

**FACTORS WHICH BANK EXECUTIVES PERCEIVE AS HINDERING THE
CAREER PROGRESS OF WOMEN AND THEIR ATTITUDES TOWARDS
FEMALE MANAGERS: THE CASE OF COMMERCIAL BANKS IN KENYA**

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ABSTRACT

The survey of the study reported here was carried out between April and July 1997. The study sought to determine the factors perceived by bank executives as hindering the career progress of women in commercial banks. It also sought to determine the executives' attitudes towards female managers .

The population of interest was all commercial banks with asset values of over five hundred million Kenya Shillings . The information sought was collected using a questionnaire which was completed by twenty one chief bank executives consisting of six women and fifteen men .

The findings of the study suggested that women are hindered from progressing to senior management positions by factors which can be enumerated as educational women's family obligations, gender discrimination against women, lack of support and encouragement to join managerial positions, lack of exposure in management, poor managerial training, societal role expectations of women, personal opinions and unclear career designs.

The research findings also suggested positive attitudes towards female managers, though it was found that women respondents had a more positive attitude than male respondents.

In conclusion, an important implication of the study is that women should be more positively evaluated to utilize their resource which is wasted when they are not incorporated in decision making.