

Abstrak

Penelitian ini bertujuan untuk mengetahui stereotip gender dan efikasi diri sebagai penentu efek *glass ceiling*. Data dikumpulkan melalui kuesioner yang disebarakan kepada pegawai di Kantor Kementerian Agama Kabupaten Purwakarta. Metode analisis regresi linier digunakan untuk menganalisis. Hasil penelitian menunjukkan bahwa *Gender Streotypes* dan Efikasi Diri memiliki pengaruh signifikan terhadap *Glass ceiling*. Implikasi temuan ini dibahas dalam konteks pentingnya mengatasi *Gender Stereotypes* di tempat kerja: Organisasi perlu menyadari dampak *Gender Stereotypes* terhadap *Glass ceiling* dan mengambil langkah-langkah untuk mengurangi atau menghilangkan stereotipe tersebut. Kata Kunci: *Gender Streotypes* ; Efikasi Diri; *Glass ceiling*



ABSTRACT

This study aimed at gender stereotypes and self-efficacy as determinants of the glass ceiling effect. Data was collected through questionnaires distributed to employees in the office. The linear regression analysis method is used to analyze the data. Office of the Ministry of Religious Affairs of Purwakarta District. The results showed that Gender Stereotypes partially had a significant influence on Glass ceiling, Self-Efficacy had a significant influence on Glass ceiling. The implications of these findings are discussed in the context of the Importance of addressing Gender Stereotypes in the workplace: Organizations need to be aware of the impact of Gender Stereotypes on the Glass ceiling and take steps to reduce or eliminate those stereotypes

Keywords: Gender Stereotypes ; Self Efficacy; Glass ceiling

