



**AN EMPIRICAL INVESTIGATION TO DETERMINE
THE FACTORS AFFECT ON GLASS CEILING IN SRI
LANKAN LOGISTICS INDUSTRY**

PERMANENT REFERENCE

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ABSTRACT

In the modern business world, women's labour participation is increasing, but the structure of women in higher management positions is distorted. In Sri Lanka's logistics industry, there is a controversy that logistics is a male-dominated industry and a barrier to women's promotion, which is often emphasized. This study clarifies why there are fewer female directors in the logistics industry in Sri Lanka. The overall composition of this study is based on a conceptual framework built on data gathered from the literature survey. Simultaneously, hypotheses were developed to clarify the significant influence of career motivation, family support, work stress, and work environment on women's senior management decision-making. In this study, mixed law was used for data analysis. As this study uses a quantitative and qualitative research method, 100 women in the logistics industry are used in the quantitative component by the stratified extraction method, and in the qualitative component, the industry is used by the purpose-specific extraction method. Selected 10 experts. The qualitative study consisted of semi-structured interviews with industry experts and consultants. In the quantitative study, structured questionnaires were distributed to female logistics workers. SPSS tool was used to analyze quantitative data and linear regression model and order regression logic mode were used. In quantitative analysis, regression analysis and correlation analysis were done. A thematic approach was used for qualitative data analysis. The results of the quantitative survey show that family support and career motivation are the hindrance factors in women's decision to take up higher management positions. Interestingly, qualitative research findings found that family support, work environment and Sri Lankan culture are factors influencing women's upward orientation. The overall significance of this study is the stimulus provided by this study, which is beneficial for Sri Lankan logistics companies, recruiters, logistics professionals and women looking to increase the eye scale of college students, managers hierarchy. Will.

Keywords: family support, career motivation, work environment, empowerment, job stress

Key words: Glass ceiling, gender discrimination, work environment, family support, job pressure