

As per the Table 1, other than the Intrinsic factor of Working Environment (-0.438), all the other variables such as Int: Career Motivation (0.992), Int: Family Support (1.620) and Int: Job Pressure (0.202) shows a positive response toward the Extended Career prospects of Woman Employees in the Logistics field in the country. Out of all variables, Int: Career Motivation (0.012) and Int: Family Support (0.001) is strongly significant under 5 percent significant level.

## **Conclusion**

Today, women have made a remarkable move in workforce participation in Sri Lanka. Yet, they remain unhappily under-represented in traditionally male dominated occupations and fields. It is obvious from many pieces of literature published on women management this problem has been addressed at macro-level and micro-level. The role of external environmental forces like political, economic, social, technological, ecological, legal, and ethical practices comes under the macro-level which is also known as extrinsic factors. While at the micro-level, it is all about internal factors that are termed as intrinsic factors such as family support, career motivation, working environment, and job pressure, etc. The intrinsic factor: Family Support was founded as a significant factor in the study results. It is believed that family should give a supportive hand as a return to the women as they are a financial supporter in most of the families. In a Sri Lankan culture where there is a big attachment within the families, may appreciate the massive support extended by spouse, children, and parents. Women supposed to work twice as hard as a male. They are obligatory to their family by being caring, sharing and nurturing women. Their unconditional love, caring and participation is vital in running a better family. Thus, sometimes a female impedes their careers when they start over families. With huge family support, women could find it easy to take decisions concerning their extended career opportunities. Secondly, the intrinsic factor: Career Motivation has an apparent impact on women's upward mobility. Everybody needs a career motivation no matter what their gender. Yet, the motivational factors that seek by men and women seem to be varied. Most of the time men are motivated by materialistic things. Granting more facilities, flexible hours, working from home, feeling of a woman's voice is heard, women empowerment and setting the career path, etc. motivates women. Further, positive oral feedback is clearly an essential factor for the employees' motivation. However, regarding enabling factors contributing to their success, Cimirotić *et al* (2017) reported that women's interpersonal, or social skills had a positive effect on their ability to reach their current positions. Though the barrier is prevailing that hinders women's upward mobility, this can surmount by showing how ambitious, committed and how hard-working being a female. These hindrances can overcome by self-effort and the support extended by the family, the organization, and society.