

DAFTAR PUSTAKA

- Afza, S. R., & Newaz, M. K. (2008). Factors determining the presence of glass ceiling and influencing women career advancement in Bangladesh. *BRAC University Journal*, 5(1), 85–92. <http://hdl.handle.net/10361/408>
- Alhalwachi, L., & Mordi, C. (2022). Organisational, societal, and individual factors affecting women's career progression in Bahraini banking sector. *Journal of Sustainable Finance & Investment*, 12(1), 103–127. <https://doi.org/10.1080/20430795.2021.1922064>
- Anam, K. (2023, Maret 14). *Kadin & IGNITE Bikin Program Upskilling Pekerja Perempuan*. CNBC Indonesia. <https://www.cnbcindonesia.com/news/20230314180843-4-421655/kadin-ignite-bikin-program-upskilling-pekerja-perempuan>
- Ashraf, F., & Jepsen, D. (2024). Private Patriarchy's Impact on Women's Careers: Through Kaleidoscope Career Model Lens. *Group & Organization Management*, (0)0. <https://doi.org/10.1177/10596011241227263>
- Australia Indonesia Partnership for Economic Governance (AIPEG), & Monash University. (2017). *Women's Economic Participation in Indonesia: A study of gender inequality in employment, entrepreneurship, and key enablers for change*. <https://www.monash.edu/business/cdes/research/publications/publications2/Womens-economic-participation-inIndonesia-June-2017.pdf>
- Avolio, B., & Chávez Cajo, J. M. (2024). Identifying factors influencing women academics in STEM careers: Evidence from a Latin American country. *International Journal of Educational Management*, 38(5), 1357–1374. <https://doi.org/10.1108/IJEM-02-2023-0082>
- Babic, A., & Hansez, I. (2021). The Glass Ceiling for Women Managers: Antecedents and Consequences for Work-Family Interface and Well-Being at Work. *Frontiers in Psychology*, 12:618250. <https://doi.org/10.3389/fpsyg.2021.618250>
- Badan Pusat Statistik Indonesia. (2024a). *Persentase Penduduk Umur 15 tahun ke Atas Menurut Klasifikasi Desa, Jenis Kelamin, dan Jenjang Pendidikan Tertinggi yang Ditamatkan, 2009-2023—Tabel Statistik*. <https://www.bps.go.id/id/statistics-table/1/MTYxMCMx/persentase-penduduk-umur-15-tahun-ke-atas-menurut-klasifikasi-desa--jenis-kelamin--dan-jenjang-pendidikan-tertinggi-yang-ditamatkan--2009-2023.html>
- Badan Pusat Statistik Indonesia. (2024b). *Proporsi perempuan yang berada di posisi manajerial menurut provinsi—Tabel Statistik* [Badan Pusat Statistik]. <https://www.bps.go.id/id/statistics-table/2/MjAwMyMy/proporsi-perempuan-yang-berada-di-posisi-manajerial-menurut-provinsi.html>

- Badan Pusat Statistik Indonesia. (2024c). *Proporsi perempuan yang berada di posisi manajerial, menurut status perkawinan—Tabel Statistik*. <https://www.bps.go.id/id/statistics-table/2/MjAwNyMy/proporsi-perempuan-yang-berada-di-posisi-manajerial-menurut-status-perkawinan.html>
- Barhate, B., Hirudayaraj, M., Dirani, K., Barhate, R., & Abadi, M. (2021). Career disruptions of married women in India: An exploratory investigation. *Human Resource Development International*, 24(4), 401–424. <https://doi.org/10.1080/13678868.2021.1904352>
- Barkhuizen, E. N., Masakane, G., & Sluis, L. van der. (2022). In search of factors that hinder the career advancement of women to senior leadership positions. *SA Journal of Industrial Psychology / SA Tydskrif vir Bedryfsielkunde*, 48(0), a1986. <https://doi.org/10.4102/sajip.v48i0.1986>
- Bertrand, M., Kamenica, E., & Pan, J. (2013). Gender Identity and Relative Income within Households. *Chicago Booth Research Paper No. 13-08*. <https://doi.org/10.2139/ssrn.2216750>
- Bombuwela, P. M., & De Alwis, A. C. (2013). Effects of Glass Ceiling on Women Career Development in Private Sector Organizations – Case of Sri Lanka. *Journal of Competitiveness*, 5(2), 3–19. <https://doi.org/10.7441/joc.2013.02.01>
- Brough, P., Troth, A., Radford, K., Meissner, E., Gai, S., Langerud, D., & Rose, M. (2023). *Multi-Generational Workplaces Research – Final Report*. Brisbane: Griffith University. <https://www.dewr.gov.au/mature-age-hub/resources/multigenerational-workplaces-research-final-report>
- Buddhapriya, S. (1999). Fear of Success among Women Managers: An Empirical Investigation. *Vikalpa*, 24(4), 17–28. <https://doi.org/10.1177/0256090919990404>
- Cameron, L. (2023). Gender Equality and Development: Indonesia in a Global Context. *Bulletin of Indonesian Economic Studies*, 59(2), 179–207. <https://doi.org/10.1080/00074918.2023.2229476>
- Cameron, L., & Suarez, D. C. (2017). *Women's Economic Participation in Indonesia: A study of gender inequality in employment, entrepreneurship, and key enablers for change*. The Australian-Indonesian Partnership for Economic Governance and the Australian Department of Foreign Affairs and Trade. <https://www.monash.edu/business/cdes/assets/documents/publications2/Womens-economic-participation-in-Indonesia-June-2017.pdf>
- Cameron, L., Suarez, D. C., & Setyonaluri, D. (2024). Leveraging Women's Views to Influence Gender Norms around Women Working: Evidence from an Online Intervention in Indonesia. *Policy Research Working Paper Series*, 10681. <https://doi.org/10.1596/1813-9450-10681>

- Gerkovich, P. R., Catalyst, Inc. (2004). *Women and Men in US Corporate Leadership: Same Workplace Different Realities?* New York: Catalyst
- Chen, V., Welsh, M., & Cheong, M. F. (2022). Gender diversity on Malaysian corporate boards: A law and social movements perspective. *Journal of Law and Society*, 49(1), 23–47. <https://doi.org/10.1111/jols.12341>
- Choi, S., & Park, C.-O. (2014). Glass Ceiling in Korean Civil Service: Analyzing Barriers to Women's Career Advancement in the Korean Government. *Public Personnel Management*, 43(1), 118–139. <https://doi.org/10.1177/0091026013516933>
- Chun, L., Jingjing, Y., & Li, C. (2024). Barriers that impede mid-level female leaders' advancement to senior management positions: Evidence from China's tourism and hospitality sector. *Tourism Management Perspectives*, 54, 101303. <https://doi.org/10.1016/j.tmp.2024.101303>
- Clevenger, L., & Singh, N. (2013). Exploring Barriers That Lead to the Glass Ceiling Effect for Women in the U.S. Hospitality Industry. *Journal of Human Resources in Hospitality & Tourism*, 12(4), 376–399. <https://doi.org/10.1080/15332845.2013.790258>
- Cohen, J. R., Dalton, D. W., Holder-Webb, L. L., & McMillan, J. J. (2020). An Analysis of Glass Ceiling Perceptions in the Accounting Profession. *Journal of Business Ethics*, 164(1), 17–38. <https://doi.org/10.1007/s10551-018-4054-4>
- Cooke, F. L. (2005). Women's Managerial Careers in China in a Period of Reform. *Asia Pacific Business Review*, 11(2), 149–162. <https://doi.org/10.1080/1360238042000291216>
- Das, S., & Jha, S. (2024). Women's career advancement: Review of literature and future research agenda. *International Journal of Ethics and Systems*, 40(2), 232–255. <https://doi.org/10.1108/IJOES-12-2022-0313>
- Datta, S., & Agarwal, U. A. (2017). Factors effecting career advancement of Indian women managers. *South Asian Journal of Business Studies*, 6(3), 314–336. <https://doi.org/10.1108/SAJBS-07-2016-0062>
- Devi R, L., & Geetha, D. A. (2023). Work-Life Balance: Impact on Women's Career Progression. *Telematique*, 22(1), 3244-3251. <https://www.provinciajournal.com/index.php/telematique/article/view/1626>
- Diehl, A. B., & Dzubinski, L. M. (2016). Making the Invisible Visible: A Cross-Sector Analysis of Gender-Based Leadership Barriers. *Human Resource Development Quarterly*, 27(2), 181–206. <https://doi.org/10.1002/hrdq.21248>
- Eagly, A. H., Makhijani, M. G., & Klonsky, B. G. (1992). Gender and the evaluation of leaders: A meta-analysis. *Psychological Bulletin*, 111(1), 3–22. <https://doi.org/10.1037/0033-2909.111.1.3>

- Elacqua, T. C., Beehr, T. A., Hansen, C. P., & Webster, J. (2009). Managers' Beliefs about the Glass Ceiling: Interpersonal and Organizational Factors. *Psychology of Women Quarterly*, 33(3), 285–294. <https://doi.org/10.1177/036168430903300304>
- Ely, R. J., & Meyerson, D. E. (2000). Theories of Gender in Organizations: A New Approach to Organizational Analysis and Change. *Research in Organizational Behavior*, 22, 103–151. [https://doi.org/10.1016/S0191-3085\(00\)22004-2](https://doi.org/10.1016/S0191-3085(00)22004-2)
- Fischer, J. L., Sollie, D. L., Sorell, G. T., & Green, S. K. (1989). Marital Status and Career Stage Influences on Social Networks of Young Adults. *Journal of Marriage and Family*, 51(2), 521–534. <https://doi.org/10.2307/352513>
- Fitong Ketchiwou, G., & Van Der Walt, F. (2023). The role of personal factors and skills development in women's career advancement. *South African Journal of Economic and Management Sciences*, 26(1), a5120. <https://doi.org/10.4102/sajems.v26i1.5120>
- Francis, V. (2017). What influences professional women's career advancement in construction? *Construction Management and Economics*, 35(5), 254–275. <https://doi.org/10.1080/01446193.2016.1277026>
- Gangal, A. D., Yigit, Y., & Ali, Y. (2024). Generational Differences in Attitudes towards Gender Roles and Violence Against Women. *International Journal of Caring Sciences*, 17(1), 198–208. <https://www.internationaljournalofcaringsciences.org/Issue.aspx?issueID=70>
- Grant Thornton. (2024). *Women in business 2023*. Grant Thornton Indonesia. <https://www.grantthornton.co.id/insights/global-insights1/women-in-business-2023/>
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2010). *Multivariate Data Analysis* (Seventh Edition). New York: Pearson Education.
- Hackett, G., & Byars, A. M. (1996). Social Cognitive Theory and the Career Development of African American Women. *The Career Development Quarterly*, 44(4), 322–340. <https://doi.org/10.1002/j.2161-0045.1996.tb00449.x>
- Hanina, T. (2022, April 1). [INFOGRAFIS] Fenomena Job Hopping Kaum Millennials, Masih Ada Stigma? IDN Times. <https://www.idntimes.com/life/career/tyas-hanina-1/fenomena-job-hopping-bagi-kaum-millennials>
- Harahap, D. (2024, Maret 3). *Budaya Patriarki Masih Jadi Pemicu Utama Kesenjangan Gender di Indonesia*. Media Indonesia. <https://mediaindonesia.com/humaniora/656182/budaya-patriarki-masih-jadi-pemicu-utama-kesenjangan-gender-di-indonesia>

- Hayes, A. F. (2018). *Introduction to Mediation, Moderation, and Conditional Process Analysis: A Regression-Based Approach (Methodology in the Social Sciences)* (Second Edition). New York: The Guilford Press.
- Holton, V., & Dent, F. E. (2016). A better career environment for women: Developing a blueprint for individuals and organisations. *Gender in Management: An International Journal*, 31(8), 542–561. <https://doi.org/10.1108/GM-08-2015-0074>
- International Labour Organization. (2019). *Women in business and management: The business case for change*. International Labour Organization. https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_700953.pdf
- International Labour Organization. (2021). *Break the glass ceiling of gender equality at work*. ILO | International Labour Organization. <https://www.ilo.org/resource/news/break-glass-ceiling-gender-equality-work>
- International Labour Organization. (2024). *Data tools to find and download labour statistics—ILOSTAT*. ILOSTAT. <https://ilostat.ilo.org/data/>
- Ishida, H., Kuo-Hsien-Su, & Spilerman, S. (2002). Models of Career Advancement in Organizations. *European Sociological Review*, 18(2), 179–198. <http://www.jstor.org/stable/3559498>
- Jadidi, M., Karimi, F., Lietz, H., & Wagner, C. (2017). *Gender Disparities in Science? Dropout, Productivity, Collaborations and Success of Male and Female Computer Scientists* (SSRN Scholarly Paper No. 3063273). Social Science Research Network. <https://doi.org/10.2139/ssrn.3063273>
- Jayachandran, S. (2021). Social Norms as a Barrier to Women’s Employment in Developing Countries. *IMF Economic Review*, 69(3), 576–595. <https://doi.org/10.1057/s41308-021-00140-w>
- Johns, M. L. (2013). Breaking the Glass Ceiling: Structural, Cultural, and Organizational Barriers Preventing Women from Achieving Senior and Executive Positions. *Perspectives in Health Information Management / AHIMA, American Health Information Management Association*, 10(Winter), 1e. <https://pmc.ncbi.nlm.nih.gov/articles/PMC3544145/>
- Jordan, A. H., & Zitek, E. M. (2012). Marital Status Bias in Perceptions of Employees. *Basic and Applied Social Psychology*, 34(5), 474–481. <https://doi.org/10.1080/01973533.2012.711687>
- Joshi, M. P., & Diekman, A. B. (2022). My Fair Lady? Inferring Organizational Trust From the Mere Presence of Women in Leadership Roles. *Personality and Social Psychology Bulletin*, 48(8), 1220–1237. <https://doi.org/10.1177/01461672211035957>
- Khoshbahari, R., Hosseinipour, V., & Pourkazemi, V. (2022). Glass ceiling for women and work attachment: The moderating effect of marital status (Case

- study: female employees of health centers in the east of Gilan province). *Open Science Journal*, 7(3). <https://doi.org/10.23954/osj.v7i3.3140>
- Khurshid, N., Naseer, A., Khurshid, J., Khokhar, A. M., & Irfan, M. (2022). Assessing Social and Work Environmental Factors Towards Women Upward Career Development: An Empirical Study from Pakistan. *The Journal of Asian Finance, Economics and Business*, 9(1), 53–61. <https://doi.org/10.13106/jafeb.2022.vol9.no1.0053>
- Kiaye, R. E., & Singh, A. M. (2013). The glass ceiling: A perspective of women working in Durban. *Gender in Management: An International Journal*, 28(1), 28–42. <https://doi.org/10.1108/17542411311301556>
- Kirai, N. M., (2014). *Barriers to women career progression in Kenya's Civil Service* [Thesis, Jomo Kenyatta University of Agriculture and Technology]. <http://localhost/xmlui/handle/123456789/1217>
- Ladge, J. J., Humberd, B. K., & Eddleston, K. A. (2017). Retaining professionally employed new mothers: The importance of maternal confidence and workplace support to their intent to stay. *Human Resource Management*, 57(4), 883–900. <https://doi.org/10.1002/hrm.21889>
- Lathabhavan, R., & Balasubramanian, S. A. (2017). Glass Ceiling and women employees in Asian organizations: A tri-decadal review. *Asia-Pacific Journal of Business Administration*, 9(3), 232–246. <https://doi.org/10.1108/APJBA-03-2017-0023>
- Laud, R. L., & Johnson, M. S. (2013). Journey to the top: Are there really gender differences in the selection and utilization of career tactics? *Journal of Organizational Culture, Communications and Conflict*, 17, 51–68. <https://www.abacademies.org/journals/month-june-year-2013-vol-17-issue-1-journal-joccc-past-issue.html>
- Lent, R. W., Brown, S. D., & Hackett, G. (1994). Toward a Unifying Social Cognitive Theory of Career and Academic Interest, Choice, and Performance. *Journal of Vocational Behavior*, 45(1), 79–122. <https://doi.org/10.1006/jvbe.1994.1027>
- Liu, T., Shen, H., & Gao, J. (2020). Women's career advancement in hotels: The mediating role of organizational commitment. *International Journal of Contemporary Hospitality Management*, 32(8), 2543–2561. <https://doi.org/10.1108/IJCHM-12-2019-1030>
- Madgavkar, A., Ganesan, V., Wibowo, P., & Das, K. (2022). *Over breakfast, Indonesian leaders discuss women's empowerment*. McKinsey. <https://www.mckinsey.com/id/our-insights/over-breakfast-indonesian-leaders-discuss-womens-empowerment>
- Maheshwari, G., Gonzalez-Tamayo, L. A., & Olarewaju, A. D. (2023). An exploratory study on barriers and enablers for women leaders in higher

- education institutions in Mexico. *Educational Management Administration & Leadership*, 53(1), 141-157. <https://doi.org/10.1177/17411432231153295>
- McKinsey. (2023). *Women in the Workplace 2022*. https://www.mckinsey.com/~/_media/mckinsey/featured%20insights/diversity%20and%20inclusion/women%20in%20the%20workplace%202022/women-in-the-workplace-2022.pdf
- McLaren, H., Patmisari, E., Hamiduzzaman, M., Star, C., & Widianingsih, I. (2023). Indonesian Women's Civil Service Leadership: Analysis of Career Progression Opportunity and Constraint. *Administration & Society*, 55(6), 1218–1249. <https://doi.org/10.1177/00953997231167556>
- Metz, I. (2003). Individual, interpersonal, and organisational links to women's advancement in management in banks. *Women in Management Review*, 18(5), 236–251. <https://doi.org/10.1108/09649420310485087>
- Miyachi, J., & Chandra, N. (2022, November 25). *Women Empowerment and Career Advancement*. GLOBIS Insights. <https://globisinsights.com/unlimited-insights/women-empowerment-and-career-advancement/>
- Mooney, S., & Ryan, I. (2009). A woman's place in hotel management: Upstairs or downstairs? *Gender in Management: An International Journal*, 24(3), 195–210. <https://doi.org/10.1108/17542410910950877>
- Naguib, R., & Madeeha, M. (2023). "Making visible the invisible": Exploring the role of gender biases on the glass ceiling in Qatar's public sector. *Women's Studies International Forum*, 98, 102723. <https://doi.org/10.1016/j.wsif.2023.102723>
- Napasri, T., & Yukongdi, V. (2015). A Study of Thai Female Executives: Perceived Barriers to Career Advancement. *Review of Integrative Business and Economics Research*, 4(3), 108–120. https://buscompress.com/uploads/3/4/9/8/34980536/riber_b15-097__108-120_.pdf
- Naseviciute, L., & Juceviciene, R. (2023). Overcoming the barriers to women's career in information and communication technology business. *Equality, Diversity and Inclusion: An International Journal*, 43(1), 23–40. <https://doi.org/10.1108/EDI-09-2022-0265>
- Nguyen, M. L., Le, T. H. G., Ngo, T. T. H., Tran, H. L., & Mundkur, A. (2020). *Investing gendered social norms affecting women's economic participation related to recruitment and promotion in Vietnam*. Investing in Women and CARE International in Vietnam. <https://investinginwomen.asia/id/knowledge/investigating-gendered-social-norms-affecting-womens-economic-participation-related-recruitment-promotion-vietnam/>

- O'Connor, V. J. (2001). Women and men in senior management – a “different needs” hypothesis. *Women in Management Review*, 16(8), 400–404. <https://doi.org/10.1108/EUM0000000006291>
- Osi, E. C., & Teng-Calleja, M. (2021). Women on top: The career development journey of Filipina business executives in the Philippines. *Career Development International*, 26(2), 140–157. <https://doi.org/10.1108/CDI-05-2020-0132>
- Parmelee, M. (2023, Mei 17). *Making waves: How Gen Zs and millennials are prioritizing—and driving—change in the workplace*. Deloitte Insights. <https://www2.deloitte.com/us/en/insights/topics/talent/recruiting-gen-z-and-millennials.html>
- Pita, T. O., & Prasetya, B. E. A. (2018). Perbedaan Fear Of Success Ditinjau Dari Status Pernikahan Pada Wanita Karier. *Jurnal Psikologi Perseptual*, 3(2), 56–64. <https://doi.org/10.24176/perseptual.v3i2.2239>
- Prawitasari, G. (2018). The Influence of Generations on Career Choice (Social Cognitive Career Theory Perspective). *Konselor*, 7(1), 15–20. <https://doi.org/10.24036/02018718464-0-00>
- Purwanto, D. A. (2021). DOUBLE ROLES OF MARRIED WORKING WOMEN IN INDONESIA: FOR BETTER OR FOR WORSE? *Sustainability Science and Resources*, 1(1), 38–61. <https://doi.org/10.55168/ssr2809-6029.2021.1002>
- Ramadhea, C. (2024). *Hari Perempuan Internasional 2024: “Butuh 300 Tahun untuk Capai Kesetaraan Gender di Dunia.”* Magdalene. <https://magdalene.co/story/iwd-2024-invest-in-women/>
- Ramos, A., Latorre, F., Tomás, I., & Ramos, J. (2022). TOP WOMAN: Identifying barriers to women’s access to management. *European Management Journal*, 40(1), 45–55. <https://doi.org/10.1016/j.emj.2021.06.005>
- Rapuano, V. (2020). TOWARD SUSTAINABLE CAREERS: LITERATURE REVIEW. *Contemporary Research on Organization Management and Administration*, 8(1), 41–54. <https://doi.org/doi.org/10.33605/croma-012020-004>
- Ridgeway, C. L. (1982). Status in Groups: The Importance of Motivation. *American Sociological Review*, 47(1), 76–88. <https://doi.org/10.2307/2095043>
- Schmitt, M., Lauer, S., & Wilkesmann, U. (2021). Work Motivation and Career Autonomy as Predictors of Women’s Subjective Career Success in STEM. *Acta Paedagogica Vilnensia*, 46, 73–89. <https://doi.org/10.15388/ActPaed.2021.46.5>
- Sekaran, U., & Bougie, R. (2016). *Research methods for business: A skill-building approach* (Seventh edition). West Sussex: John Wiley & Sons.

- Sever, H. (2016). The Comparison of Glass Ceiling Perception of Employees Working in Public and Private Enterprises. *American Journal of Industrial and Business Management*, 6(5), 577-588. <https://doi.org/10.4236/ajibm.2016.65054>
- Sharma, S., & Kaur, R. (2019). Glass Ceiling for Women and Work Engagement: The Moderating Effect of Marital Status. *FIIB Business Review*, 8(2), 132-146. <https://doi.org/10.1177/2319714519845770>
- Simbolon, T. G. (2024, Oktober). *Hasil Survei Model Kerja yang Disukai Gen Z, Milenial, hingga Gen X: WFA Teratas*. Data Indonesia: Data Indonesia for Better Decision. Valid, Accurate, Relevant. <https://dataindonesia.id/varia/detail/hasil-survei-model-kerja-yang-disukai-gen-z-milenial-hingga-gen-x-wfa-teratas>
- Stephenson, E., Ryan, M., Weaving, M., & Barkha, B. (2023). *The care economy in Vietnam, the Philippines & Indonesia*. Global Institute for Women's Leadership at the Australia National University and Investing in Women. <https://investinginwomen.asia/knowledge/understanding-the-care-economy-in-southeast-asia/>
- Sullivan, S. E., & Baruch, Y. (2009). Advances in Career Theory and Research: A Critical Review and Agenda for Future Exploration. *Journal of Management*, 35(6), 1542-1571. <https://doi.org/10.1177/0149206309350082>
- Sun, Y. (2024). Explore the Family Responsibility and Career Dilemma of Professional Women in Marriage. *Lecture Notes in Education Psychology and Public Media*, 41(1), 138-144. <https://doi.org/10.54254/2753-7048/41/20240790>
- Sunita, & Jhunjhunwala, S. (2023). Women on Boards Scale: Cordons and Catalysts to Enter Boardroom. *Indian Journal of Corporate Governance*, 16(2), 177-199. <https://doi.org/10.1177/09746862231205647>
- Supianto, S. (2022). *Fenomena Glass Ceiling Hambatan Wanita Berkarier*. JURNAS.COM. <https://www.jurnas.com/artikel/115502/Fenomena-Glass-Ceiling-Hambatan-Wanita-Berkarier/>
- Swanson, J. L., & Witke, M. B. (1997). Theory Into Practice in Career Assessment for Women: Assessment and Interventions Regarding Perceived Career Barriers. *Journal of Career Assessment*, 5(4), 443-462. <https://doi.org/10.1177/106907279700500405>
- Syaebani, M. I., Wibowo, P. P., & Faradynawati, I. A. A. (2023). The Glass Ceiling Phenomenon: Experiences of Female Workers in Indonesian HEIs and Its Relationship with Self-Efficacy and Self-Confidence. *Journal of Higher Education Policy And Leadership Studies*, 4(4), 160-170. <https://doi.org/10.61186/johepal.4.4.160>

- Taparia, M., & Lenka, U. (2022). An integrated conceptual framework of the glass ceiling effect. *Journal of Organizational Effectiveness: People and Performance*, 9(3), 372–400. <https://doi.org/10.1108/JOEPP-06-2020-0098>
- Terjesen, S., & Singh, V. (2008). Female Presence on Corporate Boards: A Multi-Country Study of Environmental Context. *Journal of Business Ethics*, 83(1), 55–63. <https://doi.org/10.1007/s10551-007-9656-1>
- Tharenou, P. (1999). Is There a Link between Family Structures and Women's and Men's Managerial Career Advancement? *Journal of Organizational Behavior*, 20(6), 837–863. <http://www.jstor.org/stable/3100369>
- Tharenou, P. (2005). Does Mentor Support Increase Women's Career Advancement More than Men's? The Differential Effects of Career and Psychosocial Support. *Australian Journal of Management*, 30(1), 77–109. <https://doi.org/10.1177/031289620503000105>
- Thurasamy, R., Lo, M., Yang Amri, A., & Noor, N. (2011). An analysis of career advancement among engineers in manufacturing organizations. *International Journal of Commerce and Management*, 21(2), 143–157. <https://doi.org/10.1108/10569211111144346>
- Verma, S. (2020). Examining the New Dimensions of Career Advancement of Women Employees. *Global Business Review*, 21(3), 869–881. <https://doi.org/10.1177/0972150918780757>
- Wahdiniwaty, R., & Rustam, D. A. (2019). Patriarchy as a Barrier to Women Entrepreneurs in Indonesia. *IOP Conference Series: Materials Science and Engineering*, 662(3), 032042. <https://doi.org/10.1088/1757-899X/662/3/032042>
- Wang, D., Liu, X., & Deng, H. (2022). The perspectives of social cognitive career theory approach in current times. *Frontiers in Psychology*, 13:1023394. <https://doi.org/10.3389/fpsyg.2022.1023394>
- Woolley, A. W., Chabris, C. F., Pentland, A., Hashmi, N., & Malone, T. W. (2010). Evidence for a Collective Intelligence Factor in the Performance of Human Groups. *Science*, 330(6004), 686–688. <https://doi.org/10.1126/science.1193147>
- World Bank. (2020). *Indonesia Country Gender Assessment: Investing in Opportunities for Women*. Washington DC: World Bank <http://hdl.handle.net/10986/35310>
- Zacher, H., Rudolph, C. W., Todorovic, T., & Ammann, D. (2019). Academic career development: A review and research agenda. *Journal of Vocational Behavior*, 110, 357–373. <https://doi.org/10.1016/j.jvb.2018.08.006>
- Zhao, Y., & Lord, B. R. (2016). Chinese women in the accounting profession. *Meditari Accountancy Research*, 24(2), 226–245. <https://doi.org/10.1108/MEDAR-08-2015-0058>