FACTORS THAT HINDER FEMALE EMPLOYEES CAREER DEVELOPMENT
IN THE PUBLIC SECTOR ORGANISATIONS IN LIBYA

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Abstract

This study examined the Factors that hinder female employees career development in the public sector organisations in Libya. This is to examine the influence of the factors i.e. gender stereotyping societal culture and glass ceiling on women advancement in organizations in Libya. The result shows all the variables are related with the result showing moderate relationship. A multiple regression was also conducted to see the variance among variables.
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In the name of Allah the most Gracious and the most Merciful

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TABLE OF CONTENTS

Title page.................................................................i
Certification of project page...........................................ii
Abstract ....................................................................iii
Acknowledgement ............................................................iv

CHAPTER ONE

1.1 Introduction ................................................................1
1.2 Problem statement ......................................................3
1.3 Research questions ......................................................6
1.4 Research objectives .....................................................6
1.5 Significance of the study .................................................7
1.6 Scope of the study .........................................................7
1.7 Definition of key terms ..................................................7

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction ..............................................................9
2.2 Social role theory ......................................................10
2.3 Expectation states theory .............................................11
2.4 Gender role stereotyping .............................................13
2.5 Societal culture ........................................................................................................15
2.6 Organizational culture .............................................................................................16
2.7 Glass ceiling ..............................................................................................................18
2.8 Barriers to women advancement ............................................................................20
2.9 Empirical studies on women gender discrimination ..............................................23
2.10 Conclusion .............................................................................................................38

CHAPTER THREE

METHODOLOGY

3.1 Introduction .............................................................................................................39
3.2 Proposed theoretical framework ............................................................................39
3.3 Research hypothesis ...............................................................................................41
3.4 Research sample .....................................................................................................42
3.5 Method of data collection .......................................................................................42
3.6 Questionnaire design and instrumentation .............................................................43
3.7 Data analysis ...........................................................................................................44
3.8 Unit of analysis .......................................................................................................44
3.9 Conclusion ..............................................................................................................44
CHAPTER FOUR
DATA ANALYSIS AND RESULTS

4.1 Introduction ................................................................. 46
4.2 Descriptive statistical measurement .................................. 46
4.3 Analysis of the demographic factors ................................. 46
4.4 Inferential statistical measurement: correlations ............... 52
4.5 Multiple regressions ....................................................... 56
4.6 Conclusion ................................................................... 58

CHAPTER FIVE
DISCUSSION, RECOMMENDATION AND CONCLUSION

5.1 Introduction ................................................................. 59
5.2 Discussion ................................................................... 59
5.3 Recommendation .......................................................... 61
5.4 Conclusion ................................................................... 62
5.5 Recommendation for future studies ............................... 63

VI
LIST OF TABLES

Table 4.1 Gender of the respondents ................................................................. 47
Table 4.2 The age of the respondents ............................................................... 47
Table 4.3 Marital status of respondents ........................................................... 48
Table 4.4 The Level of education of respondents .............................................. 50
Table 4.5 The Working experience of respondents ............................................. 51
Table 4.6 the correlation between gender stereotyping and women advancement .... 54
Table 4.7 the correlation between organizational culture and women advancement ..... 55
Table 4.8 the correlation between glass ceiling and women advancement ............. 55
Table 4.9 the table of the result of multiple regression ....................................... 56
Table 4.10 Summary on hypothesis ............................................................... 58
LIST OF FIGURES

Figure 3.1 framework of the study .........................................................39

Figure 4.1 Age of the respondents .........................................................48

Figure 4.2 marital status of respondent ..................................................49

Figure 4.3 level of education of respondents ..........................................51

Figure 4.4 working experience of the respondents .................................52
CHAPTER ONE

1.1 Introduction

Over the past decades, women have made significant strides, whether gauged in terms of increased labor force participation, improved educational attainments, or higher literacy rates. These accomplishments however have not been paralleled by an improvement in employment conditions, in access to work opportunities at higher levels of organizations or equal access to fair and equitable pay (Jamali, Sidani and Kobicissi 2008). Widely shared assumptions of typical women’s characteristics and norms for adequate behaviour within a societal context influence the advancement of women to powerful positions. These assumptions involve in what respects women differ from men (e.g. whether women have specific abilities, skills, preferences) and what status and roles are appropriate or not appropriate for women. Organisations adopt cultural ideals and apply them in their HR policies (Dobbin and Sutton, 1998; Kelly and Dobbin, 1998); individuals encounter these ideals as important guidelines for making decisions and evaluating the fairness of their roles (Major and Schmader, 2001).

Gender stereotypes are automatically activated and can be particularly damaging for women in leadership roles where masculine, as opposed to feminine, attributes are often considered essential (Chemers & Murphy, 1995; Fiske, 1998; Kunda & Spencer, 2003). Eagly and Karau’s (2002) role congruity theory asserts that the agentic qualities thought requisite in the leadership role are incompatible with the predominantly communal attributes associated with women, thus resulting in prejudice against female leaders. This prejudice has been empirically demonstrated to result in less favorable attitudes toward female leaders, greater difficulty for women to reach elite leadership positions, and greater difficulty for women leaders to be viewed as effective.
The contents of the thesis is for internal user only
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