

**The Effects of Gender Culture on Women Career Progression in a Fast
Changing Environment; A Case Study of Maasai Mara University**

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Abstract

This study examines the organization as an arena in which underlying gender cultural processes maintain gender differences and barriers, thereby limiting the efficiency of policies designed to increase the number of women at senior levels. In Maasai Mara University, being an equal opportunity employer, it is observable that there are more male than female in top management levels. Therefore, this paper seeks to evaluate the effect of gender culture on women career progression in organizations through three variables namely gender structure of the organization, gender identities of managers and gender symbolism in organizational texts. In an effort to achieve sustainable development goals, and salvage the slumping economy that has resulted from the global pandemic the world cannot afford to limit women career progression because of unfavorable gender culture.

This paper is a case study that used quantitative research design and a stratified random sampling technique to sample 60 out of the pool sample of 300 staff members at the University. Data collection was done through administering of structured questionnaires that were self-administered. The data was then analyzed through the regression analysis technique in an attempt to find the relationship between gender culture and women career progression. The findings highlight how factors of gender culture limit women career progression. However, it can also be used to provide insights on how organizations can overcome these barriers to actualize the desired access to the top management positions by women.

Key words: gender culture, women, career progression