

**FACTORS INFLUENCING FEMALE JOB INEQUALITY
IN SRI LANKAN IT INDUSTRY**

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Degree of Master of Business Administration in Information Technology

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Thesis submitted in partial fulfillment of the requirements for the
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DECLARATION

I declare that this is my own work and this thesis does not incorporate without acknowledgement any material previously submitted for a Degree or Diploma in any other University or institute of higher learning and to the best of my knowledge and belief it does not contain any material previously published or written by another person except where the acknowledgement is made in the text.

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F. H. R. T. Silva

Signature of the Candidate

Date: 02/06/2021

The above candidate has carried out research for the Master's thesis under my supervision.

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Dr. Surangika Ranathunga

Signature of the supervisor

Date: 04/06/2021

ABSTRACT

Gender inequality is a commonly discussed topic in any part of the world. There are different kinds of ways gender inequality takes place in different environments. The research carried out from this study focused on gender inequality taking place in Sri Lankan IT industry. The objective was to find out the factors or causes which are influencing female job inequality in Sri Lankan IT industry. From the existing literature sources, a set of factors were identified which have caused gender inequality in the IT industry around the globe. These factors were divided into four categories; behavioural, psychological, educational and economic. Based on those factors, a questionnaire was created to identify the factors which are causing female job inequality in Sri Lankan IT industry. The survey was shared with only female professionals in the industry. Survey data was analyzed from the perspective of female employees. An analysis of the demographic data was done. Factors that belong to behavioural category were identified to be reliable. Factor 'Exhaustion' was identified as the most significant factor causing female job inequality in Sri Lankan IT industry.

Keywords: Gender inequality, Inequality, IT industry, Females, Factors

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