

EFFECTS OF BREAKING GLASS CEILING ON CAREER ADVANCEMENT:
EXPLORING AND DESCRIBING GLASS CEILING BREAKING STRATEGIES IN
HIGHER EDUCATION SECTOR OF PAKISTAN



By

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I, **Bushra Khalid**, M.Phil student in the Department of Management Sciences, Bahria University, Islamabad, certify that the research work presented in this thesis is to the best of my knowledge my own. All sources used and any help received in the preparation of this dissertation have been acknowledged. I hereby declare that I have not submitted this material, either in whole or in part, for any other degree at this or other institution.

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ABSTRACT

The purpose of this study is to investigate the effect of breaking glass ceiling on women career advancement in higher education sector of Pakistan. Breaking glass ceiling will be considered from the perspective of strategies used by women; the initiatives taken by organizations to support and facilitate women in this regard will not be taken into account.

A non-experimental, cross-sectional survey was used to conduct research. The sample in the descriptive research was executive level women and the unit of analysis was the higher education sector of Pakistan. The sample consisted of executive women who had been able to use glass ceiling breaking strategies and successfully advanced their careers in the higher education sector of Pakistan.

Out of the 6 strategies, exceeding performance expectations, androgynous leadership style development, visibility and human capital development positively affected career advancement; whereas networking and mentoring negatively affected career advancement. The insightful data and findings answered all the research questions and developed into a rich handbook for practice.

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