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## **GLASS CEILING SYNDROME IN CAREER MANAGEMENT AND WOMEN MANAGERS DIMENSION**

### **Abstract:**

In today's world, more women than ever are entering the labour force but the majority of top management positions in almost all countries are primarily held by men. Female managers generally tend to be concentrated in lower management positions and have less authority than men. (Catalyst, 1991). The recent research studies show that there is an increase of woman participation in business life, but this participation generally is not seen in senior-level management but generally seen in in low-levels.

One of the major obstacles of economic development is that women are not getting their fair share in economic opportunities. "Glass ceiling" which prevent women reaching in top management positions has been described as individual, organizational and social factors were examined under a theoretical framework.

Examining the reasons why women's presentation in senior management levels and strategically important positions is lower compared to men constitutes the aim of this study. Conducting a literature survey, the concept of "Glass Ceiling" has been explained and the obstacles confronting women in preferment to senior management positions have been presented depending on the related studies held in Turkey and other countries.

### **Keywords:**

Glass ceiling syndrome, women managers, career barriers

**JEL Classification:** M10, M19, M00