

**The Effect of Glass Ceiling to Work Engagement Moderated by Marital Status
Amongst Women Employee in CV. Budi Jaya Pekalongan**

Thesis

To fulfill Some Requirements to Achieve Bachelor Degree

Management (S1)

At International Management Study Program

Fakultas Bisnis dan Ekonomika Universitas Atma Jaya Yogyakarta



Created by:

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NPM: 14 12 20970

Fakultas Bisnis dan Ekonomika

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Juli 2021

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Created by:

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has been defended in front of the Examiner Committee

on 12 July 2021

and declared to have met the requirements for acceptance

as one of the requirements to achieve a Bachelor of Management (S1)

International Management Study Program

EXAMINER COMMITTEE STRUCTURE

Head of Examiner Committee

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STATEMENT

Hereby I declare that thesis with title:

**The Effect of Glass Ceiling to Work Engagement Moderated by Marital Status
Amongst Women Employee in CV. Budi Jaya Pekalongan**

completely my own work. Statements, ideas, or quotations, either directly or indirectly, that are sourced from the writings or ideas of others are stated in writing in this thesis in the belly notes and bibliography. If it is later proven that I have partially or completely plagiarized this thesis, the degree and diploma that I have obtained will be declared null and void and I will return them to Atma Jaya University Yogyakarta.

Yogyakarta, 24th June 2021



Billy Adrianto

MOTTO

I'm Human and I'm Not perfect

but

I have God who always perfects me

-noname

FOREWORD

Praise and deep gratitude to Jesus Christ for the grace and guidance of Him given the writer that made this thesis can be completed properly. The author would like to say thank you profusely for all the help that has been given, either directly or indirectly during the preparation of this final thesis to complete. In particular gratitudes that are due to :

1. Mrs. Debora Wintriarsi Handoko, S.E., M.M. as a lecturer who has provided guidance and encouragement in the preparation of this thesis .
2. To my parents for all pray and support me .
3. Angie, Eka, Epi, and Sherly as my friend who has support me to write this thesis.
4. Colleagues in the Department of Bussiness and Economics , State University of Atma Jaya Yogyakarta which also has helped the author.

The author realizes that this thesis has not been perfect, both in terms of material or presentation. Recently author hope that this thesis can provide things that are useful and add insight to the reader, and especially for the writer as well.

Yogyakarta, 24th June 2021



Billy Adrianto

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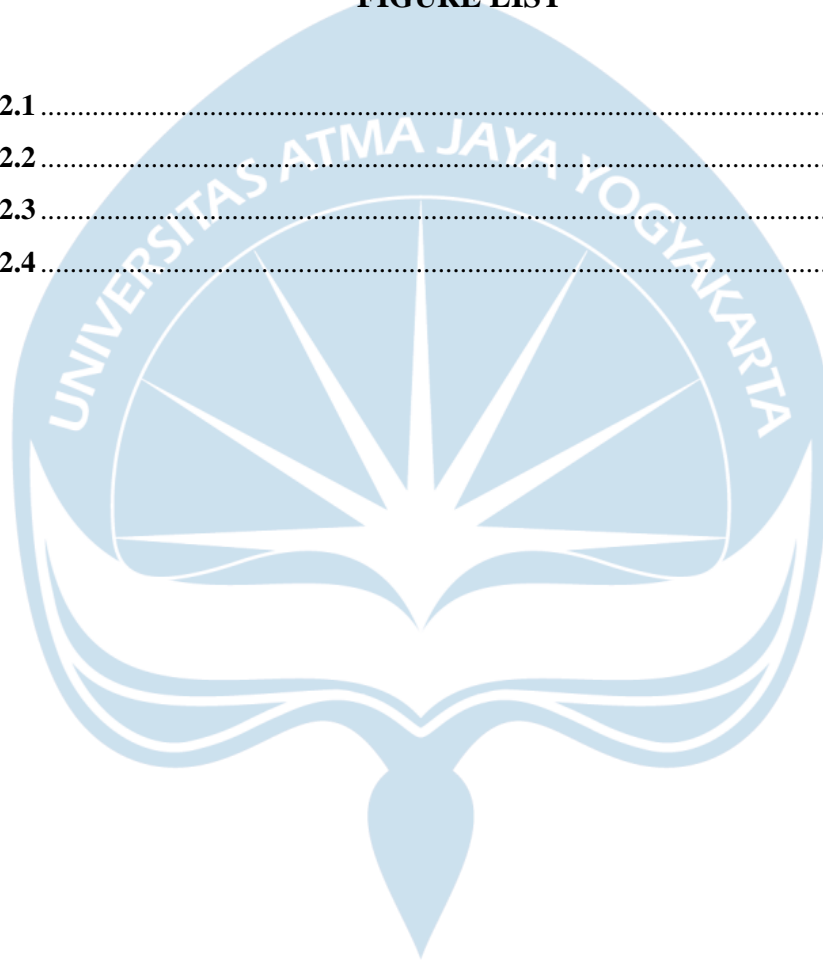


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ABSTRACT

Glass Ceiling is phenomenon that women tend not to qualify as same as male employees. Therefore it creates invisible barriers toward women's career advancement. The positive indicator often found mismatches in women employees. Glass Ceiling, an invisible barrier that has been witnessed by global market. Beneath the patriarch culture, women struggled the rejection from male in the form of glass ceiling. The disadvantage continue when women tend to not marrying and having kids in terms of focusing career, considered as not a good women as the role of wife. The glass ceiling can be easy to track through corporate culture, corporate practices and corporate climate. Glass ceiling has been largely studied in the western context as a barrier but in Indonesia is still less research towards it. This research conducted to 66 sample women employees with purposive sampling. The method to analyze the data is multiple linear regression and moderated multiple linear regression. The result of the analysis shows that there is an effect of Glass ceiling towards Work Engagement and Marital status strengthen the connection.

Key words: Glass Ceiling, Work Engagement, Marital Status