

ABSTRACT

This study aims to analyze the effect of Individual Factors, Family Factors, Organizational Factors on Women Career Development and Cultural Factors on Women Career Development and to analyze the effect of age in moderating Individual Factors, Family Factors, Organizational Factors, Cultural Factors on Women Career Development.

This research is a quantitative research. The population in this study were all employees at Bank Jateng in the city of Semarang. The sampling selection technique used is non-probability sampling with purposive sampling technique. The data collection technique used in this study was using a questionnaire via google form. The data analysis method used is statistical analysis method using IBM SPSS Statistics 22 software.

The results of this study are Individual Factors, Family Factors, Organizational Factors on Women Career Development and Cultural Factors have a role in women's career development which is strengthened by age.

Keywords: *Glass Ceiling, Individual Factors, Family Factors, Organizational Factors, Women Career Development*