

Impact of Organizational Culture on Career Development of Women Employees in Hotel Industry: Special Reference to Northern Province

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The aim of this study was to identify the impact of organizational culture on career development of women employees in hotel industry. Based on a comprehensive literature review, the authors adopted five dimensions of Hofstede's organizational culture namely, power distance, collectivism, masculinity versus femininity, uncertainty avoidance and long-term orientation and their influence to study how organizational culture could influence the career development of women employees in hotel industry. The study mainly considered the primary data. The primary data were collected through a structure questionnaire with 140 respondents from selected hotels in Northern province. Univariate and bivariate techniques were used in the data analysis. The results showed that organizational culture highly impacted on the career development of women employees. Furthermore, the dimensions of collectivism showed a high positive and significant impact on career development of women employees. The findings of this study have various managerial implications for hotels and other industries.

Keywords: Power distance, Uncertainty avoidance, Masculinity /Femininity, Long term orientation & career development