

EconWorld2016@London

Reviewing the Glass Ceiling Syndrome Perception of Academicians with Exploratory Factor Analysis: An Application on ESOGU Academicians/ Akademisyenlerin Cam Tavan Sendromu Algılarının Açıklayıcı Faktör Analizi ile İncelenmesi: ESOĞÜ Akademisyenleri

Nuray Girginer¹, Zeliha Kaygısız Ertuğ¹, Tuba Yiyit¹

¹Eskişehir Osmangazi University, Turkey

ABSTRACT

According to the 2015 report of the Council of Higher Education, the rate of female professors at universities is %29.7, the proportion of female associate professors is %34.48 and the proportion of female assistant professors 38.25%. In terms of the universities of the country are the gateway to the world, it is expected to be a high number of female academics report shows, number of women academics remain at low levels is noteworthy. On the other hand the inadequacy of female managers in higher education institutions and the difficulties with promoting are other indicators of female academics struggling with glass ceiling barriers. Thus this study aimed dimensioning the attitude towards the perception of glass ceiling for female academics. The questionnaire developed by Öztürk (2011), was applied to 323 male and female academics who worked the various faculties of Eskişehir Osmangazi University. The data obtained are analyzed with exploratory factor analysis and eight factors are identified. Also the factors which are supported by literature are named.

KEYWORDS Glass Ceiling Syndrome; Academicians; Exploratory Factor Analysis

JEL M12, C38