

Factors Influencing Women's Career Progression: A Case of Central Bank Of Kenya

by

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APPROVAL

FACTORS INFLUENCING WOMEN’S CAREER PROGRESSION: A CASE OF CENTRAL BANK OF KENYA

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In accordance with Daystar University policies, this thesis is accepted in partial fulfillment of the requirements for the Master of Business Administration degree.

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DECLARATION

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I declare that this thesis is my original work and has not been submitted to any other college or university for academic credit.

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LIST OF ABBREVIATIONS AND ACRONYMS

CBK

Central Bank of Kenya

KSMS

Kenya School of Monetary Studies

KDIC

Kenya Deposit Institute Corporation

UNCTAD

United Nations Conference on Trade and Development

UNIFEM

United Nations Development Fund for

Women

IRA

Insurance Regulatory Authority

CAO Kenya

Communications Authority of Kenya

CMA

Capital Markets Authority

SPSS

Statistical Package for Social

Sciences

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ABSTRACT

Globally there has been an increase in the presence of women in the top management positions but women still do experience certain barriers within the organization in different industries. The number of women joining the bank had steadily increased and a steady progress had been made in development of their careers to fields that were considered male dominated. The aim of this study was to examine the factors that influence women's career progression focusing on Central Bank of Kenya (CBK). The objectives of the study were; to identify the factors influencing women's career progression at the CBK, to measure women's career progression and to determine the influence of the identified factors on women's career progression. The study adopted a descriptive research design. The respondents were from the CBK head office Nairobi. The questionnaires were used as the primary source of data collection methods. From the findings the study noted that the most significant factors influencing women career progression were societal factors at 88.7% followed by individual factors at 84.9% and lastly organizational cultural factors at 62.3%. On individual factors 77.4% of the respondents agreed the networks were of mixed gender where experiences were shared while 77.4% agreed women readily took up more demanding opportunities in their organization. The study concluded that individual factors, societal factors and organizational cultural factors had an influence on women career progression at CBK. The study recommended that the management team of Central Bank of Kenya should put these factors into account in their overall strategies for women career

progression. The management of CBK and all other organizations in Kenya should put these factors into consideration to enhance women career progression.

DEDICATION

This project is dedicated to my loving parents Eng. Augustine C. Ojowi and Mrs. Alice Ojowi for your continuous guidance in achieving my goals. To my son Eugene, may you continue to grow, learn and believing in yourself. May God continue to bless and grant you with good health.

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