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Glass Ceiling for Women: Does it Exist in the Modern Environment

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In the modern era the word "glass ceiling" refers to a barrier where the qualified women or the minorities from obtaining senior positions in the organization. In the ancient days or in a traditional world "a women place is at home". where now also some of the women think that their duties is only for the household they can't go out as men and work where they have restricted themselves in looking after their children and family. They don't know that the women can do they think themselves as weak and they are not trying to go to the modern world and work equally as men. The need of any corporation is responsible for the corporate environment where to attaining efficiency for the competitive benefit. Women play a significant role where company face on empowering women. The finding of the study is all about the level of the glass ceiling for women still exist in the modern environment of the society. The result of the study would provide a stop perception of the women empowerment within the Companies.

Keywords: Glass Ceiling, Women Managerial Position, Barriers.**Introduction**

Women are called the strength of society and family, but the struggle behind gaining significance in society is really hard on her part. we found a notable positive change and modified policies for gender equality (Davidson & Burke, 2012) when it comes to recognition but still, lots of traces or barriers are been found especially for a higher position in the organization still continues in the modern era. There are few barriers still been noticed when it came for women to attain a managerial position, both men and women are been positioned to middle-level management but the significance for higher position is more given to men the position for scarcity of women for senior management this phenomena is nothing but glass ceiling a barrier so fine drawn, rigid and strong that it hindrance the women for moving to their position (Morrison & Von Glinow, 1990). According to Kiaye and Singh (2013) it is said that glass ceiling is so unapparent barrier and brawny that blocks women in the organization in advancement for senior position. Glass ceiling

is a disadvantage concept for women upliftment in their career this term is defined as “glass” by Jasielska (2014) and Kolade and Kehinde (2013) “Ceiling” defined as obstacle or barrier for their moving up of higher hierarchy (Hiau, 2008). (Powell & Butterfield, 2003) came up with different barriers like societal, personal, organizational which hinders women to build leadership level and they are surrounded in such culture and people. Morgan (2018) stated barriers into two forms they are Artificial barriers which are societal, personal and organizational barrier, the second barrier is natural barrier which are education and career break which is major impact on women career. In the opinion of Jackson (2001) women give more importance to family as for them family comes first compared to their career, from the point of organization men are given more priority or male oriented organization style is been inherited. In the same Indian women have taken as there are differentiated from men in various ways and they have to choose the family or the career due to gender difference (Jabbar & Imran, 2013). The aim of this paper is explore the barriers like societal, personal and organizational which inherit the women for higher management level.

Review of Literature

Bimba & Kaliyamoorthy, 2017: The context of a glass ceiling in Indian society is been explained stating Indian women give importance more to their tradition and families, priority to family, kids and household responsibilities were career development comes secondary for them were they have to face cultural barriers, gender discrimination, harassment, the male-dominated and society lifestyle acceptance.

Sharma, Sharma, and Kaushik (2011): Found women were positioned most of the time at lowers position and fixed to that position as they faced salary disparity, biasness which made them to choose a traditional profession. The study also determined the cultural barriers that effected women and made them avoid senior positions in the organization

Amudha, Motha, Selvabaskar, Alamelu, and Surulivel (2016): Stated in corporate sector women are mortified with the existing organisation culture and they are not been able to find a better approach for their careers the paper also highlighted the women’s capacity, nature and culture involved in the organization which was a major barrier in their career development.

Sharma and Sehrawat (2014) also found the ubiquity of glass ceiling in gender inequality, terms of challenging tasks, fewer promotion, gender inequality and inequality in performance appraisal.

Dubey (2014) Highlighted the difference existed with the aspect to income and employment among wpmen and men that was a big barriers which prevented women to attain the senior management position.

Jain and Mukherji (2010): Identified that women lackin contributory atmosphere in the organization for the advancement in career in the same way men think that women are weak, challenge hesitant, unwillingness to relocate, unsuitable for senior role, unwilling to retain top by making sacrifices.

Jain and Mukherji (2010): Identified organizational barriers (organizational culture, policy, organizational policy and the perception of the management, personal barriers like (Willingness, family-work balance, ability, and self-perception) and societal barriers (stereotype and societal belief) which effected the career of women.

Nandy, Bhaskar, and Ghosh (2014) highlighted the ubiquity of the glass ceiling in the Indian corporate sector due to three barriers societal, psychological and organizational. Therefore, the literature supports the vogue of the Glass ceiling women that affects the growth of women in the organizations, and thus, we argue that the glass ceiling exists in all organizations, including the service sector on the same line Kumar (2016) highlighted that woman are positioned in a managerial position in many sectors, it would be very improper to confirm that the women in India have razed the glass Indian society is still dominated by men.

Research Gap

Even though we are in the modern era and we are well established in all the areas but still are women are bound to barriers and have not been considered and kept under the ceiling. Despite of women having the freedom to emancipate, still are entangled either by stated or unstated norms are still hindering her ceiling to higher positions.

Research Methodology

The study is conducted on secondary sources from various research papers, ebooks, and websites. The argument in the paper has been developed or done On the basis of the secondary data. The researchers have placed their own observations regarding the same.

Barriers: Unfelt and Unfolded?

Barriers are impalpable and palpable, imagined and actual by recipients (Maskell Pretz and Hopkins, 1997) glass ceiling and gender diversity are unfolded barriers for women to be in a better position in the society which are unseen and untold and organizations working hard to retain the women in the organization but ultimately the efforts going in vain. But the concept of glass ceiling impact has instigated the issues like gender stereotyping and gender differentiation which are continuously hindering women. From the above literature came across some barriers like societal barrier, organizational barrier, psychological barrier were are women are still struggling to make their position in the senior or managerial level position.

Psychological Barriers

In the Era of globalisation women need to be confident, aggressive, challenging, demanding and risk taking capability but Indian women are to be found soft, scarifying, emotional, soft heartned this personality traits are in built in the nature of women as they are been grown from childhood with that kind of social rules were these traits knowingly or unknowingly carried and rooted in the mindset of every woman even in mature age, these rules influence and accepted by women as rule of thumb and their life goes on. These influenced traits demotivate, creates no enthusiasm, no confidence in women but on the other side there are some group of women who overcome from these rules and shape their mind and focus on career, these group of women are coping uppsychologically with any corporate ceiling but still somewhere these rules impact even these women in some or the other way in their career advancement. And society-driven psychology which is playing the whole game of gender discrimination have a great impact on organization.

Societal-Related Barriers

India is a country were women are given the position of the goddess with a multi-tasking ability where it means to say she can handle family and work. Indian society speaks about women empowerment but is not able to break that point of “women at home”. Society puts women in the position to choose either home or work if both then they are measured with other constraints ,so women are in dilemma of work or family which is abiding them from career advancement. It is said marriage is social institution and married women are in been put into responsibilities of family,kids, taking care of in-laws. Women have been bound to the household and domestic core.

In the era of globalization, the above concept has completely changed no family can run with one person earning which made an improvement in the thought of life partner and financial stability life partner wants working wife and women are given the freedom to work but in spite of all these women are still bound with dual roles like being an employee at organization and wife at home were women started with the concept of Flexible working Arrangements like job sharing,

telecommunicating, flexitime etc to get some relaxation but still women can't focus because of their household responsibilities, children, the family which make them to take a break from career or flexible working hours and these barriers are keeping them away from senior or managerial position. India society expects first a women to be a good mother and there been judged on that. The next factor if husband has to relocate for their job there comes the scarifying traits of women to honour social norm/

Organizational Barriers

Discrimination in gender and stereotype pose a dilemma in women for their senior position. Communication, leadership quality decision-making process varies in women when compared to men as women seem to be soft heartened in talking and they are not been involved in informal organization network in men dominated organization which they feel missing in the group and doesn't get help from colleagues in taking decision. During strategic decision-making, male domination tries to heck purposefully create barriers for women and are felt isolated in an organization and kept aside during these process, this kind of acts creates stress for women thought out their work which in turns effect on their performance which can affect during appraisal for a senior position and an excuse for top management to promote women for a senior position. Further to this is a negative barrier or negative impact in losing interest and enthusiasm in women at the peak of a career which drops down the career falling down to meet social responsibilities and obligations.



The above barriers are observed and analyzed and given an argument on the basis of the literature which are been studied during the process of research.

Suggestion and Conclusion

Women are always taken for granted and are been treated differently either in the society or in the organization. The concept women, the personification of motherhood need not be changed but definitely has to be alter with the time and era. The study was conducted to explore some objectives like barriers which contribute to glass ceilieng of women even in modern era and the affect of these barriers on women in corporate sector. Organisation are much curious about women empowerment but don't have faith on them and their efficiency so women are still facing discussed barriers in their career advancement, gender inequality, stereotyping and other different threats are their with in and out of the organization there is still hairline difference between female aborticide ,gender stereotyping or gender diversity This type of above scenario can be changed not by the modern world or modernization but by modern thoughts in the organization and also by the positive societal

changes. Every organisation should give importance to talent for growth of the organisation rather than coming up with bias between “men resource” and “women resource” which help the society to grow. A balanced work in the organisation comes up with better result or output. Organization and society have to accept that women are ready to take any challenges and realize their capabilities in the organization ready to counter part with men and make their own identity in the organization even in senior position. It is the organization who has to support and give them the chance and measure them on their ability rather than on the gender. Women are considered incompetent in organization until she is given an opportunity and proven, provide opportunities and platform for senior position which will be a role model for the youngsters who join looking at them in the organisation to give their best.

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