

MODEL PROPOSITION OF WOMEN EMPLOYEES CAREER PROGRESSION BARRIERS

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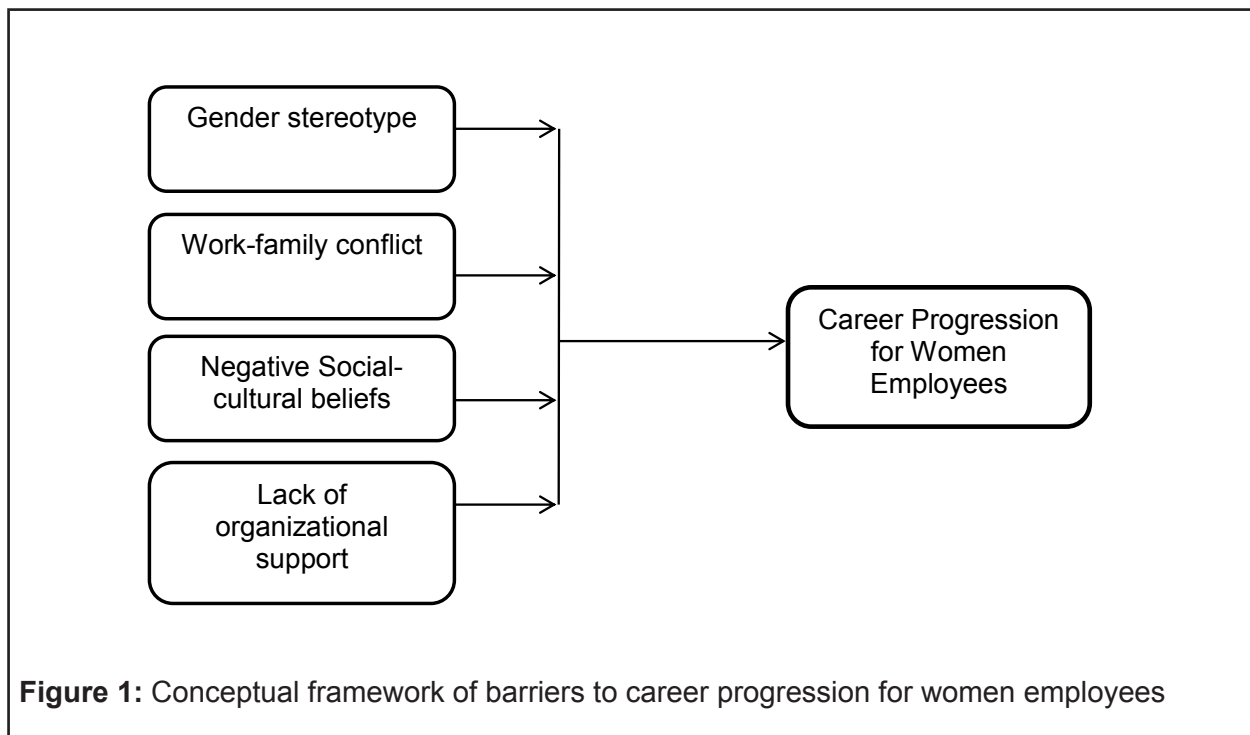
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ABSTRACT

Purpose - Women can be found working in almost all types of works assigned to men and in some cases are preferred compared to men, for examples, the front line in the tourism and hospitality sector. Yet, according to Ezzedeen, Budworth, and Baker (2015), women employees experience glass ceiling as unsurpassable barriers in their career progression. Malaysia is one of the most visited country in the world received 26.8 million visitors in 2016 that indicates 4 percent growth than the previous year (Tourism Malaysia, 2017). Therefore, the tourism industry of Malaysia has a significant contribution in job creation and has a diverse group of employees to keep the sector stable and ideal scope of this study. However, women employees in the sector are the key and the front line of the industry alike the rest of the world. At present, it is an established fact that women employees hold the front-line in the tourism and hospitality industry. However, they are largely presented in clerical and service level jobs, but barely found at professional levels (UNWTO, 2010), which indicates male are more likely associated with the role of managers in this industry (Wood, 2008). As a result, in the tourism and hospitality industry, where women employees are significant contributors, investigating on barriers that restrict women to progress in their career bears a great significance in the industry. Consequently, a conceptual framework of women's career advancement plays a significant role to underline the reason of female employees' slower and uneven career progress. Hence, this paper aims to propose a conceptual model to identify plausible barriers to career progression for women employees.

Methodology - This is a conceptual paper, thus the methodology is about the systematic reviewing the previous literature to develop the proposed model.

Findings - The following conceptual model has developed based on a considerable number of previous research that explains the obstacles to career progression for women employees in the competitive professional environment known as a conceptual framework of barriers to women's career progression in the tourism industry. The five latent elements of this framework that include gender stereotype, work-family conflict, negative social-cultural beliefs and perception and lack of organizational support those treated as interruptions of career growth for women employees in the tourism industry as discussed earlier. The following Figure shows the plausible obstacles of women's career advancement.



CONCLUSIONS

This study concludes that gender bias in the workplace is an ancient and fundamental concern of human resource management, however, it is a novel issue in the tourism industry. Therefore, this issue needs a thorough examination based on existing literature in different contexts and industries.

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