

# **FACTOR AFFECTING CAREER PROGRESSION OF WOMEN IN THE BANKING INDUSTRY OF PAKISTAN**

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## Abstract

**Purpose:** The objective and aim of this research study is to understand the impact of different factors that affect career progression and are majorly faced by women in the service sector focusing on the banking sector of Pakistan to determine their level and nature of impact in determination of scope of career development and growth for female in the banking sector of Pakistan.

**Research Methodology:** This research study is descriptive in nature. This research study is primary in nature. The population of the current study is the banking industry of Pakistan that is targeted to further top five banks of Pakistan and operating in Karachi. In this research study probabilistic random sampling technique is employed. In this research study the sample size of 200 respondents is selected. In this study survey technique is selected as the data collection instrument and specific questionnaire is designed to collect the responses. In this research study regression analysis is used to determine the impact of independent variables on the Career Progression of Women in Banking Industry in Pakistan.

**Findings of the Research:** It is clearly evident from the study that the hypothesis that there is a significant impact of gender differences, work culture management perception and work life balance on the career progression on women in the banking industry of Pakistan are accepted at 5 percent level of significance while the hypothesis that there is a significant impact of social environment on the career progression on women in the banking industry of Pakistan is not accepted at 5 percent level of significance.

**Practical Implications:** This study clearly indicates that there is significant impact of gender biasness, work culture, work life balance and management perception on difficulties to career progression to female employees in the banking sector of Pakistan to bring improvement.

**Keywords:** career progression difficulties, work life balance, work culture, management perception

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