

4-15-2003

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Recommended Citation

Christine Brown and Travis Johnson (2003). *An Examination of the Glass Ceiling in the United States*.
http://opus.ipfw.edu/stu_symp2003/15

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An Examination of the Glass Ceiling in the United States

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The glass ceiling can be defined as an invisible barrier that prevents women from reaching executive and upper level management positions. Research shows that men dominate these positions in corporate America. However, when women and men of similar experience and education are compared, women earn as much as their male counterparts and they are better paid at a younger age. This suggests women have the faculty to attain these positions. Since women executives are just as successful as men, in terms of compensation, why does such gender disparity exist in upper level management? This paper examines this phenomenon by investigating such issues as gender roles, personality characteristics and leadership styles of women. Other considerations such as family responsibilities, and the impact that they have on women in the workplace will also be examined.