Author: Jusuf Irianto

Abstract:

The number of women in private and public organizations is increasing, but they are not reaching top management levels. Women are experiencing bad policy implementation constituted by human resource management practices. Managerial levels dominated by male managers have blocked women’s opportunity to undertake sufficient training and development that can increase their competencies, facing differentials wage, and women vertical career mobility. The phenomenon has been portrayed as “glass ceiling” and “managerial blocked”. Moreover, women in Indonesia experienced another negative conduct, namely, sexual harassment that has been a sensitive issue in management. Alternatives of solutions scheme should be formulated to protect and to serve women reaching for comfortable and more secure workplace. Women issue in organizations is a blessing in disguise creating effectiveness of human resource management practices.

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