

# **Glass ceiling and organizational commitment: Reference to female teachers at government schools in Anuradhapura district**

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## **Abstract**

“Glass ceiling” is used to describe as invisible or artificial barriers that discontinue women from raising the corporate ladder to senior positions. There were several studies which had identified the presence of the glass ceiling and the negative effect of the glass ceiling. Female employment commitment is more important to the developing countries. Different studies had identified that glass ceiling affects to organizational commitment. Existing literature does not provide clear evidence on the effect of glass ceiling on organizational commitment in Sri Lankan context. The objective of the present study is to identify the effect of glass ceiling on organizational commitment of government school teachers in Anuradhapura district because females are the focal point of the Sri Lankan educational system and the commitment of the teachers is more important. Glass ceiling was described using individual, family, organizational and cultural factors. For the purpose of the study primary data were collected through self-administrated questionnaire from the sample of 62 female teachers in Anuradhapura district. Reliability, ANOVA, correlation, regression analysis and descriptive analysis were performed in data analysis. The hypothesis of the study was accepted. Both results of correlation and the regression analysis of the study indicated that the glass ceiling has significant influence on organizational commitment. Further correlation has indicated that glass ceiling is negatively affect on organizational commitment. Finally, government school teachers of Anuradhapura district are facing moderate level glass ceiling and the commitment of the teacher are below the moderate level. Further glass ceiling affects negatively on organizational commitment.

**Keywords:** *Glass ceiling, organizational commitment, women employee*