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Dimensions of Women Academicians' Attitudes Towards Glass Ceiling Syndrome / Kadın Akademisyenlerin Cam Tavan Sendromuna Yönelik Tutumlarının Boyutlandırılması

Nuray Girginer¹, Zeliha Kaygusuz Ertuğ¹¹Eskişehir Osmangazi University, Turkey

ABSTRACT

Despite the increase in the number of working women, there are obstacles that are not reflected in the increase in their senior management levels and in the difficulties in reaching the upper management levels of women for various reasons. This barrier, which couldn't be seen and couldn't be penetrated, is described as Glass Ceiling Syndrome in the literature. The aim of the study is to dimension female academicians' attitudes towards glass roof syndrome. For this purpose, 220 female academicians working at Eskişehir Osmangazi University directed a glass ceiling scale consisting of 34 items. Structural validity of 8 dimensions obtained by Explanatory Factor Analysis (EFA) applied to dimension of attitudes towards glass ceiling syndrome was investigated by Confirmatory factor analysis (CFA). The CFA findings show that the 6 dimensional structure of female academicians' attitudes toward glass-ceiling is a valid structural model. The goodness-of-fit indicators of the obtained structural model are well within the limits of compliance.

KEYWORDS Glass ceiling syndrome; Explanatory factor analysis; Confirmatory factor analysis

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