Social and Economic Impacts of the Various Elements that Contribute to Women Glass Ceiling in Higher Education and Administration in Malaysia

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Abstract:

In this modern and sophisticated technological cutting edge era nations are experiencing superior socio-economic progression. Prior importance should be given to the participation of both male and female candidates which can contribute to the development of nation. In Malaysia, women are faced with glass ceiling condition explicitly for their advance career growth, their entrepreneurship, organizational leadership and high ranking position in the academic administrative level. There are many factors of glass ceiling that highlighted by the researcher which are negatively impacts on social and economic affairs in relation with women successful of professional arena. So, the study is conducted to explore the communal as well as economic impacts that are apparently related with glass ceiling factors influencing women higher education and administration in Malaysia. The current study endeavors to investigate the socio-economic impact for the existence of glass ceiling through a qualitative approach interviewing successful women from different professional fields and the results are obtained. For example, ladies are not being recognize as a potential candidate for the development process in the society. Women are being demoralized due to stereotype attitude shown by the counterpart in the society. In many families women are considered as only limited to their responsibilities to look after children and family members which restricts women empowerment in the society, the presence of glass ceiling women are not given higher position in the organizational set-up which destroy the creativity women to accomplished any higher responsibilities, various cultures and traditions also play an important role. This also reduces the leadership quality significantly. Because of these impacts the contribution from the part of women in society is much less and this can affect the growth of nation. Meanwhile, women do not participate freely in the workforce which does not entries productivity and economic progress. The researcher also highlight some other issues that impacts negatively in the economic impacts because of presence of those ceiling progression from interview analysis. Glass ceiling brings a negative impact to women and these demotivates them from doing better things. Therefore, it is necessary for the Malaysian goverment to come up with some policies which will significantly reduce the glass-ceiling presence in Malaysia so that working ladies would contribute for economic and social development head to head with men. Besides, the main stream and social media should play an effective role to mitigate the prevailing glass ceiling conditions in Malaysia.

Keywords: glass ceiling, factors of glass ceiling, socio-economic impacts, Malaysia.

1.0 Introduction

In 1970s, "Glass ceiling" was coined by United States in order to characterize the invisible man made barriers which is built up by organizational and attitudinal hinders,which arrest women from becoming senior executives. This glass ceiling is a main example for social and economic gender inequality. This glass ceiling brings a major setback for women from developing their career.This represent an unseen block on the way to accomplishment of higher administrative position. Consequently, several studies have been conducted to focus on Glass ceiling which encompasses a negative aspect especially for women in the socio-economic affairs. It also causes stringent barrier and trap many women to be successful in the professional arena. Some of the recent literature reiterates how this lead to a bottle neck from achieving higher grade by women in the administrative responsibilities and also blocked some other opportunities from handling upper level duty in the organization by the women workforce. Meanwhile, females employees are considered as limited possession of capabilities especially in the decision-making positions, whereas, male counterparts in the organizational set up take advantage for holding higher ranks and often show stereotype behavior towards women at the work place . Furthermore, these adverse attitudes confine female candidates within the low level of administrative activities and they fail to reach to higher position in the organizational organogram which keep many of the potential and capable women behind at race of future development (Acker, 2009; Nevill et al., 1990). However, there are many reasons that can be attributable for glass ceiling to take place in today's competitive world. For example, some factors include women's higher education and their administration position particularly lack of quality education, balancing between their professional and family lives, rigorous working hours, rough behavior of men at the work place,

heinous underestimation by colleagues for being women, not having enough family support, salary inequality, Lack of reward for good jobs and unfriendly behavior by men at the work place.67 percent of women in Malaysia has attributed to care family only and look personal responsibilities for the family members, like husband and kids as the eminent reasons for not being in the labour force. In comparison with male counterpart, only 2 percent of women are employed while in European Union countries it is about high as 25 percentages. This directly or indirectly affect the women from participating in labour force in Malaysia. More of those employed women are working in low and semi skilled positions in which there is less safety for their job. There is inequality in salary provided to women and men. The pay scale of men is more as compared to women in all occupational sectors, mainly on elementary profession in the range of 10-40 percent comparatively (Malaysiakini News, 2017). Concomitantly, about 50 percent of worlds population is made by women while in Malaysia, it has become 49% (World Bank Group, 2017). The contribution from the part of women has increased little bit. In 2005 it was about 45.9 percent while in 2016, 54.3% increased (Talent Corp Malaysia, 2015; Statistics department, Malaysia, 2016). Even the participation in private sector is increasing continuously but the position of job done by women is low that is, they do low or semi-skilled job. On the other hand, education or academic aspects of women in Malaysia are not purely motivated by the academic industry. Lunn (2007) stated that, limitation face by women for their career development in Malaysian higher education institutions is more accurate.A large number of women get a chance to improve their career into line management level but its limited to get promoted beyond Dean.In this case opinion of Omar is that (as cited in Lunn, 2007),in case to reach middle management level in academic industry political appointment is more important rather than academics. So it was more hard for

them to reach high levels. These glass ceiling factors are explicitly related with social and economic effects and they have massive impacts on women higher education as well as their administration ranking. So here this study is conducted to define the socioeconomic impacts that are apparently related with glass ceiling factors influencing women higher education and administration in Malaysia. Subsequently, the study provides a clear knowledge on the reason of social and economic effect about glass ceiling factors. Simultaneously it allows us to investigate of those impacts by extensively reviewing the literature and analyzing interview data that expose the factors vividly.

2.0 Literature Review

2.1 Global Strangle of Glass Ceiling and its disadvantages

Now-a-days the fair presence of women in world wide workforce is gradually increasing, especially in Asian countries because of the difference in value given to the working women. Usually the ladies were allowed to work in low or semi skilled occupations but the system has changed. Apart from the jobs like nursing and teaching, they choose high level professions according to their caliber (Kiaye and Singh, 2013). There are many factors which improved the condition of women. First is the improvement in quality of education provided and admission opportunities in high level education institutes, they can enter into various functional departments without any restriction. Another factor is that the Government provided special reservation to female candidates and encourage their presence in all occupational areas. Because all these elements, the ladies are getting more chnaces to show case their talents and to enter into entry or mid level positions (Kiaye and Singh, 2013).

Witnesses flourish clearly that ability of women to reach high level is less than that of women as well as their the stratified advancement of women is gradually low (Catalyst, 2014; Ding and Chareonwong, 2013).About 46 percent of women in USA are employed, yet CEO role is handles by only 4 percent and position of directors by 16 percentage in 500 firms .Apart from these, around the world women contribute only 24 percentage of seniority management positions .Taken from report of International Labor Organization (ILO) (2015) it was found, in case of Asia Pacific region, there are about 26 percent of firms which lack women and 65 percentage had very less quantity of about 30 percent in high level positions. Correspondingly, 1% women only serve as CEOs in 500 companies of Fortune Global (Acker, 2009). The population of females is more compared to male, it is about 51 percent but they contribute to only 46.5 percent to the workforce.

So others feel like women may contribute higher but only about two percentage of female candidates are found in executive posts which shows a male preeminent work force (Powell and Butter field, 2015) and this improved to 8%, according to Beck and Davis (2005). The term "Glass Ceiling", itself brings a negative impact on women and suppresses their opportunity to explore. It affect the talented women from getting good opportunities and block them from getting promotions. These can also stop women from undertaking high responsibilities.Because of the clinched attitude of several institutions, only male candidates are allowed to take decision while those women who has the calibre to get included in decision making positions are rejected. All these are draw backs which gives a negative impact to those potentially able women looking for future development.(Acker, 2009; Nevill et al., 1990).

According to Sabharwal (2013) there are several elements such as scarcity of entry to quality education, dubbehavior, cultural blockade, gender inequality in profession and other unfairness that

restrict females' advancement to the top management positions.

These barriers are classified into two by Choi and Park to obtain leadership positions into human capitals. These barriers are systematic and social-psychological barriers. Women should be equal to male in terms of experience, job or experience according to human capital model (Choi and Park, 2014).In case of systematic barriers which represent those issues faced by women from achieving top leadership positions and while in case of other barrier model which shows there is decline in representation of women to higher levels.Some of this systemic barriers involves socializing and institutional hold hurdles (Choi and Park, 2014; Hoobler et al., 2009).

2.2 Malaysian Status of Glass Ceiling

As defined earlier,the population of women is high compared globally.In Malaysia, the importance of the particular research hold about 49 % (World Bank Group, 2017).The presence of ladies in top level positions in private institutes is comparatively low even though there was a gradual increase in the participation in the workforce to 54.3% in 2016 from 45.9% in 2005 (Department of Statistics Malaysia, 2016; Talent Corp Malaysia, 2015).While in 2015,the participation of women was about 26.3 percent in Malaysia. Malaysia showed increase of 30% in participation of women in higher profile in organization compared to December 2016as reported by Malaysia's former Prime Minister Najib Razak (The Sun Daily, 2016).Several reports are published in view of this women participation. In comparison with research published by independent research organization stated that discoveries done by women assistance in work with high priority levels is less .In other articles stated by Grant Thornton showed only 30% of women are willing to engage with duties. Like wise, his findings also constructed that this amount is 24% in Malaysia surface management

is at its bottom correlated with near by countries such as Philippines (41%), Singapore (30%), Indonesia (47%) and Thailand (30%). Hence, it is required to develop Malaysia.

During the interval, company sectors in Asian countries is controlled in the meantime, is dominated by the development sector of concerning fifty two of the complete and here wherever illustration in high management positions area unit inadequate (Asian Development Bank, 2016). this can be promoted by analysis conducted by Grant Thornton that showed that the technology business is mostly used by men, with simply nineteen of senior technical school positions as compared to ladies in 2014 (Forbes,

2016). However those feminine students WHO have completed their tertiary education level is way higher as compared to male students. the share of men holding the highest management position continues to be higher as compared to a ladies creating up sixty fourth of native graduates from defined universities. We can conclude that the education fulfillment isn't absolutely translated into labor participation.

For the event of nation, it's necessary to incorporate ladies in economic manpower and decision-making role. These can proportionately improve the Gross Domestic Product (GDP) as compared with financial gain. Ladies ar smart in maintaining economy of a rustic, if they are not enclosed this affects the country (McKinsey & Company, 2015). Ladies are believed to be a lot of artistic and may handle most troublesome problems moon-faced by firms as ladies have varied culture, education background, attitudes and experiences. They provide rare concepts and

views than men (Talent Corpeduca Asian country, 2016).Therefore women take part in a crucial responsibility in development of country.

In order for Asian country to become a developed country, it's necessary to demolish ceiling in work place. By totally gaining ladies talent in work, this gap in organizations are often destroyed, so resulting in the expansion of the the whole nation

2.3 Factors of Glass Ceiling

2.3.1 Stereotype behavior of the male counterpart

In attribution theory,Kelly(1967) explained about the stereotypical behavior. He also said that those members of group who ascribe to specific attributes are sent into certain groups. Due to many valuable reasons for this kind of behaviour.Brown(1995) explained such behavior in step by wise manner as "race, gender, religion, nationalityand qualification" (Brown, 1995, p. 23).These include religion in which women is treated according to the based on their religion. A valid example is that in some Muslim countries such as Saudi Arabia, the way people treat Muslim women is different as compared to other women. Apart from these, people from same religion also treat women in a different manner due to their cultural variations and belief. This kind of unwanted socio-cultural thoughts leads people to behave in stereotypical manner and these lead to discrimination (Post and Byron, 2015).

This sort of stereotypical behaviour can lead to occupational in equalities. Hence, these characters relate positively with stereotypes. Educational advancement is not free from the glass ceiling concepts. In case of journal writings, women are not allowed to place their name as first author even though they are. So the scale of women as

first author decreased from 2004 to 2014 by 3.6 percent. These behavior can affect the performance of women to a large extend. Apart from the western culture, the women in Asia are more vulnerable to stereotypes and they are more likely to be excluded from all the race of future benefits (Choi and Park, 2014; Mun and Jung, 2017; Yousaf and Schmiede, 2017) and academic authorship (Süßenbacher et al., 2017)

2.3.2 Discrimination of Training and development Programs for females

Training classes improved the life of women and motivated them which leads to bright future ahead.Training develop their skills to do purticular jobs that are necessary for them (Abdullahi, 2006).From the study conducted by Gale(1994), it was said that there is no gender inequality for providing training for skill development but actually there was good discrimination.

In reality the organization treated male and female candidate separately and men were provided with much better training.Such programs were in reality were gender biased Amaratunga et al. (2007),stated that women were appointed mostly as staff for better communication and human resource department.Male candidates were offered with jobs like production.

From the view of Abdullahi (2006) the reason for not appointing women in senior levels were there lack of training ,inadequate experiences and low educational qualification. Dainty et al. (2000) found that working womenfaced glass ceiling because of lack of training provided and lack of mentor-ship. This all leads to demolish the competitiveness in women and make a lag in their career.

2.3.3 Discrimination in selection and promotion Process

In the contemporary business community, males are only allowed to take part in decision making

jobs (Kolade and Kehinde, 2013).In many cases women are not paid and rewarded in proportion with their sincerity and determination in the job that they work, because of this matter of glass ceiling and such studies arises. This affect the contribution of women in achieving the organizational goals.In USA, There is an important mutual relationship between the salary package and gender of the law professors(Fisher et al., 1993). Rank and payment of working women are affected by some artificial drawbacks such as glass ceiling (Gupta et al., 2006; Dolado et al., 2005). Dimovski et al. (2010) inspected tthe consequences of glass ceiling in organisation in Singapore and Malaysia.From his study, it was clear that the encouragement of female managers were repressed in Malaysian organizations and that they did not gain any growth in their career or any support such as friend-family enterprises, counselling or networking.. Similarly, Choi and Park (2014) found gender discrepancy in leadership positions in Korean civil service.

2.3.4 Family Factors

From the previous studies it is clear that management of family and its responsibility has a serious effect on the women for their career advancement to higher level.Majority of people think that women should take care of family as mothers or house wife while men are considered as beard winners.People also found that women can manage the house hold duties more clearly than that of decision-makers (Jogulu& Wood, 2011). These commitments affect women from achieving a better career as taking care of childern and managing other house chores which affect their ability in obtaining their dreams (Gallhofer et al, 2011; Jogulu& Wood, 2011).While in case of family men they can achieve more than that of women as they have less tensions and responsibilities in taking care of familyand they are considered to be better ideal candidates for managing top level roles while these beard

winners can focus more to achieve senior management positions (Mavin, 2001; Jogulu&Wood, 2011).Apart from these,women also have a mnd set that having children change their life and affect family dynamics.Hence , they decide not have kids so that they can concentrate more to reach top level managers (Schwartz, 1996; Ezzedeen& Ritchey, 2009) or even delay their dedication to get married (Jogulu& Wood, 2011). While some of the women purposelysacrifice their career path development to higher level while parenting (Ezzedeen& Ritchey, 2009).

2.3.5 Organizational Culture and Practice

Organizational practisemeans the opinion made by the employees of purticular organization about how the thing should be and shape the behaviors according to their culture,character and measures (Bajdo& Dickson, 2001; Jandeska&Kraimer, 2005, Tlaiss&Kauser, 2010).From the research, It is shown that usually the oranizational cultures are decided by men and this result in gap between men and women in the companies(Bajdo& Dickson, 2001, 2002).These cultures shaped by men affect the women to achieve career growth and make it more difficult to hold high level positions(Ismail & Ibrahim, 2008).

Most of them believe that women does not give much importance to their career as compared to men (Ansari, 2016).Organization believe that since they have to take care of family they give much less time to complete their work. In addition, women who are single are still maligned and women who do not want to attend training or those postings that are unacceptable where they have to move away from family are considered non-ambitious in their career development. Goes (Ansari, 2016). The masculine organizational culture rejects women from the sharing of power, resources, and equal opportunities in the organization and it hinders the opportunity for women to reach the top management level (Choi

& Park, 2004). These cultures decided that my men attach great importance to themselves. They prefer men to important duties as compared to women (Al-Mansara, 2013; Latabhavan and Balasubramaniam, 2017). Women working as managers are provided with important duties and some of them are prohibited from performing operational roles and positions of administration (Sahu and Lenka, 2016).

The career advancement of women can be improved by making other people more aware about the situation of women managers and by providing appropriate considerations (Gayani Fernando et al, 2014). From the previos studies, due to the lack of time women find it more difficult in socializing than men (Linehan, et al, 2001; Lin, 2001; Tlaiss&Kauser, 2010; Ansari, 2016). This happens because of the shortage of time as they have to take care of family and have more responsibilities in house hold activities (Linehan, et al, 2001).

Gender stereotyping also leads to a network of older boys, which excludes women from the network (Socrates, 2018). Older boys' network refers to an informal channel, consisting of men with similar interests, social classes, professions, and they can seek help and advice from other professionals through the group (Sahu and Lenka, 2016). If the hierarchy of the organization is depressed, decision makers are helped by such informal channels and will assign and promote work to those they know rather than following formal promotional processes (Simpson & Altman, 2000) . Managers get more congratulations through these informal groups and they get more exposure about the profession than women (Linehan, et al, 2001). However, this indicates that networking does not lead to advancement in women's careers because they acquire less information (Tlaiss & Kauser, 2010). Extensive studies prove that female managers are capable of working with everyone and do not

show any gender inequality and differences (Tlaiss & Kauser). 2010).

Various procedures followed by organization are referring to the managerial selection and recruitment, promotion, performance evaluation, training and development (Tlaiss&Kauser, 2010). Top management maintain these kind of practices in which they mostly consist of men.These kind of practises leads to gender discriminationand they are treated as second class citizens in case og promotons,managerial recruitments and performance evaluations,and thus by reducing the salary package and authority offered to women(Tlaiss&Kauser, 2010 Pompper, 2011).According to Juneja (Management Study Guide) ,Personality of a person depends upom how they dainty others mostly based on their , attitude, characteristics, mindset defines his personality. Costa & McCrae (1992) proposed the Five Factor Model which describes the conncetion between an individual's attitude and personality. Personality traits refer to ambition and confidence of women in leadership position (Terjesen& Singh, 2008).

Women are considered to be less ambitious and lack self-confidence comparatively and have caused womanhood to have a lower public profile thus leading to a fall in their calling (Hurn, 2013). Women with low self confidence tend to have negative shock upon their career onward motion. Beacuse of these women restrict themselves from applying for promotional material. Even thoigh they have high academic background they are not confident about their abilities and talents (Howe-Walsh & Turnbull, 2016). Beside this. there are some other studies which found that personality traits do not has significant impact to women career advancement to top management as women in the study are found confident, competitive, ambitious and emotionally suited to managerial position (Enid Kiaye&Maniraj Singh, 2013).

2.4 Women Career Advancement

Career advancement usually refers to the improvement in career especially on the job level, positions and the title in which the individual works along with this income they are earning are also considered (Thurasamy et al, 2011). An working person should have equal access to improve his or her career and should be provided with equal opportunities to gain experience and knowledge (Callanan&Greenhaus, 1999). Glass ceiling is referred to as when a qualified person is excluded from attaining higher   level in the hierarchy of an organization because of the gender, discrimination, prejudice and racism . Glass ceiling mainly based on gender inequality and how people are excluded while gender is not an important phenomena to be considered to do that particular position (Afza&Newaz, 2008).

Women feel that they have collided to a point where they seem unable to progress even further, where there is a clear path to promotion. Based on research published by Grant Thornton, the year 2017 held only 25% of the senior management position held by women. This means that 75% of management positions are occupied by men (Grant Thornton, 2017b). Although women's participation in employment has improved, the proportion of women in managerial positions is still low. Gender stereotyping affects women's career advancement because women have to work harder than men and have to compete consistently against men to prove their abilities in the same job situation (Bamte et al. , 2011). Women are given negligible tasks as compared to male peers because women are perceived as dependent, feminine and physically and mentally less competent at the workplace (Afza and Nayaz, 2008).

Therefore, this study has adopted five variables including family factors, organizational culture, organizational networking, organizational practices, and social support as a constructor and mediator of a female career advancement. Each of the obstacles will be discussed in detail in the following section and this study will examine its implications for female career progression.

3.0 Methodology and Data Analysis

To establish this study, a generally qualitative research approach has been used for personal focus or in-depth interviews. It is investigated that a large number of interviews are possible for analyzing accepted reports on qualitative research methodology that is user in depth interviews to discover a long-lasting way to research, especially abroad. The study discussed the social and economic effects of glass sealing factors affecting women's higher education in Malaysia. The findings of this research explored the utility of an in-depth interview technique with a professional or expert in academic-level respondents where they noted factors and their impact on the glass ceiling and how to break through those barriers in women's higher education.

4.0 Impacts of Glass Ceiling

Based on labour department in US, glass ceilings are defined as "man made hurdles based on behavioral or institutional bias that prevent qualified individuals from advancing to upper management positions in their organization". (Department of Labor, 1995, p. 7). The Glass Ceiling Act 1991 established its Commission whose goals were as follows: 1) to promote a quality, inclusive and diverse workforce capable of meeting the challenge of global competition; 2) promote good corporate conduct by emphasizing corrective and cooperative; Solve the problem; 3) to promote equal opportunity, not mandatory results; And, 4) to establish a blueprint of procedures to guide the department in conductive future reviews of all management levels of the corporate workforce. (Department of Labor, 1995, p. 5).

The glass ceiling that creates unseen barriers to advance women to executive leadership positions has been widely discussed for many years. This has been attributed to the source of stagnation in women's career progression beyond a certain socially acceptable point of view. Eagly and Carly (2007) defined glass labyrinths as an obstacle course to the various challenges experienced by women on their paths. Eagley and Carly's (2007) work does not disregard the progress made by women in the field of work, but it enlightens the public to the hurdles of travel for women who ultimately not only negatively attend to the presence of women Influences. In leadership positions, but also in positions at every level.

4.1 Societal Impacts

Gender stereotypes and social norms or expectations create the impression that men perform better than women in leadership roles. According to Northhouse (2013), women are first perceived through the gender lens and then by gender as well as social stereotypes, so that they may feel stressed after achieving executive level positions. Gender stereotypes are "consensus beliefs about the character traits that characterize men and women" (Harris, Ravenswood, & Myers, 2013, p. 486), which create barriers to women's career advancement (Aiston & Jung, 2015). Diehl (2014) found that not only men but also women have negative stereotypes about women, which may affect the recruitment of a woman to the executive level position. Many researchers believe that socialization and gender stereotypes can explain the poor representation of women in leadership. Socialization theorists "recognize gender differences and differences through various developmental processes associated with life stages such as schooling and work life" (Campbell, Mueller, & Souza, 2010, p. 19).

4.2 Cultural Impacts

Cultural values refer to norms or standards that are considered acceptable in a society or community (Snaebjornsson & Edvardsson, 2013). Although culture is recognized as a major barrier to limiting the number of women in leadership (Shah, 2010), its impact on the way they lead has not received much attention. The literature suggests that leadership practice is strongly influenced by culture. This tradition has a great influence on women, and the roles assigned to them influence their work lives. Masculine and feminine leadership styles are reflections of cultural values and are important for understanding potential cultural biases against women in leadership roles. Literature has also acknowledged the implications and relationship between culture and leadership. Schein (2004) considers culture and leadership to be "two sides of the same coin" (p).

2).The cultural perspective is relevant according to Timerls, Wilmsen, and Tysen (2010), explaining the limited success of women in obtaining senior-level positions in leadership in higher education. Culture is inhabited on many levels, from civilizations, nations, organizations to groups (Skåne, 2004), and is generally based on the "sustainable structure, processes and practices of the beliefs, values, and ideologies that define people. Walk Define. Groups. "In addition. Opletka and Hertz-Lazarowitz (cited in Shah, 2010) reported," in educational leadership or women's unique leadership style Any discussion of Hilas ignores important factors such as cultural differences, economic and socio-political divisions. "... he can not only be unrealistic, but also present a distorted picture" (p. 130). Adya, to reduce disruptions in the advancement of women in leadership positions, will be nothing less than a reconstruction of the entire structure of organizations and the cord, 2011.4.2.1. Arik / personal liability.

Family and personal obligations may be one of the most prominent social barriers to the limited number of women in executive positions in higher education (Toma, Lavi, Duran, & Guillamon, 2010). One of the primary reasons women in educational leadership experience a promotion process differently than their male faculty is the increased demand outside of work. Stripling (2012) includes practical issues of lack of adequate child care, inflexible tenure clock expectations for faculty, and inflexible work schedules on the list of reasons for underreaction. Nguyen (2013) conducted an exploratory study, in which she examined her perception of barriers to female academic deanship at selected Vietnamese universities and the experiences of female deans as facilitators for career advancement. Nguyen (2013) conducted interviews with six female deans from Vietnamese national universities, three men who are university leaders, and two male HR managers. The study's respondents identified strong family obligations, negative gender stereotypes, and unwillingness to take on leadership roles as the most common barriers for women taking academic management positions.

4.2.2 Educational Institution'sImpacts

Gender inequality is an issue that has a profound impact on higher education as more women infiltrate the male-dominated organizational system. Malik (2011) examined the factors influencing the emergence of female leadership at the higher education level in Pakistan, conducting one-on-one, semi-structured interviews with ten senior female administrators. The study found that 60% of respondents identified dissatisfaction with the level of support extended to them by their institutions. Respondents further noted that their incompatibility with the male dominated culture of the institutional environment presented as a barrier to their progress (Malik, 2011). However, respondents identified several factors that they believed contributed greatly to their success in

achieving senior leadership positions in their institutions of higher education.

Universities are looking for ways to resolve the issue as it relates to retaining a diverse and highly qualified faculty and staff. Universities are particularly exploring this issue as it relates to how glass ceilings or glass labyrinths affect female administrators as they tackle gender pay gaps, job rank progress, and family leave policies. Kahusak and Kanji (2013) argued that there is a gender gap in education and that women are short in tenure and promotion in tenure status due to late onset in academia compared to men. For the purpose of this review and to gain a further understanding of institutional barriers, two institutional barriers were relevant and subsequently explored further: recruitment and retention,

And professional development.

Source: Alive at the top: an important case study of female administrators in higher education

4.2.3 Organizational Impacts

Hobler, Jenny M (2009) presented a model based on social role theory and examined 112 samples of subordinate supervisors from US Fortune.About 500 firms found that challenging tasks, training, and other incentives provided to women is less. While Mattis, Mary C. (2007) interviewed female business owners who left corporate and found that the reason for their employee turnover was glass ceiling. Women's contributions Bazanel, Patrice M (2000) Studies discuss current organizational practices that alter power imbalances in process (community) and content in organization members (women) in alternative settings (including organizational forms) failed is. Through a cross-sectional survey with 475 respondents from various colleges Myres, C. (2016) found that job vacancies, internal structure and organizational culture are

the most important factors for career progression of the female community.

Afza, s. (2008) five factor groups were taken into their study by factor analysis, in which glass sealing is used to manage perception, work-environment, work-life conflict, sexual harassment and organizational policy and respondents' opinions.Was found from And next is organizational conflict and work life struggle. The study also disagree that sexual harassment as a contributor to making glass ceilings. The focus of the findings of Al-Mansa, E (2013) was also on organizational constraint where they explored the effect of glass sealing barrier in Jordan, which included organizational, family and social barriers.

Source: The presence of glass ceilings and factors affecting women in reaching peak conditions.

5.0 Economic Impacts

Women can play major role in today's economy, salary as well as ability to spend is important for growth of the economic background of the country . From a consumer point of view, ladies hold a lot. In the "he-conomy", women arethe main purchasers of commodities of the house. They continuously managehouse with their owntalents s, including big-ticket items such as investment decisions and car purchases, accounting for $ 4 trillion annually.

5.1 Reduction in GDP and Income Level

Women are more affected by the economic issues and changes in price of commodities.An immediate assessment of this impact on economy on th labor market has resulted in significant increase in layoffs of workers. Slow GDP growth has resulted in crisisof employment growth and unemployment. The level of work is projected to decrease in all sectors except export oriented industries. According to Najibrajak, former Prime

Minister of Malaysia, told that there reached a target of women up to 30% in the top level as of December 2016 (The Sun Daily, 2016). However, there is a difference in findings on the participation rate of women in high positions compared to research published by an independent research institute. The report published by Grant Thornton noted that the participation rate of women is still below 30%. In addition, also found that women have the lowest participation rates such as Malaysia (24%), Malaysia (46%), Philippines (40%), Thailand (31%) and Singapore. (30%) (Grant Thornton, 2017a). Therefore, there is a lot of scope for reform for Malaysia.

5.2 Representation of women in leadership

In case of creative and cultural spheres of leadership positions there identified a issue for the value given to women in 2007 by Holden and McCarthy. There is a general belief that all these are "female friendly".How ever, the truth is all those powers and leadership associated with female are underestimated.This becomes can important issue which affect the growth of nation.Lips and Keener (2007, p. 563) found that a awareness should be created against discrimination against women and lack of vacancy of women to higher level that is to leadership positions. Gender-conservative perceptions in leadership roles are cited as barriers to women in the power of status . These perceptions have been seen to be erased, but have not been eradicated, as such prejudices and discrimination against women in leadership still occur (Eagly and Carly, 2003). In particular, the gender-conservative expectations that Mullen (2009) highlighted are seen to generate prejudice through a male-dominated organizational environment; This provides further evidence that it is not due to the problem of institution, but also due to the level of thought of individuals working (Nelson et al., 2009).

Obstacles seen are usually described as "glass ceilings", under which a person with relevant qualifications and competencies is prevented by an invisible barrier in their elevation to a position of leadership or responsibility.

6.0 Discussion

The social and economic impacts of the glass sealing barrier which is still persistent in Malaysia. Factors involved in the glass roof landscape bring many social and economic deficiencies in the way of achieving targeted development for any developing nation. In order to pursue this study an attempt is made to gather expert opinions from many women who are experienced professionally and go through many obstacles towards their successful journey in their professional field. From valuable comments made by successful women in their professional careers, this study piece seeks to understand how the state of glass ceilings is formed and impacts on the social and economic spectrum. This researcher divided the entire interview session into two parts. In the first part the researcher tries to get information about the social effects of glass ceiling especially with an interactive discussion with the respondents in Malaysia. From interviews with respectable respondents, this study summarizes the social effects as follows. (1) Women are not being recognized as a potential candidate for the development process in the society (2) Women are becoming autocratic due to the conservative attitude shown by the opposition in the society (3) In many families, women are limited only Their responsibility to take care of children and family members which restricts the empowerment of women in society. (4) The presence of glass ceiling Area because the presence of women in the organizational set-is not given a high position in up to destroy in order to meet any high responsibilities creativity women (5)) glass roof is also responsible for cultural influences. For example, women are not being

rewarded for their achievement in society and organizational environment. As a result, they often face less convulsions and unfriendly behavior. In addition, women are not considered for essential training and development programs providing scholarships that lead to social asymmetry. And in the second part the economic impact of the glass ceiling was given importance. Subsequently, the researcher presents a summary of the economic effects of glass sealing from interviews conducted with respondents. Its discussion is as follows. The presence of glass ceiling conditions significantly reduces the quality of leadership. As a result, the contribution of women in economic activities remains constant. Meanwhile, women do not participate independently in a workforce that does not enter into productivity and economic progress. Researchers also shed light on some other issues that have an economically negative effect due to the presence of glass sealing progress from interview analysis. Due to the glass ceiling, women are separated from any entrepreneurial activities. As a result it impacts national economic development progress and as an entrepreneur women are losing their intention to do any small and medium business independently. Therefore, the country's economic growth will slow down considerably due to access to the glass ceiling.

7.0 Conclusion

The presence of glass ceiling conditions in Malaysia can be a hindrance to social and economic progress in the long run. About half of Malaysia's population is women. Therefore, development activities depend a lot on the female counterpart. As discussed earlier, if women are treated negatively in our social and organizational settings, it will create many social and economic deficiencies. Therefore, it is important that the government of Malaysia should come up with some policies that will significantly reduce the presence of glass ceilings in Malaysia so that

women can contribute to social and economic development with men. The current study focuses on some of the issues that have been explored to interview some successful women. For example, in the present study the emphasis on support for in-laws in husbands, children, and family is strong.

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