



اُنْدِيُو تِكْنُوْلُوجِي مَارَا  
UNIVERSITI  
TEKNOLOGI  
MARA

**A STUDY ON THE WOMEN PERCEPTION TOWARDS CAREER  
DEVELOPMENT BARRIERS: CASE STUDY AT KOTA KINABALU**

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## ABSTRACT

This paper is to study the barrier to women career development. Career can be defined as the progress and actions taken by a person throughout a lifetime, especially those related to that person's occupations. A career is often composed of the jobs held, titles earned and work accomplished over a long period of time, rather than just referring to one position. The objective for this paper is to associate the barriers of career development towards women in the organization and to determine the significant difference between the barriers with women's career development. The study are focusing on 175 of women respondent who are working in five selected organization in the area of Kota Kinabalu which is Kementerian Perdagangan Dalam Negeri Koperasi dan Kepenggunaan, Jabatan Alam Sekitar Negeri Sabah, Jabatan Imigresen Malaysia Sabah, Bank Simpanan Nasional and BTC Group Berhad. The findings showed that the three barriers which is family commitment, gender stereotypes, and glass ceiling is reliable with the literature review and the statistical data.