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Do Women Want to Break the Glass Ceiling?
A Study of their Career Orientations and Gender Identity
in The Netherlands**

Career orientations, career success and perceived self-efficacy of women employees in relation to their gender identity were studied. It was hypothesized that gender identity is related to career orientations such that women with a masculine gender identity strive for more upward mobility as compared to women with a feminine gender identity, whereas the latter strive more for balancing work and private life. A masculine gender identity was furthermore predicted to be positively related to career success in terms of income and hierarchical position. Finally it was expected that women with a feminine gender identity, in comparison to those with a masculine gender identity, express a lower self-efficacy with respect to stereotypical male and gender-neutral tasks and equal self-efficacy with respect to stereotypical feminine tasks. To test the hypotheses, a questionnaire was distributed among women working for a large multinational corporation. The results provided support for the first two hypotheses. Mixed support was obtained for the third hypothesis.

Key words: Gender Identity, Career Orientations

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