Preface

Research is a continuous process. It does not end. This way quite frequently these days people talk of research, both in academic institutions and outside like government and non-government projects like Population Survey, Election Survey, Industrial, Income and Poverty Surveys etc. Several research studies are undertaken and accomplished year after year in various sectors or disciplines in the global era such as Engineering, Management, Accounting, Sports, Culture, and Politics etc.

Glass Ceiling is also burning issue of human resource management in today’s not only corporate but also academic world. A number of books, articles and research papers are written on this topic. Today’s Society is based on Man dominant but, woman is also equally liable to get each position or benefit as much as man. Glass ceiling means barriers facing woman to reach at top level position. There are so many barriers facing woman at the workplace in different fields such as economic, social, government etc.

Woman may have own ambition and deservedness to jump at high, take challenge, participation in training and development programmes, equality in promotion and remuneration policy also. Working woman has crucial task to maintain trade-off between job responsibilities and family responsibilities in life cycle.

The study “Glass Ceiling practices with working woman in educational sector at Bhavnagar Region.” throws light on the barriers facing working woman to reach top level position in management specially in education sector at Bhavnagar Region. The main objective of this study is to examine existence of glass ceiling, gender difference and major barriers responsible to reach top level position at workplace in public and private education sector at Bhavnagar Region.

This research’s thought came during my MBA Programme but realizes it due to inspiration of my guider Dr.Pankaj K. Trivedi in different chapters of this research. So, all credit goes to Dr. P.K.Trivedi Sir.

(VIMAL P.JAGAD)