

A Study on Glass Ceiling Printing in Working Women Çalışan Kadınlarda Cam Tavan Baskısı Üzerine Bir Araştırma

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Abstract: Our research was carried out with the aim of examining the glass ceiling pressure levels of women working in public and private institutions in the field of sports in Aydın province in terms of some variables. The study group of the research consists of 123 female participants working in different sectors in Aydın province. Data collection in the study consists of two parts. In the first part, the personal information form created by the researchers and in the second part, the Career Pathway Survey (CPS) developed by Smith et al. (2012) and adapted into Turkish by Sarıoğlu (2018) were used. In this study, SPSS 25.00 package programme was used to analyse the data at 95% confidence interval and 0.05 significance level. Descriptive statistics related to age, marital status, educational status, having children, position in the organisation, professional experience and the organisation worked in, personal information were calculated. The normal distribution of the data was determined by looking at the kurtosis and skewness values. Statistically, Independent Sample t test, Anova test, frequency, percentage, and reliability coefficient calculations were made. As a result, it is seen that there is a statistically significant difference between the glass ceiling syndromes that the female participants are exposed to, only in the acceptance sub-dimension in the age and education variables, and in the resilience and acceptance dimensions in the marital status variable.

Keywords: Woman, employee, glass ceiling.

Özet: Araştırmamız Aydın ilinde spor alanında devlet ve özel kurumlarda çalışan kadınların maruz kaldıkları cam tavan baskı düzeylerinin bazı değişkenler açısından incelenmesi amacı ile gerçekleştirilmiştir. Araştırmanın çalışma grubunu Aydın ilinde farklı sektörlerde çalışan 123 kadın katılımcı oluşturmaktadır. Çalışmada verilerin toplanması iki bölümden oluşmaktadır. Birinci bölümde araştırmacılar tarafından oluşturulan kişisel bilgi formu, ikinci bölümde Smith ve diğerleri (2012) geliştirilen, Türkçe uyarlaması Sarıoğlu (2018) tarafından yapılan Kariyer Yolları Ölçeği (Career Pathway Survey-CPS) kullanılmıştır. Bu çalışmada verilerin analizinde SPSS 25.00 paket programı kullanılarak %95 güven aralığında ve 0,05 anlamlılık düzeyinde değerlendirilmiştir. Yaş, medeni durum, eğitim durumu, çocuk sahibi olma durumu, kurumda çalışılan pozisyon, mesleki tecrübe ve çalışılan kurum, kişisel bilgilerine ilişkin tanımlayıcı istatistikler hesaplanmıştır. Verilerin normal dağılım gösterip göstermediği basıklık çarpıklık değerlerine bakılarak karar verilmiştir. İstatistiksel açıdan, Bağımsız Örneklem t testi, Anova testi, frekans, yüzde ve güvenilirlik katsayısı hesaplamaları yapılmıştır. Sonuç olarak; Çalışan kadın katılımcıların maruz kaldıkları cam tavan sendromları ile; yaş ve eğitim değişkeninde sadece kabullenme alt boyutunda, medeni durum değişkeninde dayanıklılık ve kabullenme boyutlarında, istatistiksel olarak anlamlı farklılık olduğu görülmektedir.

Anahtar Kelimeler: Kadın, çalışan, cam tavan.

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INTRODUCTION

With the Industrial Revolution, individuals in modern life have been exposed to discrimination between genders. From the past to the present, women's working in the status of workers and purposing to have a career in business life continued during the industrial revolution and the following period. The fact that the technology is in a superior position over modern world standards, the increase in the number of workplaces have been seen as an indicator of the demand for workers by institutions and/or organizations. Wanting to take part in many fields of women, the increase in the level of education of women in term of their self-developments, the increase in the business line of female, men's economic inability while earning the family members' keep, the changing role of the women in society, the recognition of women's rights to freedom in the field of work provided a positive increase in the number of working women (Atalay,2022; Akşit Aşık, 2014; Korkmaz, 2014).

With the innovations brought by the modern world, it has been seen that there has been a significant increase in the number of women taking part in working life and meanwhile in the number of women in working life. Also, it has been observed that the women have difficulty in advance in their career, prevented and they are under the psychological pressure (Çetin and Atan, 2012).

In a study conducted in the USA, the women who participated in the research stated that they perform the best they can, adopt a professional working style in which they can behave more comfortably against the men around them, undertake tasks in different fields throughout their business life, not only in one field, and always benefit from the ideas and suggestions of a guide or advisor (Er and Adıgüzel, 2015). When the literature is examined, it is seen that the rate of increase in the number of women in the literature does not coincide with the rate of increase in the number of women in top positions. In addition, it is stated that the number of women participating in the labour force has partially increased, especially in industrialized countries (George and Mallery, 2010). The level of glass ceiling syndrome varies in the literature. The general majority of this situation is social and in the economic sphere. In general, glass ceiling can be seen in many private and public sectors such as law offices, public sector, companies (private sector), health institutions, organizations, universities, etc. (Yavuz and Uzun, 2019).

With the women taking an active role and gaining status in business life, various problems have emerged. Institutionally, personally and socially, women have faced and continue to face various difficulties. Not to giving a place to women in Patriarchal(male-dominated) society and in societies where male domination is dominant, women are wanted to be corrupted both at work and in society. In this situation,

women do not have status, cannot develop themselves and are psychologically worn out. The roles attributed to women by society, in which women assume more duties in family life than men, cause women to regress in business life, Women's inability to focus on business life and even the women who do face with this situation are prevented from having status for various reasons, having the same rights to freedom of labour as men; but these rights are not implemented and all of these have given rise to the concept of the glass ceiling. The glass ceiling that women face in the labour market brings with it various factors (Kalkın, Erdem and Tikici, 2015; Gasquet, 2010; Gürol and Maşrap, 2007). Our research was realized on the purpose of that examine the glass ceiling pressure levels of women working in public and private institutions in the field of sports in Aydın province in terms of some variables. The working group of the research conducted is the working woman participants in the field of sports in Aydın Province.

METHODS

Research Model: In this study, within the general survey model, the descriptive survey model is used. The descriptive research are the research that aims to determine any situation in a subject (Karasar, 2015).

Population and Sample of the Study: The study population of our research consists of 123 female participants working in the public and private sectors. The sample group includes women working in the public and private sectors. Random sampling was an important aspect of our research design.

Research Group: The working group of the research conducted is the working woman participants in the field of sports in Aydın Province.

Data Collection: Questionnaire applications were delivered to the participants via Google Form and voluntariness is taken as basis, totally 123 participants were reached.

Measurement Instruments: The collection of data in this study consists of two parts. In the first part, the personal data table made up by the researcher, in the second part Career Pathway Survey-CPS that is developed by Smith and the others (2012) and adapted in Turkish by Sarıoğlu (2018).

Personal Data Form: A 7 question personal data form that is made up by the researcher is applied to the participants to determine the age, marital status, education level, having a child, the position in the institution, the personal experience, and the types of institutions.

Glass Ceiling Syndrome Scale: In this study, the Career Pathway Survey-CPS is used that is developed by Smith and the others (2012) and adapted in Turkish by Sarıoğlu (2018). The scale is the likert scale is rated in the form of from 1 totally disagree to 5 totally agree. The scale has 4 sub-dimensions: denial, resilience, resignation, and acceptance. The conclusion was reached that the denial, resilience, resignation, and acceptance dimensions' Cronbach Alfa reliability coefficient is as denial 0.75, resilience 0.67, resignation 0.64, acceptance 0.62. The general reliability coefficient is determined as 0.64. In our research, the Cronbach Alfa reliability coefficient denial is 0.80, resilience 0.75, resignation 0.79, and acceptance 0.64. The total reliability coefficient is determined as 0.67.

The Data Analysis: In the data analysis of this study, by using the Spss 25.00 program the %95 reliability and 0.05 meaningfulness level is determined. It is calculated that are related to the descriptive numbers of age, marital status, education level, having a child, the position in the institution, the personal experience, and the types of institutions. It is determined whether the data's show normal distribution or not by analysing their kurtosis –skewness amounts. Statistically, unpaired t test, Anova test, the frequency, percentage, and the reliability co-efficient are figured out. The kurtosis and skewness coefficients were found to be between +2, -2 and parametric tests were used in the analysis (George and Mallery, 2010). Significance level was determined as $p < 0.05$.

RESULTS

Table 1. Demographic variables.

		n	%
Age	Under 26 and under	29	23,6
	27-29 age	33	26,8
	30-32 age	20	16,3
	33-35 age	12	9,8
	36 age and over	29	23,6
	Total	123	100,0
Marital Status	Single	84	68,3
	Married	39	31,7
	Total	123	100,0
Having Child	No	89	72,4
	Yes	34	27,6
	Total	123	100,0
Education Level	Undergraduate and below	62	50,4
	Postgraduate	61	49,6
	Total	123	100,0
Position in the institution	Employee	99	80,5
	Manager	24	19,5
	Total	123	100,0
Professional Experience	2 years and under	36	29,3
	3-6 years	33	26,8
	7-10 years	24	19,5
	11 age and over	30	24,4
	Total	123	100,0
Type of Institution	Public	65	52,8
	Private Sector	58	47,2
	Total	123	100,0

According to the results of Table1, most of the participants are 33 between 27-33 ages among the demographic variables (26,8), mostly single participants with 84 people in the marital status variables (%68,3); in the having child variables 89 people marked no answer, in the education level the license and below with 62 participants (%50,4), in the employee working in an institution variables are working women with 99 participants (80,5), in the professional experience variables 2 years and below participants with 36 people (29,3), in the working institution variables all the public institutions take place with 65 participants (52,8).

Table 2. The descriptive values related to scales.

Scale dimensions	n	Min.	Max.	Mean	Std. Dv.
Denial	123	1,50	5,00	3,3187	,84793
Resistance	123	1,20	5,00	4,1870	,63180
Resignation	123	1,00	5,00	3,0136	,93349
Acceptance	123	1,00	4,60	2,6634	,66841
Glass Ceiling	123	2,06	4,17	3,2827	,39470

According to the Table2, the score interval of the glass ceiling attitudes that the participants exposed that is seen low in the acceptance dimension, in the denial, resignation and average score are in the medium level, and in the resistance dimension are high.

Table 3. The anova analysis results of the glass ceiling attitudes that are the participants exposed to according to the age variables.

Dimensions	Age	n	\bar{X}	SS	F	p	Bonferroni
Denial	⁽¹⁾ 26 age and under	29	3,3879	,82858	,691	,599	-
	⁽²⁾ 27-29 ages	33	3,4318	,77870			
	⁽³⁾ 30-32 ages	20	3,0900	,82456			
	⁽⁴⁾ 33-35 ages	12	3,4375	1,02583			
	⁽⁵⁾ 36 age and over	29	3,2293	,89816			
Resistance	⁽¹⁾ 26 age and under	29	4,4069	,63355	1,737	,146	-
	⁽²⁾ 27-29 ages	33	4,1939	,54655			
	⁽³⁾ 30-32 ages	20	4,1800	,83578			
	⁽⁴⁾ 33-35 ages	12	3,9000	,62957			
	⁽⁵⁾ 36 age and over	29	4,0828	,51966			
Resignation	⁽¹⁾ 26 age and under	29	2,8276	,68788	,770	,547	-
	⁽²⁾ 27-29 ages	33	3,0606	,97345			
	⁽³⁾ 30-32 ages	20	3,0500	,75141			
	⁽⁴⁾ 33-35 yaş	12	2,8056	1,14995			
	⁽⁵⁾ 36 years and over	29	3,2069	1,11417			
Acceptance	⁽¹⁾ 26 age and under	29	2,3931	,60824	3,185	,016	5>1
	⁽²⁾ 27-29 ages	33	2,6000	,65383			
	⁽³⁾ 30-32 ages	20	2,9200	,54445			
	⁽⁴⁾ 33-35 ages	12	2,5167	,58127			
	⁽⁵⁾ 36 age and over	29	2,8897	,75135			
Glass Ceiling	⁽¹⁾ 26 age and under	29	3,2165	,37248	,799	,528	-
	⁽²⁾ 27-29 ages	33	3,3283	,37406			
	⁽³⁾ 30-32 ages	20	3,3139	,40275			
	⁽⁴⁾ 33-35 ages	12	3,1481	,37180			
	⁽⁵⁾ 36 age and over	29	3,3314	,44481			

According to the Table 3, it is seen that statistically there are meaningful differences only between the acceptance sub-dimension and age according to the anova test that is conducted between the glass ceiling attitudes and age variables that are the participants exposed to. ($p<0.05$) When we examine the difference between groups, it is reached that the acceptance level of themselves of 36 ages and above participants are higher than the 26 ages and below participants.

Table 4. The t-test analysis the glass ceiling attitudes that the participants are exposed to according to the marital status variables.

Dimensions	Marital Status	n	\bar{X}	SS	t	p
Denial	Single	84	3,3702	,83993	,989	,325
	Married	39	3,2077	,86538		
Resistance	Single	84	4,2619	,67089	2,156	,034
	Married	39	4,0256	,50924		
Resignation	Single	84	3,0079	,91832	-,097	,923
	Married	39	3,0256	,97748		
Acceptance	Single	84	2,5333	,66393	-	,001
	Married	39	2,9436	,59462		
Glass Ceiling	Single	84	3,2698	,41531	-,531	,597
	Married	39	3,3105	,34968		

According to Table 4, it is seen that there is a statistically significant difference in the dimensions of resilience and acceptance according to the T test which is conducted between the glass ceiling behaviours to which the participants are exposed and the marital status variable. ($p<0.05$). It is seen that the scores of single participants are higher than married participants in the resilience dimension, and the scores of married participants are higher than single participants in the acceptance dimension.

According to Table 5, it is seen that there is a statistically significant difference in the acceptance dimension according to the t-test between the glass ceiling behaviours that the participants are exposed to and the variable of having children ($p<0.05$). In the acceptance dimension, it is seen that the

scores of the participants who have children are higher than the participants who do not have children.

Table 5. T-test analysis results of participants' glass ceiling behaviours according to the variable of having children.

Dimensions	Child	n	\bar{X}	SS	t	p
Denial	No	89	3,3652	,84101	,983	,327
	Yes	34	3,1971	,86654		
Resistance	No	89	4,2315	,67211	1,266	,208
	Yes	34	4,0706	,50183		
Resignation	No	89	2,9850	,89317	-,547	,585
	Yes	34	3,0882	1,04224		
Acceptance	No	89	2,5663	,64119	-2,672	,009
	Yes	34	2,9176	,68067		
Glass Ceiling	No	89	3,2665	,39035	-,735	,464
	Yes	34	3,3252	,40874		

Table 6. T-test analysis results of the glass ceiling behaviours of the participants by educational status variable.

Dimensions	Education Level	n	\bar{X}	SS	t	p
Denial	Undergraduate and below	62	3,0855	,72068	-	,002
	Postgraduate	61	3,5557	,90587		
Resistance	Undergraduate and below	62	4,1484	,67745	-,682	,497
	Postgraduate	61	4,2262	,58478		
Resignation	Undergraduate and below	62	3,1183	,86228	1,257	,211
	Postgraduate	61	2,9071	,99653		
Acceptance	Undergraduate and below	62	2,8129	,61337	2,557	,012
	Postgraduate	61	2,5115	,69236		
Glass Ceiling	Undergraduate and below	62	3,2921	,40563	,264	,792
	Postgraduate	61	3,2732	,38641		

According to Table 6, according to the t-test between the glass ceiling behaviours that the participants are exposed to and the educational status variable, there is a statistically significant difference only in the acceptance sub-dimension. ($p<0.05$). In the acceptance dimension, it is seen that the scores of the participants with undergraduate and below education level are higher than the participants with postgraduate education level.

Table 7. T-test analysis results of the glass ceiling behaviours to which the participants are exposed according to the position variable in the institution.

Dimensions	Position	n	\bar{X}	SS	t	p
Denial	Employee	99	3,3152	,82262	-,094	,925
	Manager	24	3,3333	,96444		
Resistance	Employee	99	4,1818	,66338	-,184	,855
	Manager	24	4,2083	,49160		
Resignation	Employee	99	3,0168	,90272	,079	,937
	Manager	24	3,0000	1,07227		
Acceptance	Employee	99	2,6687	,62281	,177	,860
	Manager	24	2,6417	,84643		
Glass Ceiling	Employee	99	3,2879	,39939	,292	,771
	Manager	24	3,2616	,38227		

According to Table7, according to the t-test between the glass ceiling behaviours that the participants are exposed to and the position they work in the organisation, there is no statistically significant difference in any variable. ($p>0.05$).

Table 8. Anova analysis results of glass ceiling behaviours to which participants are exposed to according to professional experience variable.

Dimensions	Experience	n	\bar{X}	SS	F	p
Denial	2 years and under	36	3,4833	,69065	1,477	,224
	3-6 years	33	3,4318	,90819		
	7-10 years	24	3,1625	,96631		
	11 years and over	30	3,1217	,83053		
Resistance	2 years and under	36	4,2833	,58432	1,506	,217
	3-6 years	33	4,2545	,77826		
	7-10 years	24	4,2083	,52908		
	11 years and over	30	3,9800	,56165		
Resignation	2 years and under	36	2,9074	,92791	1,157	,329
	3-6 years	33	3,1212	,77647		
	7-10 years	24	2,7917	,94696		
	11 years and over	30	3,2000	1,07068		
Acceptance	2 years and under	36	2,5556	,61059	2,334	,077
	3-6 years	33	2,5515	,63842		
	7-10 years	24	2,6417	,71985		
	11 years and over	30	2,9333	,68145		
Glass Ceiling	2 years and under	36	3,2901	,36662	,396	,756
	3-6 years	33	3,3165	,41001		
	7-10 years	24	3,2060	,38437		
	A year and over	30	3,2981	,42896		

Table 9. T-test analysis results of glass ceiling behaviours to which the participants are exposed according to the type of institution.

Dimensions	Type	n	\bar{X}	SS	t	p
Denial	Public	65	3,1969	,83535	1,699	,092
	Private Sector	58	3,4552	,84825		
Resistance	Public	65	4,2092	,69860	,412	,681
	Private Sector	58	4,1621	,55245		
Resignation	Public	65	3,0103	,94275	-,041	,967
	Private Sector	58	3,0172	,93121		
Acceptance	Public	65	2,6523	,66734	-,194	,846
	Private Sector	58	2,6759	,67520		
Glass Ceiling	Public	65	3,2632	,39884	-,578	,564
	Private Sector	58	3,3046	,39232		

According to Table8, according to the Anova test between the glass ceiling behaviours that the participants are exposed to and the professional experience variable, there is no statistically significant difference in any variable ($p>0.05$).

According to Table 9, according to the t-test conducted between the glass ceiling behaviours that the participants are exposed to, and the position worked in the institution, it is seen that there is no statistically significant difference in any variable. ($p>0.05$).

DISCUSSION

The results of our research on glass ceiling pressure in women working in the field of sports because of various variables based on Aydın province; age, marital status, having children, educational status, position in the institution, professional experience and institution of employment are explained below.

It has been seen that in the demographic variables, most of the participants are 33 between 27-33 ages (26.8), in the variable of position in the organisation, 99 respondents (80.5%) are employees; in the variable of professional experience, 36 respondents (29.3%) had 2 years of professional experience or less; in the variable of having children, 89 respondents (72.4%) answered "no"; in the variable of education level, 62 respondents (50.4%) answered "bachelor's degree and below"; in the variable of marital status, 84 respondents (68.3%) answered "single"; and in the variable of type of institution, 65 respondents (52.8%) answered "public institutions" (Table1).

In Gasquet in's study (2010) titled "The barrier and the stained-glass ceiling", it was observed that there was no statistically significant difference between the private sector and the public sector.

In our study, according to the t-test conducted between the glass ceiling behaviours to which the participants were exposed, and the position worked in the institution, there was no statistically significant difference in any variable ($p>0.05$), (Table 9).

The study of Yavuz and Uzun (2019) titled 'Examining and interpreting the studies on the concept of glass ceiling between 2000-2018 in Turkey' is similar with our research result. Kee (2006), on the other hand, in his study conducted in Australia, he tried to find out whether there are differences in the public and private sectors according to age, seniority, education, marital status and gender. As a result of the research, it was determined that there is a stronger glass ceiling effect in the private sector than in the public sector. According to the t-test conducted between the glass ceiling behaviours to which the participants were exposed, and the position worked in the institution, it was seen that there was no statistically significant difference in any variable ($p>0.05$), (Table 7). When we look at the difference between the groups in table 3, it is concluded that the self-acceptance levels of the participants aged 36 and over are higher than the participants aged 26 and under.

According to the Anova test conducted between the glass ceiling behaviours to which the participants were exposed and the age variable, it was seen that there was a statistically

significant difference only between the acceptance sub-dimension and age ($p<0.05$). In the study conducted by Atalay (2022), a significant relationship was found between the age, gender, educational status, and managerial position variables of the participants.

McKinney et al. (2008) concluded in their study that women have a different experience in terms of work experience and satisfaction and that there is a statistically significant difference. In our study, according to the Anova test conducted between the glass ceiling behaviours that the participants were exposed to and the professional experience variable in table 8, it was seen that there was no statistically significant difference in any variable ($p>0.05$).

In our study, it was observed that the scores of the participants with undergraduate and below education level were higher than those of the participants with postgraduate education level in the acceptance dimension. According to the t-test conducted between the glass ceiling behaviours to which the participants were exposed and the educational status variable, it has been seen that there is a statistically significant difference only in the acceptance sub-dimension ($p<0.05$), (Table 6). Moreover, in the research conducted by Çetin and Atan (2012) in the Education Sector, it has been observed that the perception of glass ceiling was high among female managers.

It was observed that the glass ceiling behaviours to which the participants were exposed were low level in the acceptance dimension, moderate level in denial, resignation and average score, and high level in the resistance dimension (Table2). In our research, it is seen that the scores of single participants are higher than married participants in the resistance dimension, and the scores of married participants are higher than single participants in the acceptance dimension. According to the t-test conducted between the glass ceiling behaviours to which the participants are exposed and the marital status variable, it has been seen that there is a statistically significant difference in the dimensions of resistance and acceptance. ($p<0.05$), (Table 4).

In our study, it was observed that the scores of the participants who have children in the acceptance dimension are higher than those of the participants who do not have children. According to the t-test conducted between the glass ceiling behaviours to which the participants are exposed and the variable of having children, it has been seen that there is a statistically significant difference in the acceptance dimension ($p<0.05$), (Table 5). In general, the results of the studies conducted by Aksu et al. (2013), Sosyal and Baysal (2016), Taşkın and Çetin (2012), Mızrahi and Arıcı (2010) show similarities with the results we found in our research because of the variables of position, age, marital status, educational status, work experience.

In conclusion, It was seen that there was a statistically significant difference between the glass ceiling syndromes to which the female participants were exposed and the glass ceiling syndromes to which they were exposed; in the acceptance sub-dimension between the age variable, in the resistance and acceptance dimensions between the marital status variable, in the acceptance dimension between the marital status variable, and in the acceptance sub-dimension between the educational status variable.

Ethics Text: The research process of this article, journal writing rules, publication rules, research and publication ethics rules, journal ethical rules were followed. Responsibility for any defence that may arise regarding the article belongs to the author. Aydın Adnan Menderes University Rectorate Social and Human Sciences Research Ethics Decision No 31906847/050.04.04-08.269

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GENİŞLETİLMİŞ ÖZET

Çalışmanın Amacı: Araştırmamız Aydın ilinde spor alanında devlet ve özel kurumlarda çalışan kadınların maruz kaldıkları cam tavan baskı düzeylerinin bazı değişkenler açısından incelenmesi amacı ile gerçekleştirilmiştir.

Araştırma Problemleri:

Çalışan kadınların cam tavan algılarında farklılık var mı?

Çalışan kadınların hizmet sürelerine göre cam tavan algılarında farklılık var mı?

Çalışan kadınların medeni durumuna göre cam tavan algılarında farklılık var mı?

Çalışan kadınların eğitim durumuna göre cam tavan algılarında farklılık var mı?

Çalışan kadınların görev pozisyonuna (konumu) göre cam tavan algılarında farklılık var mı?

Literatür Araştırması: Alan yazın incelendiğinde Gasquet (2010), yapmış olduğu "The barrier and the stained-glass ceiling" adlı çalışmada özel sektör ve kamu sektörü arasında istatistiksel olarak anlamlı bir fark olmadığını görmüştür. Yavuz ve Uzun (2019) "Türkiye'de 200-2018 yılları arasında cam tavan kavramı ile ilgili çalışmaların incelenmesi ve yorumlanması" adlı çalışmada da araştırma sonucumuzla benzerlik göstermektedir. Kee (2006) ise Avustralya'da yaptığı çalışmada kamu ve özel sektörde, yaş, kıdem, eğitim, medeni hal ve cinsiyete göre farklılaşarak farklılaşmadığını ortaya koymaya çalışmıştır. Araştırma sonucunda ise özel sektörde, kamu sektörüne göre daha güçlü cam tavan etkisinin olduğunu tespit edilmiştir. Atalay (2022)'nin yapmış olduğu çalışmada katılımcıların yaş, cinsiyet, eğitim durumu ve yöneticilik görevi değişkenleri arasında anlamlı ilişki bulunmuştur. McKinney vd. (2008) yapmış oldukları çalışmada kadınların iş tecrübesi ve tatmini konusunda kadınların farklı bir deneyime sahip olduğu ve istatistiksel olarak anlamlı bir farklılık olduğu sonucuna varmıştır. Çetin ve Atan (2012)'in Eğitim Sektöründe yürüttükleri çalışmada ise kadın yöneticilerde cam tavan algısının yüksek olduğu görülmüştür.

Yöntem: Araştırmamızda tarama modeli kapsamında betimsel tarama modeli kullanılmıştır. Araştırmanın çalışma grubunu Aydın ilinde spor alanında çalışan kadın katılımcılar oluşturmuştur. Anket uygulamaları katılımcılara Google Formu aracılığıyla ulaştırılmış olup katılımı gönüllülük esas alınmıştır. Toplamda 123 katılımcıya ulaşılmıştır. Çalışmada verilerin toplanması iki bölümden oluşmaktadır. Birinci bölümde araştırmacı tarafından oluşturulan kişisel bilgiler tablosu, ikinci bölümde Smith ve diğerleri (2012) geliştirilen, Türkçe uyarlaması Sarıoğlu (2018) tarafından yapılan Kariyer Yolları Ölçeği (CareerPathwaySurvey-CPS) kullanılmıştır.

Sonuç ve Değerlendirme: Çalışan kadın katılımcıların maruz kaldıkları cam tavan sendromları ile; yaş değişkenine arasında kabullenme alt boyutunda, medeni durum değişkenine arasında dayanıklılık ve kabullenme boyutlarında, medeni durum değişkenine arasında kabullenme boyutunda, eğitim durumu değişkeni arasında kabullenme alt boyutunda istatistiksel olarak anlamlı farklılık olduğu görülmüştür.