

**Parameter Estimates**

Table 1: Coefficients

Model	Un-standardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.755	.568		3.090	.003
Experience	.003	.116	.005	.028	.978
Education	-.038	.049	-.082	-.769	.444
No of Children	-.115	.073	-.186	-1.574	.119
Age	-.093	.152	-.105	-.609	.544
Career Motivation	.286	.099	.343	2.902	.005
Family Support	.363	.120	.309	3.026	.003
Job Pressure	.042	.088	.052	.477	.635
Work Environment	-.130	.104	-.158	-1.253	.214

a. Dependent Variable: Decision to take up managerial positions

Source – Survey Data (2019)

The results show that Constant, Career Motivation and Family Support is significant as the Sig: values are less than 0.05. While, Work Environment and Job Pressure which indicate that values 0.214 and 0.635 respectively, are non-significant as those values are greater than 0.05. All the demographic variables show an insignificant relationship.

**Conclusion**

The study discovered a significant relationship of Family Support with women's decision to take up higher managerial positions in the Logistics industry while the Career Motivation was also found to be a significant factor. Further, it discovered Working Environment and Sri Lankan Culture affects women's career aspirations to become a manager. Significantly, Family Support is the most vital in women's upward mobility. With the enormous family support, women could find it easy to decide to take up managerial positions. Lack of family support may hinder women's career aspirations to become managers and result in the under-representation of women in higher managerial positions. Therefore, being a woman married or unmarried, a supportive background has to be created by working women. Thereby, they could find easy to climb the managerial hierarchy. Career Motivation has a clear impact on women's decisions to take up managerial positions. Women seek a career motivation depending on their financial status, and family status. Women look for flexible hours, work