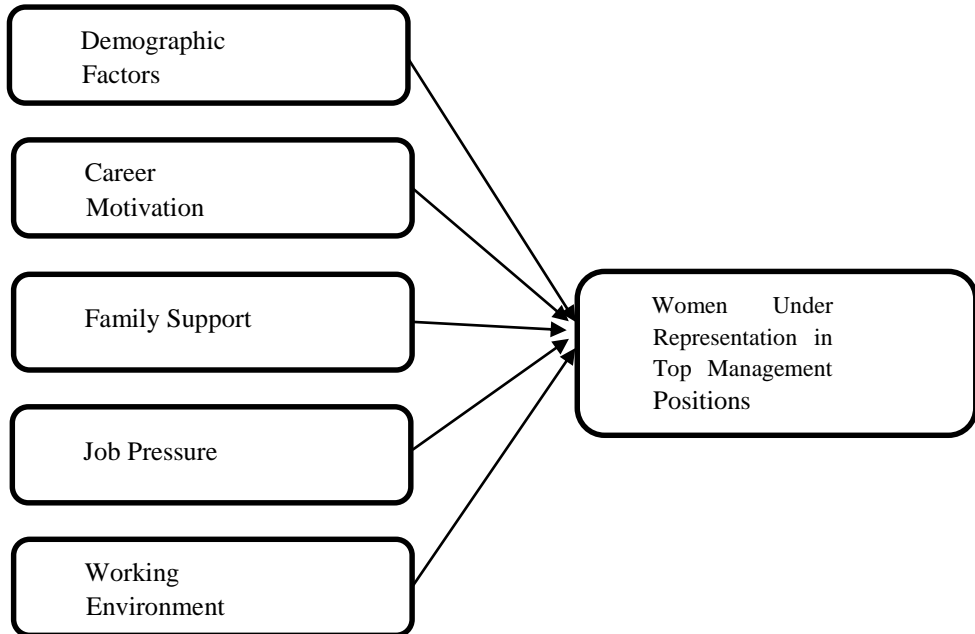


Figure 1: The relationship between the Factors Affecting for Women not to Take up Higher Managerial Positions



Source - Developed by the Author (2019)

Formulation of Empirical Model

The formulation of the empirical model of the research was developed based on the conceptual framework of the study as shown below.

$$Y_i = f(\beta_{X_i}, \beta_{X_{i2}}, \beta_{X_{i3}}, \beta_{X_{i4}}, \beta_{X_{i5}}) Err$$

- Where;
- Y = Vectors of Women Under Representation in Top Management Position
 - $X1$ = Vectors of Demographic Factors
 - $X2$ = Vectors of Career Motivation
 - $X3$ = Vectors of Family Support
 - $X4$ = Vectors of Job Pressure
 - $X5$ = Vectors of Working Environment
 - Err = Error Term