

Full Length Research Paper

Perceived Self-Efficacy, Domestic Violence and Women's Ability to Break Industrial Glass Ceiling

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The purpose of this study was to examine perceived influence of self-efficacy and domestic violence on women's ability to break industrial glass ceiling and become leaders in their chosen careers. A total of 150 women working in 3 government departments in Akwa Ibom State, Nigeria comprised our study group. Participation was voluntary. Participants filled out questionnaires anonymously. Women's ability to break glass ceiling was measured using industrial glass ceiling questionnaire constructed by the researchers. The self-efficacy questionnaire and the domestic violence scales, also developed by the researchers, measured self-efficacy and practices of domestic violence by women. Results showed that self-efficacy [$F(1,146) = 4.85, P < .05$] and the interaction of domestic violence and self-efficacy [$F(1,146) = 5.95, P < .05$] significantly influenced women's ability to break industrial glass ceiling. We found that the nature of domestic violence – whether it was emotional or physical – differentially impacts women's career aspiration depending on their levels of self-efficacy. Women who reported high self-efficacy in the midst of exposure to emotional violence made the greatest effort to break industrial barriers towards career success. In the same way, women who reported low self-efficacy in an atmosphere of emotional violence were found to perform least in ability to achieve career goals. Physical violence however showed a near-inelastic effect irrespective of whether the women were high or low in self-efficacy. We therefore suggest that partners in dual career families should denounce violence and be supportive of each other in order to boost each other's (especially the wife's) self-efficacy, not only to achieve career success but also to meet the labyrinth of demands that marriage has placed on each partner.

Keywords: Self-efficacy, domestic violence, industrial glass ceiling, women

Introduction

In recent times, the attention of researchers into gender and leadership has tended to focus more on the inequalities that women encounter while trying to climb the corporate ladder, with particular emphasis on the role played by the so-called glass ceiling (Eagly & Carli, 2003; Haslam & Ryan, 2008). The term "glass ceiling" is most commonly used to refer to barriers which prevent women from ascending the corporate ladder to senior-level management positions (Falkenrath, 2010). It is used to describe the conflict that ensues when qualified women were denied higher job position in the corporate ladder and did not get equally paid for similar work. Many scholars have described the concept in various interesting but consistent ways. For example, Carnes, Morrissey and Geller (2008) indicated glass ceiling refers to women's lack of advancement into leadership positions despite no visible barriers. According

to them, "The term gained traction as an apt metaphor for widespread observation that despite entry of women into nearly all fields traditionally occupied primarily by men, women remain virtually non-existent or present in token numbers in elite leadership position" (p.1).

The term can be defined as an unofficial barrier to opportunities within an organization or company which is perceived to prevent protected class of workers, particularly women, from advancing to higher positions (Hymowitz & Schellhardt, 1986). These barriers which could be covert or overt, may be a result of everything from gender stereotyping, through preferred styles of leadership, to any number of other socio-psychological factors that could inhibit women's vigour or ability at work. From Hobfoll's (1989) Conservation of Resources Theory, vigour represents a positive affective

response to one's job and work environment that comprises the interconnected feelings of physical strength, emotional energy and cognitive liveliness (Shirom, 2003a). Vigour is an important expression in the study of the glass ceiling because it "refers to a high level of energy, motivation to invest effort at work, and resilience that is withstanding difficulties and persisting despite obstacles (Louw, 2007, p. 23). Redwood (1996) succinctly described glass ceiling as artificial barriers, that deny women and minorities the opportunity to advance within their careers and sees it as one manifestation of the perpetual struggle for equal access and equal opportunity. With curiosity, Loannidis (2010) explored and confirmed the existence of the phenomenon among top highly cited female scientists of research universities. He found that the participation of highly cited female researchers in top leadership of universities is limited due to hidden barriers. Lyness and Thompson (1997) in an archival study on career histories, experiences and outcomes also found that women showed less authority, received fewer stock options and had less international mobility than men.

Some other researchers have shown the branching out of the glass ceiling into newer and more complex problems. For example, Joan Williams coined the phrase "maternal wall" to describe the obstacles women face as working mothers (Williams, 2000, p. 70) and associated forms of discrimination they also face not only as women, but also as mothers (Williams, 2003). Despite these, women nevertheless come close to breaking the glass ceiling when they face the "class cliff" as they attempt to wrestle troubled organizations out of crisis (Ryan & Haslam, 2005a, p. 82). Generally, one of the most notable and troublesome components of occupational glass ceiling is the disparity in monetary compensations between men and women in a workplace. Firstly, women who aspire for management role or who are doing the same job as men are either not accepted or paid less in monetary terms due to a perceived view that management roles require masculinity especially in the field of sports (Burton, Grappendorf & Henderson, 2011). Secondly, women are only perceived to be suitable for promotion to prejudiciously "comfortable" levels of advancement, keeping salaries down in relation to their male peers (Falkenrath, 2013, n.p; Ryan & Haslam, 2007, p. 554). For example, the American situation, as portrayed in the Wall Street Journal (March, 1986) reported that many women writers raised their voice to point out how they have been treated and made to bump their heads on the glass ceiling without any result. Frenkiel (1984, cited in Barreto, Ryan and Schmitt, 2009) has reported Gay Bryant's view, one of glass ceiling victims in this way: "Women have reached a certain point. I call it the glass ceiling. They are in the top of middle management and they are stopping and getting stucked. There isn't enough room for all those women at the top. Some are going into business for themselves. Others are going out and raising families" (p. 5).

Glass ceiling is truly a metaphor to describe the tacit limits often placed on women in the workplace particularly in the area of job hierarchy and compensation. While the phrase is metaphorical, many women who find themselves bumping their heads on it find it (the ceiling) very real indeed. The glass ceiling phenomenon is most often used to describe the sexist attitude many women run into at the workplace. It is also frequently applied in business situations in which women feel, either accurately or not, that men are deeply entrenched in the upper echelons of power and such women, try as they might, find it nearly impossible to break through. But Moss, Lawrence, Topham, Porter and Smith (2008) have argued that the so-called glass ceiling has become a "reinforced concrete" – one with a number of women employed in senior positions falling over the past year (p. 1). Earlier, Lyness and Heilman (2006) found that women were less likely to be promoted than men and if they were promoted, they had stronger performance ratings than men. Also, Heilman (2001) demonstrated how gender stereotypes weighed women down and prevented them from career advancement towards self-actualization. Ordinarily, observers believe glass ceiling is the mindset of the traditional patriarchal society habituated to discriminate women from basic rights. The term is particularly used for women at workplace who are discriminated against and denied pay equal for the same work as the opposite gender. The term therefore has much to do with gender discrimination that limits a woman as inferior and is tacitly endorsed by the society.

Social endorsement of gender stereotype is therefore age-long. For example, in 1869, Myra Colby Bradwell (12 Feb., 1831-14 Feb., 1894) who applied to the Illinois Bar in the United States was denied initial admission on the basis of gender role orientation. When the case reached the Supreme Court, Justice Bradley concurring to the verdicts of 3 other Justices, held that a state may refuse to admit women to the practice of law under its plenary authority (Bradwell Vs Illinois, 1872, cited in Worell, 2002). The judge at the ruling asserted that "the paramount destiny and mission of women are to fulfill the noble and benign offices of wife and mother", adding further that "this is the law of the Creator" (p. 133). Such pronouncement appears as an illegal legislation to exclude women from rightful aspirations towards career development. Moreover, such lopsided package is capable of showing a subtle effect on the victim's peace of mind. It is such tacitly accepted domination practiced by stereotypical societies that makes a woman weaker not only physically but mentally as well. Glass ceiling is a faceted form of dominance that emerges from the concepts of sexism and gender discrimination. It is a barrier in the line of progress of gender minority groups, especially working women, and appears as a new concept that aims at reinforcing the construct of domestic violence in the industrial sphere. Glass ceiling exists in the workplace not only in the form of discrimination regarding hierarchical advancement and pay packages, but also by sexual harassment, exploitation at work and a feeling of insecurity in women due to conduct of the opposite sex. This increases the suspicion that

it could manifest as an outcome of learned helplessness associated with age long dominance and multifarious forms of domestic violence.

Literature evidence, however, indicates mixed reactions about the existence of the glass ceiling in industrial settings. Some voices have been raised to condemn the cacophony about the glass ceiling, dismissing it as non-existent. Other feminist writers say today's workplace challenges are not the fault of men but what appears as women's weaknesses emanating from their self-perception and physiology. For example, in a series of interviews conducted by Moss, et al (2008), one respondent said:

The problem for women in business is not men – it is their (women's) own lack of confidence. Females fear rejection in a way that men don't and that's the reason they can't push through the supposed 'glass ceiling' (np).

In what appears as a form of support to this line of reasoning, Frankel (2004) also viewed glass ceiling in a similar direction and described it as career stunting behaviors women knowingly or unknowingly exhibit at work including exhibition of girlish mannerisms they were taught as children. She believed, and rightly too, that most women focus on being attractive, warm and supportive rather than being assertive. As a result of this, women prefer to collaborate rather than compete, prefer to listen rather than talk and are more comfortable to use relationships to achieve their goals (i.e. wait to be given what they want) rather than muscle influence in the direction of their aspiration. According to her:

From early childhood, girls are taught that their wellbeing and ultimate success is contingent upon acting in certain stereotypical ways such as being polite, soft spoken, compliant and relationship oriented. Throughout their lifetimes, this is reinforced through media, family and social messages. It is not that women consciously act in self-sabotaging ways, they simply act in ways consistent with their learning experiences (p. xvi).

However, despite persistent and perceptibly consistent ideations and assumptions about gender stereotypes and women's level of achievement, the glass ceiling may appear malleable using such theorizations that people's motivations are a function of their expectations as inherent in the expectancy theory of motivation (Vroom & Yago, 1978). This model, which also relates significantly to self-efficacy, examines how confident a person will be such that if the person puts in the required effort, she will actually reach her goal – and that the goal will really lead to expected outcome. Thus, it appears if a woman is confident, she can do the work that is required to break the glass ceiling (high expectancy), and she may also be confident that she will get the outcome for doing the work (high instrumentality). After this, she still needs to

demonstrate that she really needs the outcome (high valence for the outcome) and if feasible, such efforts could manifest in breaking the glass ceiling. But assertiveness and overconfidence in women have a tendency to backfire against them since these qualities are likely to generate certain emotions not acceptable about women. Generally, emotion theorists suggest that displays of certain emotions such as anger can communicate that an individual is competent and therefore entitled to high social status (Shields, 2005, 2002; Tiedens, 2001). But female professionals who express anger or assertiveness are perceived to violate the female norm of being kinder and more modest than men (Brescoll & Uhlmann, 2008; Heilman, 2001; & Tiedens, 2001). There is therefore a dilemma whether women should exude confidence, replicating the tough mien of the mother hen or acquiesce pleasantly to men in the workplace. Some self-assertive words in one of Theodore Roosevelt's (1910) speeches will help to impute such dilemma.

It is not the critic who counts: not the man who points out how the strong man stumbled or where the doer of deeds could have done them better. The credit belongs to the man (and today to the woman) who is actually in the arena, whose face is marred by dust and sweat and blood, who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows the great enthusiasms, the great devotions; who spends himself for a worthy cause; who at the best, knows in the end the triumph of high achievement, and, who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who know neither victory nor defeat (p. 3).

In line with the spirit of these words, women are expected to "actually be in the arena" if they expect to ultimately break the glass ceiling. However, as a way of being fair to women, it is our informed view that women have come to this lowly position through many years of direct or indirect domination by men – through socially dependable roles they have been assigned to play. Based on these observations, which tend to locate women's underdevelopment along the realm of self-belief, it becomes important to examine this deficiency from a specific dimension of self-esteem known as self-efficacy. Basically, social and organizational psychologists have over the years been concerned about performance mismatch between two individuals on a task based on different levels of self-efficacy. Self-efficacy explains a person's belief about his or her chances of successfully accomplishing a specific task (Kreitner & Kinicki, 2001). According to Gist and Mitchell (1992), self-efficacy arises from the gradual acquisition of complex cognitive, social, linguistic and/or physical skills through experience. It means, by deduction, that childhood experiences through parenting and other forms of socialization

have a powerful effect on a person's self-efficacy. Interestingly, researchers have documented a strong linkage between high self-efficacy expectations and success in widely varied physical and mental tasks, anxiety reduction, and pain tolerance – recognizing also four sources of self-efficacy beliefs such as prior experience, behavior models, persuasion from others and assessment of physical/emotional state (Bandura, 1989; Gecas, 1989; Wood & Bandura, 1989).

There are many inherent factors that help maintain and sustain the glass ceiling syndrome in organizations. Most often, the glass ceiling is promoted by corporate culture as when men in the executive suite and board room tend to select successors who look and behave as they do themselves. At other times it has been found that the glass ceiling exists because women more often than men devote a greater portion of their lives to caring for children or elderly family members to the detriment of their careers. Apart from this, women generally are limited due to their role(s) as primary care-givers in different human settings across cultures. In one study, the society for Human Resource Management investigated the underlying factors and challenges faced by women in their industrial aspirations. Apart from the challenge of finding an appropriate balance between work life and home life, the study also cited isolation and loneliness as well as being a woman in a man's world as some of the factors limiting women's advancement in organizational settings. (Lockwood, 2004).

Thus, the probability of successfully confronting the glass ceiling appears as an outcome of self-efficacy– a person's belief that (s)he is capable of specific behaviours required to produce a desired outcome (Bandura, 1986; Bandura, 1977a). Also, Pajeres (2006, 2002) found that self-efficacy can affect the task effort, persistence, expressed interest and difficulty level of goals users attempt to attain. In the realm of learning, Vrugt (1994) found an association between high self-esteem and high level of academic performance. Most times, women resort to the use of defence mechanisms such as rationalizing their role as mothers and home makers as reasons they are unable to advance to top careers positions. At other times they believe they cannot rise to top positions because successors are often chosen by chief executives from people who look and behave like them and since they see themselves as inferior to men, they believe they are very unlikely to be selected. Does it then mean that if women exhibit the masculine qualities of men, they may likely be chosen to succeed men? Researchers in a recent study revealed that career self-efficacy when moderated by high masculinity work-related values among females showed no relationship with glass ceiling while a negative relationship with glass ceiling was found among low masculinity women (Bolat, Bolat & Kilic 2011). Also, do women in leadership positions in organizations support their fellow women to rise to the top? Jones and Palmer (2011) in a psychodynamic perspective study found that females felt their peers supported their career advancement along organizational ladder on the one hand and also use covert actions to compete

with and hold back their female colleagues. However some of women's explanations on why they can't break the glass ceiling appear as forms of self-defeating, deep self-handicapping strategies that provoke learned helplessness through self-fulfilling prophesies. As found by Moss et al (2008) assertive women generally dismiss the concept of the glass ceiling as a fallacy. They assert that no one can put a ceiling above their head that they wouldn't smash through. According to them, "successful women don't acknowledge barriers, whether people believe they exist for other women". Also, success in the workplace is based equally on performance as well as one's capacity to verbally demonstrate achievements.

In another dimension, the prevalence or perceived prevalence of the glass ceiling have also been blamed on relational conflict and violence between spouses. Researchers (e.g. Chronister, Wettersten & Brown, 2004, Nadel, 1998) have shown that domestic violence interferes with women's exploration of career interests, pursuit of career goals and attainment of economic independence. Also, Albaugh and Nauta (2005) found that sexual coercion was negatively associated with three aspects of career decision self-efficacy – self-appraisal, goal selection and problem solving. Recently, Abama and Kwaja (2009) documented that violence against women remains a major threat to social and economic development.

In Nigeria, pristine traditional and cultural components of marriage which required women to place their families above all else, was very much supportive of women restricting their aspirations towards the enhancement of their family welfare. There was virtually little or no support for work outside the home. However, with continued educational advancement and special awareness, women's career advancement also continues to grow and therefore threatens their marriages for two reasons: (a) the real or unfounded fear by men about the threat to their marriage and relationship status, and (b) the actual abuse of career privileges by women who use it as a platform to undercut their marital commitments. These concerns coalesce into several strands of domestic violence "which directly or indirectly impact a woman's participation in the labour market" (Woolery, 2004, p. 6). Regrettably, domestic violence affects, not only a woman's career advancement, but also her self-esteem. When a woman is battered and isolated from the rest of the world she begins to doubt her self-worth and loses confidence in her abilities (Woolery, 2004). Holistically, abuse prevents many women from advancing in their careers (Nadel, 1998) and also interferes with cognitive development (Raphael, 2000). Holistically, while domestic violence impacts both men and women and threatens their economic wellbeing, approximately 85% of victims of domestic violence are women (Ewing, 2006).

The problem of stunting career has been a long standing issue of concern for women. Although notable women have reached some level of advancement in the highest echelons of business as well as surpassed men at certain levels in higher education, it

should not be reasoned that the idea of a 'glass ceiling' is becoming outdated. Research evidence shows that prejudice still persists in the workforce in form of wage, employment and opportunity gaps and these implicit biases still form prescriptive gender norms that are easily activated and applied in decision making settings.

As revealed in a recent study, a dazzling array of mixed characteristics seems to emerge from women, especially those of African descent, that may impact or inhibit career inclinations. In a nationwide survey conducted by the Washington Post and the Kaiser Family Foundation on more than 800 women, a complex portrait emerges of black women who feel confident but vulnerable, who have high self-esteem and see physical beauty as important, who find career success more vital to them than marriage. This presents an unclear situation and prompted this investigation using the Nigerian career women. The glass ceiling has been with us for a while and is a very popular but perceptibly injurious metaphor that strengthens the career gap between men and women. The subject of organizational leadership has continued to be an albatross for women.

However, women's inability to break career glass ceilings has been found to be an outcome of the extended impact of domestic violence (e.g. Chronister, Wettersten & Brown, 2004) as well as their lack of self-efficacy or confidence in the pursuit of certain career goals (e.g. Marra & Bogue, 2006). When women in career progression ladder are weighed down by low self-efficacy, they are torn apart by uncertainty about what their careers mean to them. It has been observed that a lot of women lack assertiveness and self-efficacy in advancing their careers. What this means is that they don't believe in themselves and this translates to their lack of self-confidence to generate career-specific behaviors. This can generally be attributed to their overall lack of self-esteem. In the same way, exposure of women to several forms of intimate partner violence have been known to also inhibit genuine motivation for career advancement or at least slowed down the process. We have therefore reasoned that domestic violence at home has the capacity of inhibiting the genuine aspiration of some women especially when such violence stems from men's desire to perpetually subjugate women. In the same way, we reasoned that women may be weighed down by their social categorization and gender roles and prevented from aspiring to higher career positions, especially when domestic violence is also present. From these lines of reasoning the following research questions were derived; (a) can the prevalence of domestic violence, whether emotional or physical, in a marital relationship influence the ability of women to break industrial glass ceiling; (b) and can a woman's level of self-efficacy, whether high or low, influence her ability to break industrial glass ceiling?

The purpose of this study was to examine the influence of self-efficacy and domestic violence on women's ability to break the

glass ceiling in their occupational setting and become high flyers in their careers. We also expected to (a) investigate women's global career achievements i.e., strengths and inherent weaknesses; (b) discover the role of intimate partner violence in women's career frustrations; (c) discover the role of self-efficacy in women's career successes; (d) and to establish the interactive effects of intimate partner self-efficacy and violence on women's ability to break industrial glass ceiling.

Method

Research Design

We adopted the ex-post facto (quasi experimental), design. Since intimate partner violence cannot be directly manipulated in the study for ethical reasons, the researchers opted to surveying the participants' opinions directly on the subject. The independent variables were self-efficacy and domestic violence. These variables existed at two levels each, with self-efficacy existing as high or low while intimate partner violence existed as physical or emotional. This yielded a 2x2 factorial matrix which formed the investigative design for the study. The dependent variable was ability to break industrial glass ceiling.

Setting

The study setting was the Akwa Ibom State Civil Service and related parastatals in Nigeria. The participating ministries and departments were: the Ministry of Women Affairs, Uyo, the Ministry of Health, Uyo, Hospitals Management Board, Uyo and Akwa Ibom State College of Agriculture, Obio Akpa, Oruk Anam Local Government Area. The choice of these government agencies were informed by the existence of a strong civil service and another fact that a high proportion of males and females were working together as employees in these departments. This therefore afforded the women, who were participants in this study, the opportunity to report their actual experiences with their male counterparts regarding promotions, discrimination and advancement in their respective careers.

Participants/Sampling

Participants were 150 female employees drawn from the study setting. Their ages ranged from 21-50 years. Eligibility criteria included: interest in career advancement by women, willingness to participate and perception that women were disadvantaged in career development and progression. The captive sampling strategy was used and participants who met the eligibility criteria were surveyed. The questionnaire contained statements requesting participants to choose whether to participate in the study or not. It was discovered that none of the participants solicited withheld consent to participate. They were impressed by the nature of the investigation since it sorely addresses the peculiar situation of women in the society.

Instruments

Three scales were used in carrying out the research. They are: the *Self-Efficacy Questionnaire*, *Domestic Violence Scale*, and *Industrial Glass Ceiling Questionnaire*. The three scales were constructed and validated by the researchers. The approaches

included content validation by four expert judges (3 psychologists and 1 sociologist) and principal component analysis. Items were generated through interviews with the general populace and review of relevant literature to each of the constructs. Section A of questionnaire contained items that measure socio-demographic characteristics of participants. Section B of the questionnaire contained 14 items which measures *participant's self-efficacy scores*. Section C contained 16 items that measure participant's intimate partner violence while Section D which had 14 items measured participant's ability to break industrial glass ceiling.

Pilot Study

The three new scales were pilot-tested for reliability using 40 participants among the staff of the School of Nursing, as well as the School of Midwifery of St. Luke's Hospital, Anua, Uyo. The pilot study yielded alpha coefficient of .84, .88 and .83 respectively for the domestic violence, self-efficacy and industrial glass ceiling scales. For each scale, the cut off-point for item inclusion after factor analysis was .30. Items that loaded below .30 were therefore excluded from the scales.

The three scales were developed using a 5-point Likert format ranging from "Strongly Agree" (5) to "Strongly Disagree" (1). For the *domestic violence scale*, baseline measurements were emotional violence (0-39) and physical violence (40-80). In respect of *self-efficacy scale* 0-34 indicated low self-efficacy while 35-70 showed high self-efficacy. The Glass ceiling scale was scored using the mean deviation. Scores above the mean indicated participants who were able to break the glass ceiling while scores below the mean revealed the helplessness of the women to move up their career ladders. The self-efficacy questionnaire originally had 17 items which was reduced to 14 items after the pilot test. The domestic violence scale originally had 20 items and only 16 items loaded within the cut of mark of .30. Four items were therefore deleted from the scale. Also, the 21-item Glass ceiling measure was left with 14 items after the pilot study. The three scales yielded satisfactory alpha coefficients which make them suitable for this study.

Procedure for the Main Study

The instruments were administered directly to the respondents in their respective offices after official permission was obtained from the head of the units. Although one hundred and eighty-three (183) questionnaires were administered on a "found-on-their-seat" basis, only one hundred and seventy-one (171) were returned. The twelve respondents who could not return their survey instruments were either said to be ill or given other assignments that took them away from their duty posts. However, in the process of analyzing data, sixteen questionnaires were found to be defective based on wrong or careless mode of completion, while five others had some pages detached. One hundred and fifty (150) entries were therefore left for use in the study.

Statistical Analysis

The main statistical analysis used in this study was the 2x2 Analysis of Variance for unequal sample sizes. In addition, descriptive statistics such as mean and standard deviation were also used to complement other results. Basically, the two-way analysis of variance allows a researcher in one experiment to evaluate the effect of two independent variables and the interaction between them (Pagano, 2007).

Results

The results in respect of our research questions are presented as follows:

Self-efficacy might contribute to women's overall ability to break industrial glass ceiling but that effect might be moderated by the existence and nature of domestic violence in the marital arena. A two-way analysis of variance tested ability for career advancement among women who experienced physical violence compared with those who experienced emotional violence.

Results of the 2x2 Analysis of Variance (see Tables 1&2 below) show that there is a significant main effect of self-efficacy on women's ability to break industrial glass ceiling, [$F(1,146) = 4.85, p < .05, \eta^2 = .030$] thus confirming the first hypothesis which stated that self-efficacy will significantly influence women's ability to break industrial glass ceiling. Also, the hypothesis which stated that domestic violence will significantly influence women's ability to break industrial glass ceiling was not confirmed [$F(1,146) = 2.67, p > .05, \eta^2 = .021$]. This can also be shown by the group means. However, the result also indicates that the interaction of self-efficacy and domestic violence was significant [$F(1,146) = 5.95, p < .05, \eta^2 = .040$]. In all cases, Cohen's (1988, 1992) rules of thumb on the determination of effect size were used. As Figure 1 below shows, there is a remarkable difference in the level of career success of women with high self-efficacy who suffer emotional violence compared to women with low self-efficacy who also suffer emotional violence. However, women who experienced physical violence did not demonstrate this ability whether they were in the high or low self-efficacy groups. From a simple analysis of mean and standard deviation of the four experimental groups, women in the high self-efficacy and emotional violence group showed the best ability to break industrial glass ceiling. See Table (1)

Table (1)

Table of Means (\bar{x}) and Standard Deviation (SD) Showing Influence of Self-Efficacy and Domestic Violence on Ability to Break Industrial Glass Ceiling

Variables			Domestic Violence		Total
Levels			Physical	Emotional	
Self-Efficacy	High	Mean	38.66	53.85	92.51
		SD	25.02	-1326.67	
	Low	Mean	39.54	36.54	76.08
		SD	151.05	16.12	
Total			78.20	90.39	168.59

Table (2)

Summary Table of a 2x2 ANOVA Showing the Influence of Self-Efficacy, and Domestic Violence on Women's Ability to Break Industrial Glass Ceiling

Source of Variance (SOV)	Ss	df	ms	F	P
Self-Efficacy (SE)	2249.44	1	2249.44	4.85	<.05
Domestic Violence (DV)	1238.21	1	1238.21	2.67	ns
SE X DV	2756.72	1	2756.72	5.95	<.05
S/AB Error	67682.92	146	463.58		
Total	73927.29	149			

The means and standard deviations of the four experimental conditions where the influence of self-efficacy and domestic violence were tested against women's ability to break industrial glass ceiling indicate that participants with high self-efficacy who experienced physical violence scored 38.66 while those high in self-efficacy who experienced emotional violence scored 53.85. On the other hand participants with low self-efficacy in the physical violence condition scored 39.54 while those with low self-esteem in the emotional violence condition scored 36.54.

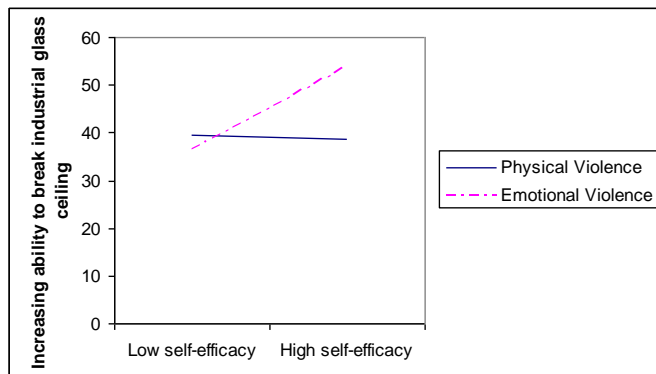


Figure. 1. Graphical presentation of the interaction between self-efficacy and domestic violence on ability to break industrial glass ceiling.

Discussion

Through the results, researchers showed that high self-efficacy predisposes some women towards breaking industrial glass ceiling. This illustrates that high self-efficacy women compared to their counterparts with low self-efficacy easily reach leadership thresholds within their organizations. The result shows that the higher the self-efficacy of participants, the higher their ability to break barriers in their work advancement pursuits. The role of self-efficacy as revealed in this study was to increase scores on women's ability to break glass ceiling. The significance of the results is however, influenced by the levels of the other variable. This result confirms theoretical and research findings by Pajares (2006, 2002). People with high self-esteem tend to have more realistic motivation and expectations as they aspire for career advancement. The result also supports Bandura (1986, 1977a) and Vrugt (1994) who

found that people associated with high self-efficacy pursue a relatively high level of performance and are prepared to persevere when they encounter problems. Moreover, this result supports Moss, et al (2008) who identified women's inability to push through the supposed glass ceiling in business settings as an outcome of lack of self-confidence and assertiveness. In the same way the result aligns with Frankel (2004) who believes that women's perception of the glass ceiling is a product of career stunting or girlish behaviors women unknowingly exhibit at work. These behaviors, we believe, may be put forward as forms of self-handicapping strategies to serve as explanations for women's unsatisfactory advancement along their career ladders. As expected, these behaviors do not boost their self-efficacy but instead reduce their self-confidence and resultant ability to excel thus justifying their hidden expectations in a self-fulfilling manner.

However, the second aspect of the result did not confirm our hypothesis that domestic violence has a significant influence on women's ability to break industrial glass ceiling. This appears to contradict a number of studies which affirms that domestic violence influences peoples, especially women's, efficacy towards the achievement of career successes (Abama & Kwaja, 2009; Albaugh & Nauta, 2005; and Chronister, et al, 2004). But the interaction leaves this result uninterpretable. As can be seen from the results, the study has not directly supported the empirical claim that domestic violence prevents many women from advancing their careers (Nadel, 1998) and another one that violence impedes victim's cognitive development (Raphael, 2000). However, the interaction of self-efficacy and domestic violence on women's ability to break industrial glass ceiling suggests that both variables greatly impact women's ability to break the glass ceiling, but the impact is in opposite directions. While self-efficacy has been found in this study to increase women's ability to advance in their career aspirations, domestic violence tends to inhibit such ability. Deducing from the interaction, emotional violence shows a progressively rapid and direct relationship between self-efficacy and ability to break industrial glass ceiling. This suggests that higher self-efficacy leads to higher ability to aspire towards organizational leadership and vice-versa. In the same way, women who suffer physical violence tend to show lower ability to break glass ceiling if they were already enjoying high self-efficacy. On the other hand, they tend to show higher ability if they were initially low self-efficacy women. From the results, domestic violence has been seen to also directly influence self-efficacy by which self-efficacy can serve as a mediator between domestic violence and ability to break the glass ceiling (Albaugh & Nauta, 2005). This interaction has shown that the strength of each of the variables greatly depends on the levels of the other. The interaction therefore overrides the main effect of self-efficacy. As can be seen in the graph, changes in the respective levels of self-efficacy (low and high) and the respective levels of domestic violence (physical and emotional) alter the effects of each other on women's ability to break industrial glass ceiling. It is clear from the graph that the most

successful set of women in their career are those who are high in self-efficacy, and who also experience emotional violence from their partners. Women with low self-efficacy who are physically abused by their spouses come next on the line of successful career women.

This comparison shows that self-efficacy remains a very potent force in women's career success. Thus, even some unappreciative level of self-efficacy serves to balance and/or outweigh the physical abuse inflicted on them by their spouses. This result supports Woolery (2004) findings that domestic violence both directly and indirectly impacts a woman's participation in the labour market. It also supports various conclusions that abuse threatens a woman's economic wellbeing, prevents women from advancing in their careers and interferes with women's level of cognitive development (Nadel, 1998; Raphael, 2000).

Our findings also show that women with high self-efficacy who suffered physical abuse placed third in the order of women's ability to break industrial glass ceiling. These two results (low self-efficacy vs. physical abuse and high self-efficacy vs. physical abuse) may not be surprising because experimental groups were of unequal sample sizes. In this respect, it serves very little scientific purpose to compare these two results since one sample size is almost twice that of the other. The last of these results show that low self-efficacy women who suffered emotional violence were the poorest group in terms of their ability to break industrial glass ceiling. These mixed results show that women's career success can be influenced by a combination of various levels of self-efficacy and domestic violence. The interaction also shows that in as much as people may perceive physical violence as being a more serious form of domestic violence than the emotional form, certain dimensions of emotional violence destructively impact career aspiration more than physical violence. There are two salient observations in the study. Physical violence affect high self-efficacy women more than low self-efficacy women; i.e. women who already perceive themselves as having low self-efficacy in their career aspirations are not markedly discouraged from career pursuit in the face of physical violence as those who perceive themselves as high in career self-efficacy. Discouragement in career aspirations after experience of physical violence is higher among high self-efficacy women compared to low self-efficacy women. On the other hand, emotional violence affects women with low self-efficacy more than those with high self-efficacy. This may be due to the role of emotional needs in the sustenance of women's social thresholds. It should also be noted that self-efficacy and domestic violence are inverse variables that tend to oppose each other. Therefore, with the malleable nature of human personality, differential combinations of these variables are bound to yield curious and interesting results. It is therefore important that couples work towards the reduction of violence in the home as this will create a halcyon atmosphere for intimacy and career building.

Conclusion

The findings of this study show that women's career impetus is influenced by a combination of several levels of self-efficacy and domestic violence. It is evident that none of these variables can on its own single-handedly influence women's career success as measured by their ability to break industrial glass ceiling. There is a very marginal difference on the influence of physical violence and emotional violence on women whether they have low self-efficacy or high self-efficacy. This means that physical violence negatively and significantly impacts all women almost equally irrespective of their self-efficacy levels. Emotional violence on the other hand shows marked differential effect on women with those high in self-efficacy showing remarkable advancement in their careers and those with low self-efficacy showing helplessness in breaking industrial glass ceiling. It may not be surprising that in this study, emotional violence from men did not have much debilitating effect on women's career advancement. A simple explanation could be that there has been an unofficial division of labor and specialization on the form or nature of domestic violence routinely engaged by men and women. While men and women may physically and emotionally abuse each other, at one time or the other, women have been known to show a tendency to specialize more in emotional violence while men have been found to engage more frequently in physical violence than women. This may explain why women in this study are more susceptible to physical than emotional violence in their career disruption because they appear not to have received significant amounts of emotional violence from men compared to physical violence. On the other hand, violent husbands may not have shown reasonable vigor to outperform women in the elicitation of emotional violence to make the impact really significant to be felt by women themselves.

Thus, women who suffered emotional violence were still able to report increased ability in the pursuit of their careers. Due to this, we advise couples to always create an atmosphere of intimacy and selflessness in the management of their homes. Husbands should however understand all the debilitating effects of violence on women and restrain themselves from using any form of violence as a weapon of interaction in the home. Rather, they should engage their wives in relationship maintenance activities that will improve their self-efficacy in order to help them achieve career success and advancement. Conflict resolution in the home should be handled with emotional intelligence. This is also the reason why wives should engage their husbands in transactionary interaction devoid of confrontations. Career aspirations are for the benefit of both spouses. There is no reason why women should not be encouraged by their spouses and society to break industrial glass ceilings provided they also break, and are seen to have broken, their *home concrete ceilings*.

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