

CAREER BARRIERS FACED BY WOMEN IN ADVANCING TO THE HIGHER POSITION IN THE BANKING SECTOR AT KARACHI,

By

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A thesis presented to the Department of Management Sciences, Bahria University
Karachi Campus, in partial fulfillment of the requirements
of the MBA degree



FALL, 2016

Bahria University Karachi Campus



MBA Thesis

2ND HALF-SEMESTER PROGRESS REPORT & THESIS APPROVAL STATEMENT

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Supervisor-Student Meeting Record

| S.No | Date | Place of Meeting | Topic Discussed | Signature of Student |
|------|--------------------------|--------------------|---|----------------------|
| 5 | 7 th Nov 2016 | Faculty Colloquial | Questionnaire | <i>Abbeer</i> |
| 6 | 21 Nov 2016 | Faculty Colloquial | Data Integration and Analysis | <i>Abbeer</i> |
| 7 | 12 Dec 2016 | Faculty Colloquial | Interpretation, Conclusion and Recommendation | <i>Abbeer</i> |

APPROVAL FOR EXAMINATION

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I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 14% that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's Signature: *[Signature]* Date: 30-1-17

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ACKNOWLEDGEMENT

I am thankful to Almighty Allah, the most beneficent and the most merciful for his countless blessings and HE gave me strength for carrying this research successfully.

I would like to thank my advisor and other faculty member for their support and guidance in completing my thesis as this would not have been possible without them because a lot of research is needed with huge amount of work and a lot of time consuming work in order to reach to the results

First of all I am thankful to Sir Saad Ahmed who gave me time despite of having very busy schedule. He is always there for me whenever I face any difficulty. His immense knowledge, experience and guidance make this thesis successful.

I would like to thank all the employees and women of the bank who are always ready to help me when I visited there.

Nonetheless, I would like to thank my family and my colleagues for their cooperation and encouragement which helped me in completion of this thesis.

ABSTRACT

Purpose: The fundamental objective of the research was to examine the components affecting the career advancement of women in banking sector, Karachi. The research contain the following objectives: to determine the amplitude to which age prevail women career advancement in banking sector; to estimate the extent to which gender alter women career advancement in banking sector in Karachi; to study the level to which education affects career advancement of women in banking sector.

Methodology: The method used in the study focused on selected branches of Banks located in Karachi. There were two respondents from each of the bank branches, the branch manager and another senior bank official, of the opposite sex from the branch manager. A semi-structured questionnaire was used to compile elementary statistics from the respondents. Moreover, the researcher used Cronbach's alpha, one way Anova and Tukey to present information pertaining to the study objectives.

Findings: The research of the study demonstrates that majority of the respondents either agreed or strongly agreed that independent factors: age; gender issues; peculiar skills, regime, hard work, stature and achievement affect career advancement of women; and inadequacy of women regarding their fortitude and their proclivity to be more self-analytical than men prohibit their career growth in the banking sector in Karachi. The research also shows that the ranking of the factors affecting career amelioration of women in the banking sector, show as follows: Individual's age was rated number one, women inadequacy regarding their fortitude and their proclivity to be more self-analytical than men prohibit their career growth was rated number two, Individual's level of education was rated number three, the gender issue was rated number four, and the last rated was Individual's skills, tenure, hard work, reputation and performance.

Implication: The result shows that the personal factor is the biggest hurdle in the women growth are personal than comes the interpersonal factor and lastly comes the organizational factor

KEYWORD: GOS- gender organization system, career advancement, banking sector, manage

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