



Analysis and investigation of the relationship between the Glass ceiling syndrome and Organizational Silence

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Abstract

Organizational silence is perceived as a social phenomenon that occurs at the organizational level and affects many organizational characteristics. These organizational characteristics include efficiency, performance, decision making, management processes, culture, and employees' perceptions of the factors affecting silent. The glass ceiling states that women and minorities fail to reach the upper levels of the hierarchy. They approximate the leading positions at the organization, but rarely obtain it. This frustration makes them presume that there is a glass ceiling. The glass ceiling makes employees withhold from expressing their ideas and always remain silent. Organizations are required to encounter crossing the glass ceiling. Acquiring different skills, being intimidated to perform activities, self-confidence, stability in achieving goals, enlightened and conscious thinking can trigger women in achieving managerial professions.

Keywords

Women studies, Gender Discrimination, Organizational Justice, Glass Ceiling, Organizational Positioning, Organizational Silence

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