

early career such as pay for similar work, discrimination, harassment (exclude sexual) in the work place, and lack of family friendly work place policies etc. Women managers are tending to receive lower level of pay, promotion, work assignments, and training opportunities than male managers.

On the same time Afza & Newaz (2008) has mentioned that men in the managerial positions are more prefer who are similar to them in culture which is known as homo-sociality. This preference due to self-reflection, relaxation, and social support. Thereby the attitude of males towards the females and their own perception on their tenure at the organization is one of the factors that block females from reaching higher positions in management. Not only the perception of homo-sociality but also the employers' attitudes of women as a group that their absence from work more often than men due to childcare and family responsibilities. This also make help in keep females away from the higher positions in the management. Socio-culture factors refer to the beliefs, traditions and perceptions that influence to the Glass Ceiling Effect for females as socio-cultural factors.

Since socio-culture is more supportive to male for promoting higher positions than females and there are very few people even in the family to support female to climb the career ladder. Ravi & Srivastan (2008) in Bombuwela & De Alwis (2013) emphasized that Glass Ceiling is a myth and it is an issue created by own self of employees. Also study concluded that low confidence of management in women as leaders in one of the main barriers of Glass Ceiling for women as a personal factor to Glass Ceiling effect.

Keywords: *Glass Ceiling Effect for Female Employees, Organizational Factors, Personal Factors, Socio-cultural Factors, Tourism Industry*

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