

## **Does Glass Ceiling Effect have an Impact on Women Employees of IT Sector? - An Empirical Study in Karnataka**

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### **Abstract**

Glass means all can see each other, and it is very transparent and not immediately apparent to the observer. Ceiling means there is a limit to how far one can ascend the corporate ladder. "The invisible but unbreakable barrier that prevents women and other minorities from rising to the top rungs of the corporate ladder, regardless of their qualification or accomplishment is referred to as the Glass Ceiling". This paper deals with the objective of finding out that level of employees perception towards survival of Glass ceiling outcome among the women employees of Information Technology sector, To know element contributing for Glass ceiling result, to find out the association linking Individual barrier and Glass ceiling effect and to find out the relationship between organizational barrier and Glass ceiling effect. This was analysed using Karl Pearson's correlation tool. The information is gathered by framing the suitable questionnaire for women working in IT sector in Karnataka. A sample size comprise of 200 women employees of IT sector. From the analysis point of view we can conclude that individual factor presents more barriers to the women employees in their career advancement.

### **Keywords**

Glass Ceiling Effect, IT Sector, Women Employees, Individual Barrier and Organisational Barrier.