

## **The Impact of Glass Ceiling on Women Career Development**

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The prime purpose of the current study was to assess the impact of glass ceiling on women career development, focusing the problem of underrepresentation of women in upper management positions in the context of public sector banking industry in Sri Lanka with special reference to Colombo district banking organizations. The current study was concluded as a cross-sectional field study among a sample of 110 female banking professionals from the selected public sector banking organization in Colombo district, Sri Lanka, using a convenience sample technique. Primary data was collected through a standard questionnaire. Findings revealed that there is a significant impact of individual factors, family factors, organizational factors, and cultural factors on women's career development. Based on the statistical evidence, it is confirmed that the officer grade female employees who work in public sector banking organizations within Colombo District are experienced glass ceiling factors and it is suggested to remove the glass ceiling factors from banking organizations to increase women career development.

***Keywords:*** *Glass Ceiling, Individual Factors, Family Factors, Organizational Factors, Cultural Factors, Women Career Development*

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