

Title of Article : Glass Ceiling and Female Career Advancement: A Study of the Nigerian Police.

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Abstract: Despite the remarkable increase in the existence of women in the workforce, the entry of women into higher managerial positions remains restricted. Various studies have confirmed this fact. This phenomenon of hampering women's upward advancement to senior management positions has been referred to as the glass ceiling effect. This empirical survey shows results of the effect of glass ceiling on female career advancement in the Nigeria Police Force (NPF). Career plan and higher education make significant contributions to the studied dependent construct. The effect of counterproductive male behaviour contributed positively but did not make significant statistical contribution to the prediction of the survey dependent construct. However, it is therefore recommended that organizations (both private & public) embark on enlightenment campaign and also incorporate equal opportunity employment policy in their company organizational policies.