

## ABSTRACT

The objective of this study was to find out which of the three indicators i.e. social influence, domestic responsibility and personal aspiration, is the most influential factor contributing to the phenomenon of the glass ceiling towards women's career advancement in local petrochemical companies and foreign transportation companies. The study was a combination of quantitative and qualitative data collection. An interview was conducted with four representatives of female white collar workers who work in different levels; staff, supervisory, manager and director, in two local petrochemical companies and two foreign transportation companies located in the Sathorn area. A survey was conducted, based on the one-shot contact with the study population. The questionnaire was distributed to one hundred female white-collar workers currently working in these companies.

The interviewing results indicated that married female white-collar workers believed that domestic responsibility is the main obstacle towards their career advancement while single female white-collar workers viewed social influence as the most influential factor towards their career progression. The survey results revealed different findings from the interview i.e. female white-collar workers who work in these companies did not weigh any of these factors as barriers for their career advancement. They are in fact uncertain if these assumptions contribute to the glass ceiling phenomenon. However, among the three, *personal aspiration* reflected the highest mean at 3.04 followed by *domestic responsibility* at 2.22 and *social influence* at 1.94.

When the results were broken down into industries, it was found that 30 per cent of female white-collar workers in petrochemical companies agreed that domestic responsibility is a barrier towards their career. The results in transportation companies showed that there is no significance among these three factors. However, the demographic background of the respondents in these companies is different. Most of the female white-collar workers in local petrochemical companies are married while a majority of female white-collar workers are new graduates and single.