

An Analysis of Academic Administrators' Perception toward Barriers Hinder Women to Participate in Managerial Position

(Case Study: Andalas University)

Abstract

This study aimed to analyze the perception of academic administrators toward barriers hinder female lecturers to participate in managerial position. The issues were investigated through a qualitative study in Andalas University - one major university in Sumatra region, Indonesia. An in-depth interview with lecturers who hold managerial position designed to explore their point of view toward barriers that hinder female lecturers to participate in managerial position. The data analyzed by using Atlas.ti to define the coding and to find significant themes. The analysis revealed two general factors that prevent female lecturers being promoted to managerial position: external and internal factors. External factors defined as the outside influences that can become obstacles for women and internal factors refers to the personal way of thinking, behavior, and attitude of women that might impact their decision.

Keywords: *Women, Managerial Position, Leadership, Higher Education Institutions (HEI).*

