

ABSTRACT

This study aims to describe the glass ceiling phenomenon and individual motivation in career barriers to female workers in the construction industry. The problems in this study include whether there is a glass ceiling phenomenon in barriers to the career development of women workers in the construction industry, how to motivate women workers to face obstacles to career development in the construction industry, and solutions to reduce barriers to career development in the construction industry. The purpose of this research is to find out the form of the glass ceiling phenomenon in the barriers to the career development of women workers in the construction industry, how to motivate women workers in facing obstacles to career development in the construction industry, and solutions to reduce barriers to career development in the construction industry.

This research is a qualitative research and uses a phenomenological approach. Data collection was carried out using in-depth interviews. The informants in this study were 10 female employees in one of the state-owned enterprises engaged in the construction sector, namely PT Amarta Karya (Persero).

The findings in this study cover three things: (1) The form of the glass ceiling phenomenon in companies which includes; demands along with career development and injustice in corporate governance, (2) The role of motivation in dealing with obstacles in the form of the role of motivation internally and externally, (3) Solutions to reduce barriers include stabilizing the company's financial condition and providing supporting resources for women workers.

Keywords: glass ceiling phenomenon, female workers, construction industry, obstacles to career development, motivation