

The Influence of Motherhood over Professional Advancement: Study of Working Mothers in Lanka Sathosa Limited – Head Office

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The purpose of this research is to identify the influence of Motherhood over Professional Advancement. In addition to that, this study intends to contribute to fill the knowledge gap by looking into the relation between Motherhood and Professional Advancement. Although the relationship between Motherhood and Professional Advancement established in western literature, very few studies have examined these with Professional Advancement in the Sri Lankan context. This study explored the relationship and examined the influence of those variables among working mothers who work in a retail organization in Sri Lanka. This research is a deductive (theory – testing) research. This research was conducted using survey research strategy and quantitative research method. Working mothers of Lanka Sathosa Limited – Head office were chosen as the population of the study. Simple sampling technique was used calculate the sample size. Accordingly, sample size was 150 observations and used primary data as data source, data collection was done through a self-administered questionnaire. A Google form was created and distributed to collect data. The number of employees who responded was 130 among 150 employees. Statistical Package for Social Science (SPSS), version 23.0 was used as tool for data analysis and both descriptive and inferential statistics, namely correlation and regression were used to analyze data. The results indicate that Motherhood has significant direct effects on Professional Advancement.

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