

ANALISA PERSEPSI GLASS CEILING PADA GRUP HOTEL ACCOR DI SURABAYA

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Abstrak: Tujuan dilakukannya penelitian ini adalah untuk mengetahui persepsi karyawan perempuan akan *glass ceiling* pada grup hotel Accor Surabaya melalui hambatan pribadi, hambatan situasional, dan hambatan sosial. Penelitian ini di fokuskan pada kelompok umur dan status pernikahan. Metode pengumpulan data menggunakan survei kepada 50 karyawan perempuan yang menjabat pada posisi manajerial di grup Hotel Accor Surabaya. Hasil penelitian menunjukkan persepsi *glass ceiling* pada interval kecil. Untuk kelompok umur terdapat perbedaan persepsi *glass ceiling*, namun untuk status pernikahan tidak terdapat perbedaan persepsi *glass ceiling*.

Kata Kunci:

Glass Ceiling, Persepsi, Kelompok umur, Status pernikahan, Accor.

Abstract: The purpose of this research was to know the perception of the female employees on the glass ceiling at Accor group in Surabaya as perceived from individual barriers, situational barriers, and social barriers. This study focused on the group of ages and marital status classification. The data in this research based on questionnaires which answered by 50 female employees who are working in managerial position at Accor group, Surabaya. The result of this research showed that the glass ceiling perception was in small interval. There was a difference of the glass ceiling perception between the age groups, but for marital status there was no difference on the glass ceiling perception.

Key Words: Glass Ceiling, Perception, Age groups, Marital status, Accor.

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