

**“Effects of Glass Ceiling on Female
Faculty Career Advancement: A study of
Higher Education Institutions of Pakistan”**



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Dedication

To my **family & Instructors**

Declaration Form

I, **Amir Ayub**, Enrl No: **01-222142-004**, student of **MBA** hereby declare that the thesis has been submitted by me in the partial fulfillment of the requirement for the degree of MBA and this thesis presents the research carried out at Bahria University Islamabad Campus and it aims encouraging discussion and comments. The observations and viewpoints expressed are the sole responsibility of the author. It does not necessarily represent positions of Bahria University Islamabad Campus or its faculty. I also understand that if evidence of plagiarism is found in my thesis at any stage, even after the award of my degree, the work may be cancelled and the degree revoked.

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ABSTRACT

The study was entirely designed by centering the focal problem of the effect of Glass Ceiling on female faculty Career Development in Higher Education institutes (HEIs) in Pakistan. The overall study was structure based on the conceptual framework built up using published literature. The study was conducted with the aim of obtaining the study objectives. At the same time, hypotheses are developed to find out whether there is a significant effect of Individual Factors, Family Factors, Organizational Factors and Cultural Factors on female faculty Career development. Merely this study has been completed with an empirical survey which was thoroughly conducted using a adopted questionnaire and the sample consisted of 120 respondents from education sector of Islamabad (Pakistan). For presenting and analyzing the data both descriptive and inferential statistics were used. Following the study results, a conclusion was eventually made that there are significant effects of the Glass Ceiling on female faculty Career Development in HEIs in Islamabad-Pakistan. By taking all these facts into consideration, better recommendations have been made in this study. Finally, the most valuable suggestions for further studies and limitations of the study have been outlined.

Key words: Higher Education, Glass Ceiling, Career Advancement, Higher Academic & Management Positions and Higher Education Institutions.

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