Though the presence and status of women in the workforce have increased dramatically since the passage of the Civil Rights Act of 1964, there are still concerns about the relative absence of women in higher management ranks, which is called ‘glass ceiling’. This term is generally used to refer to instances where women and minorities have progressed within a firm but despite their ambitions and qualifications, find it difficult to make the movement into key higher level management positions, or management positions at all. Glass ceiling is one of the most debatable and emotive aspects of employment in organizations. Now women are almost in every field and are facing various difficulties because of gender discrimination. This perception has its impact upon their organizational commitment, adjustment, self-esteem and well-being in various spheres etc. Taking this bent up of mind, the present research work has been done with an aim to make a comparison of women executives working in different multinational organizations..

To do any work/task successfully in any field one has to learn a lot about the rules, principles, laws, practical guidance etc. For this every person needs to guide who is there to show you the right path, tell you every single step on the path towards goal and success. I succeeded to complete my thesis because of the faith of my guide, Dr. Shalini Singh, Reader, Department of Psychology, M. D. University, Rohtak, her capabilities, and guidance, her motivating behaviour, and time devoted to my work and me, I am greatly indebted to her for her unparalleled guidance and appropriate criticism which she efficiently provided in the course of present study and otherwise.

I acknowledge my sincere thanks to Prof. Rajbir Singh Hooda and Prof. Radhey Shyam, Department of Psychology, M. D. University, Rohtak, for their concrete suggestions throughout and particularly for data analysis.
I express my thanks to Prof. Sunita Malhotra, Chairman, Department of Psychology, Maharshi Dayanand University, Rohtak for permitting me to undertake this study and for providing all necessary facilities in carrying out the present work.

I am sincerely thankful to all my subjects who performed the test honestly and according to the instructions.

Words fall short to express my heartiest thanks to my father Shri D. R. Gumber, and my mother Smt. Usha Gumber for their immense faith, support, encouragement and inspiration which motivated me to do my work.

I am also thankful to all my family members and friends for their cooperation.

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