

the study are to examine the presence of Glass Ceiling in Tourism Industry, to identify the factors which are responsible for creating Glass Ceiling effect, to evaluate the factors which influence women towards career advancement, to evaluate the relationship between Glass Ceiling and Women Career Development, and to eliminate barriers on Glass Ceiling effect on female in the Tourism Industry of Sri Lanka.

Methodology

The research methodology indicates both the research design details and research methods of the study including the population of the study, sampling method, the sample of the study, data collection methods, data organization methods, data analysis methods, data analysis methods and data analysis tools. When considering the type of the study, it can be identified the study is a correlation rather than a casual study where the researcher formulating correlations between each independent variable and dependent variable. The study mainly focuses on three factors such as organizational, socio-cultural and personal which are identified through the literature review. The independent variables are measured by using instruments with five point likert scale while the dependent variable is measured as a dichotomous variable. In this research study examines the relationship between organizational practices, socio-cultural norms and practices, and personal circumstances from the perspective of female workers in the tourism industry of Sri Lanka. Therefore, the unit of analysis was at individual level, the female employees. This study continues with the online questionnaire to collect data. The target population of this study is consisting of female employees working in the hotel considered as a case include to tourism industry in Colombo district of Western Province, Sri Lanka. The researcher has selected a hotel at ease to collect data where 350 employees are working at where 220 employees are female. The study has selected 100 female employees by stratified random sampling technique. Descriptive analysis and chi-square analysis were used to analyze data. Statistical Package for Social Sciences (SPSS) version 19 and Microsoft Excel computer packages were used as tools to analyze data.

Results and Discussion

The Glass Ceiling is one of the compelling metaphors for examining inequalities between men and women in the workplace (Bombuwela & De Alwis , 2013). Also Chernesky (2008) stated that set of barriers which is transparent, thus the ceiling is transparent and on the same time it is very strong to break. Thereby the women require an extra effort to break the Glass Ceiling. However, the “Glass Ceiling term is a composition of two words where “Glass” means the transparency of the top and “Ceiling” implies the limitation or the constraint or the boundary of moving upward is not immediately apparent and it is unwritten and unofficial. Organizational factors reflects the organization as the barrier on the responsible party for the lack of performance at the workers and organizational structure and practices influence the Glass Ceiling for women employees (Bombuwela & De Alwis , 2013). The study could have identified that there are insights for women in the organizations from the