The Impact of Glass Ceiling on Attainment of Women in Senior Positions in Information Technology Industry Sri Lanka

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In present era, involvement of women in to the labor market has been increased in the world more than before. However, still women appear to be under-represented in senior executive positions. Most of the women who works in the Information Technology Industry have stick with the lower level management positions without career advancement while males are dominating in higher management positions. Because of that reason, they might be experience a career glass ceiling. This study was conducted to identify extent to which glass ceiling factors (Individual Factors, Situational Factors and Family Factors) may affects to the career advancement of executive level female IT employees of Sri Lanka with special reference to Colombo district IT Companies. The study was quantitative cross-sectional and survey method was followed to collect primary data. Data collected through a structured e-questionnaire and select the final sample consisted of 60 female's executive level IT employees within the Colombo district IT Companies. Further, Correlation and Regression analysis used as analytical tools.

Keywords: *Glass Ceiling, Women Career Advancement, Individual Factors, Family Factors, Situational Factors*

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