

ABSTRACT

Today, women's involvement in the workforce continues to increase. However, not accompanied by the number of female employees who fold the upper levels of companies that are still small. This is due to the obstacles that for women to rise to higher levels in the company is no exception in the institution of zakat. This gap or obstacle in many literatures is called the glass ceiling phenomenon. This research will be a phenomenon of glass ceiling or not in zakat institution.

The purpose of this study is to find out whether the phenomenon of glass ceiling occurs in zakat institutions and to find out whether there are obstacles experienced by employees to obtain a higher position in zakat institutions.

The method used is qualitative method with phenomenology study approach. The reason for choosing this method is that this research can be done in depth to find out whether there is a glass ceiling phenomenon or not in zakat institution. The results of this study indicate the phenomenon of glass ceiling occurs in zakat institutions caused by individual factors of female employees themselves who work in zakat institutions not due to organizational factors in zakat institutions.

Keywords: Zakat Institution; Glass ceiling; Phenomenology; Female Employees