

APPENDIX C

Questionnaire in English

The Glass Ceiling Phenomenon: A Barrier for Women's Career Advancement

This questionnaire will be used as part of the survey for Independent Study, a course of English for Careers, Master's Degree Program, Language Institute, Thammasat University. The purpose of this survey is to find out the barriers for career advancement for female white-collar workers. The researcher wants to figure out whether they are contributed by *social influence*, *domestic responsibility* or *personal aspiration*. However, the data collected from the survey will be kept confidential and be used for academic purposes only.

The questionnaire will be divided into 3 parts:

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|----------|--|
| Part I: | General data of the respondent |
| Part II: | How 'social influence' becomes a barrier for career advancement for female white-collar workers |
| Part II: | How 'domestic responsibility' becomes a barrier for career advancement for female white-collar workers |
| Part II: | How 'personal aspiration' becomes a barrier for career advancement for female white-collar workers |

**Please mark X on the answer that most suits you
and fill in the blank with your answer**

Part I: General Data

1. Age

☐ 20 - 24

☐ 25 - 29

☐ 30 - 34

☐ 35 - 39

☐ 40 - 44

☐ 45 - 49

☐ 50 and above

2. Marital Status

☐ Single

☐ Married

☐ Divorced /

Wid ☐ Separate

3. Education

☐ Vocational Diploma

☐ Bachelor's Degree

☐ Master's Degree

☐ Above Master's Degree

4. Current Position _____

Part II: How 'social influence' becomes a barrier for career advancement for women in middle to top management level

| No. | Description | Strongly Agree | Agree | Uncertain | Disagree | Strongly Disagree |
|-----|--|----------------|-------|-----------|----------|-------------------|
| 1. | People in the society or in your organization think that men can be better leaders than women | | | | | |
| 2. | People in the society or in your organization think that men-dominant works are suitable for men only | | | | | |
| 3. | People in the society or in your organization think that male managers usually receive more respect than female managers | | | | | |
| 4. | People in the society or in your organization think that male subordinates often feel uneasy or uncomfortable with female managers | | | | | |
| 5. | People in the society or in your organization think that female managers have a tendency to become emotional or expressive more than male managers | | | | | |

| No. | Description | Strongly Agree | Agree | Uncertain | Disagree | Strongly Disagree |
|-----|--|----------------|-------|-----------|----------|-------------------|
| 6. | People in the society or in your organization think that men possess managerial skills more than women | | | | | |
| 7. | Men have a better opportunity for career advancement through social networking | | | | | |
| 8. | Men usually are more devoted to their work more than women | | | | | |
| 9. | Men are more decisive and they usually make good decision | | | | | |
| 10. | Unequal work opportunity between men and women | | | | | |

Part III: How ‘domestic responsibility’ becomes a barrier for career advancement for women in middle to top management level

| No. | Description | Strongly Agree | Agree | Uncertain | Disagree | Strongly Disagree |
|-----|---|----------------|-------|-----------|----------|-------------------|
| 1. | Women have to take care of children, so they have less time to fully committed to their work | | | | | |
| | 1.1 Drive the children to school, meet teachers and attend school activities | | | | | |
| | 1.2 Take the children to the hospital and take care of them when they are sick | | | | | |
| | 1.3 Take the children to training center for skill development | | | | | |
| | 1.4 Spend time for caring, teaching and training | | | | | |
| 2. | Women have to take care of housework, so they have less time to fully committed to their work | | | | | |
| | 2.1 Cook for the entire family | | | | | |
| | 2.2 Do the housework | | | | | |
| | 2.3 Wash the cloth for the entire family | | | | | |
| 3. | Women have to take care of elders, so they have less time to fully committed to their work | | | | | |

Part IV: How ‘personal aspiration’ becomes a barrier for career advancement for women in middle to top management level

| No. | Description | Strongly Agree | Agree | Uncertain | Disagree | Strongly Disagree |
|-----|---|----------------|-------|-----------|----------|-------------------|
| 1. | Women quit their job in the middle of their career to spend more time with family and kids | | | | | |
| 2. | Women quit their job when the jobs are too stressful | | | | | |
| 3. | Women quit their jobs if they feel that they are not happy with it | | | | | |
| 4. | Women sometimes are not so committed because they may have other interests | | | | | |
| 5. | Women quit their jobs to pursue their dream of becoming business owners | | | | | |
| 6. | Women quit their jobs to devote themselves for charity or religious activities | | | | | |
| 7. | Women quit their jobs to find new ones that allow them more freedom | | | | | |
| 8. | Women do not measure career achievement as life achievement | | | | | |
| 9. | Women believe that happiness is more important than career achievement | | | | | |
| 10. | Women choose to take the job they like rather than difficult or stressful jobs that offer high compensation | | | | | |

THANK YOU FOR YOUR TIME