

Women Managers in Sri Lanka: Their Perception of Barriers to Career Development

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Abstract

The purpose of this paper was to examine the barriers that impede career development of Sri Lankan women managers. The study was conducted using a survey questionnaire distributed to a sample of 150 middle and lower level women managers. Factor analysis has resulted in seven factors namely coping with the job, work-family issues, discrimination, isolation and negative attitudes, sexual harassment, unsupportable organizational environment and "old boy's network" and work overload. Understanding, knowledge and awareness of these barriers would benefit women managers who desire to be managers as well as women managers who expect to advance and become successful in their careers. Human resource specialist have to understand barriers faced by women managers and need to be supportive to overcome them.

Key words: Women managers, Barrier, Career development, Sri Lanka