

Challenges Faced by Women Managers in Kuala Lumpur

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ABSTRACT

A crucial challenge for Malaysia today is to recruit and retain more administratively qualified women in the workforce. Due to the fact that women make up the majority of the population in Malaysia, it is crucial to implement gender diversity and consideration drive in order to help Malaysia achieve high-created status. It is essential to address the challenges that the majority of women faced in advancing their careers if we are to increase the participation of women managers in the Malaysian labor force. The aim behind this research is to investigate the challenges faced by women in a managerial position in Kuala Lumpur. This study proposes a conceptual framework and explores the significant factors of gender stereotype, family and social support, glass ceiling effect and knowledge and skills. Data was gathered utilizing a poll with a Likert scale from 1-5 from a sample of 155 out of 200 women and men managers in Kuala Lumpur utilizing a helpful sampling technique. The information gathered was investigated by involving Statistical Package for Social Science Software variant 21 to perform Normality Test, Reliability Analysis, Descriptive Analysis, and Linear Regression Analysis. This study showed that gender stereotyping, family and social support, glass ceiling effect and also knowledge and skills are all significantly and positively related with Malaysian women managers. The study objectives and research questions were completed at the end of this research and validated in light of the literature review. The commitments of this research to upcoming researchers, the government, and managers were also highlighted. The limitations of this work have also been identified, and recommendations have been made for further advancement.

Keywords: Women managers, Managerial perspective, Challenges

