of the inclusive policies and practices should be implemented to create a supportive work environment for everyone.
- Majority 44.7 % of the respondents agree of the encourage leadership development programs that nurture and elevate women and underrepresented individuals, ensuring their representation in top positions.

5.2 SUGGESTIONS

- Promote opportunities for all people, regardless of their gender, ethnicity, or origin.
- Stress the value of professional progression and promotions based on merit to ensure that talent and diligence are acknowledged.
- To stop discrimination in recruiting, advancement, and pay, demand fair and transparent organizational policies.
- Promote the creation of mentorship programs to assist people in developing their careers, particularly those who are up against structural obstacles.
- Promote inclusiveness and work-life balance by advocating for flexible work arrangements that can meet a range of demands.
- Encourage programs that promote tolerance and understanding by educating people about diversity and inclusion.
- Stress the need to address compensation inequities and close the gender pay gap by demanding equal pay for equal effort.
- Promote diversity in leadership positions, acknowledging the importance of various viewpoints during the decision-making process.
- Implement a policy that has zero tolerance for harassment and discrimination in order to foster a welcoming and secure workplace.

5.3 CONCLUSION

- To sum up, breaking through the glass ceiling in project initiatives necessitates an unshakable dedication to diversity, equitable chances, and creating an inclusive workplace.
- Through removing structural obstacles, accepting different viewpoints, and promoting meritocracy, we open the door for achievement and innovation that surpass preconceived notions.
- Let's work together to create a future where everyone can reach their full potential and leave a legacy of equality and progress, regardless of their background.
- We break down barriers and open the door for innovation and excellence by creating an atmosphere that values and empowers people of all genders, ethnicities, and backgrounds. Let equality of opportunity, meritocracy, and teamwork serve as the pillars, guaranteeing that the glass ceiling disappears and enabling each person to prosper.
- Let our initiatives serve as examples of overcoming obstacles and generating opportunity.

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QUESTIONNAIRE

1] Name of the respondent_____

2] Age of the respondent

- a) 20 to 30
- b) 31 to 40
- c) 41 to 50
- d) 51 above

3] occupation_____

4] work experience

- a) 1 to 2 years
- b) 3 to 4 years
- c) Above 5 years

5] Women and underrepresented groups are encouraged and supported in pursuing leadership roles within organizations.

- a) Highly satisfied
- b) satisfied
- c) neutral
- d) Dissatisfied
- e) Highly satisfied

6] Everyone, regardless of gender or background, deserves equal opportunities and fair treatment in the workplace.

- a) Highly satisfied
- b) satisfied
- c) neutral
- d) Dissatisfied
- e) Highly satisfied

7] The importance given in mentoring and sponsoring women and underrepresented groups to help them advance in their career.

- a) Highly satisfied
- b) satisfied
- c) neutral
- d) Dissatisfied
- e) Highly satisfied

8] Organizations adopting transparent hiring and promotion practices to eliminate biases and create a level playing field.

- a) Highly satisfied
- b) satisfied
- c) neutral
- d) Dissatisfied
- e) Highly satisfied

9] Pay equity is a fundamental right, and organizations ensures that women and underrepresented groups are paid equally for equal work.

- a) Highly satisfied
- b) satisfied
- c) neutral
- d) Dissatisfied
- e) Highly satisfied

10] Organizations are implementing and supporting diversity and inclusion initiatives to foster a more inclusive workplace.

a) Highly satisfied

b) satisfied

c) neutral

d) Dissatisfied

e) Highly satisfied

11] Organizations held accountable for addressing gender disparities and are regularly reporting progress on diversity and inclusion efforts.

a) Highly satisfied

b) satisfied

c) neutral

d) Dissatisfied

e) Highly satisfied

12] Efforts have been made to eliminate gender bias in hiring, promotions, and performance evaluations.

a) Highly satisfied

b) satisfied

c) neutral

d) Dissatisfied

e) Highly satisfied

13] Organizations are providing support for work-life balance, making it easier for employees, especially women, to excel in their careers.

- a) Highly satisfied
- b) satisfied
- c) neutral
- d) Dissatisfied
- e) Highly satisfied

14] Advocacy for gender equality and collective action are powerful tools for effecting change.

- a) Highly satisfied
- b) satisfied
- c) neutral
- d) Dissatisfied
- e) Highly satisfied

15] There is an advocacy for policy reforms at the organizational and governmental levels to promote gender equality in the work

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

16]Regular training and awareness programs should be conducted to educate employees about gender biases and diversity issues.

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

17]Organizations should be transparent about their diversity and inclusion efforts and be held accountable for their progress.

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- c) Strongly disagree

18]Mentorship programs and support networks should be established to help women and underrepresented groups navigate their career paths.

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

19] Inclusive policies and practices should be implemented to create a supportive work environment for everyone.

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

20] We encourage leadership development programs that nurture and elevate women and underrepresented individuals, ensuring their representation in top positions.

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree