

**IMPACT OF ORGANIZATIONAL CULTURE ON CAREER
DEVELOPMENT OF WOMEN EMPLOYEE SPECIAL
REFERANCE TO BANKING SECTOR IN TRINCOMALEE
DISTRICT**



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Project Report
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2016

ABSTRACT

The aim of this study is to identify the impact of organizational culture on career development of women employees in banking sector. Based on the comprehensive literature review, the authors adopted five dimension of Hofstede's organizational culture namely, power distance, collectivism, masculinity, uncertainty avoidance and long term orientation and their influence on career development of women employees in banking sector.

The studies mainly analyze the objective of whether the organizational culture impact on career development of women employees. The study is mainly considers the primary data. The primary data were collected through closed structure questionnaire from 140 respondents from selected banking sector in Trincomalee District and used univariate and bivariate analysis techniques in order to analyze data and find the results of study objective.

At the same time the results show that organizational culture and career development positive impact of women employees. Furthermore, the dimensions of long term orientation support is having high level of impact on career development of women employees and have positive and significant impact of career development of women employees. The findings of this study have various managerial implications for other banks and other industries also.

Key words: Power Distance, Uncertainty Avoidance, Masculinity, Collectivism and Long Term Orientation, Career Development

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