Career challenges in Jordanian private sector: factors affecting female managers in senior positions in management

The aim of the study was to explore the interpretation of career progression as experienced by female managers in senior positions in Jordanian private sector. The key concepts in this study are gender and career. Career is operationalised as the progression of jobs in the entire life of the profession as a result of various factors such as personal, organizational and environmental.

With the increasing number of women going into senior positions in management as their profession in Jordan and worldwide, it is timely that a study on careers among them with such a gender perspective be conducted since senior positions has been understood as a male-dominated profession.

The research questions are as follows: What are the interpretations of career progression of the female managers in senior positions? What would they perceive as factors affecting female managers in senior positions in management that give impact to their career progression? This paper is an attempt to present data based on these questions.