

## Abstract

The main objectives of the current study were to investigate 1) whether there are personal and social glass ceilings that obstruct the progression of female business students to become successful middle managers, and 2) whether the 2-years of higher education in business would eliminate these perceived glass ceilings. A total of 71 participants (35 males and 36 females) took part in a longitudinal design that comprised the second semester of year 1 and the first semester of year 3. Participants were asked to fill in four identical personality measures at each time to rate themselves, the successful middle manager, the typical male and the typical female. The ratings for the successful middle manager were compared to those of the two typical genders to assess the social glass ceilings and to the self-ratings to assess the personal glass ceiling. The results showed that students of both genders regarded the successful middle manager as more similar to the typical male than to the typical female across the 2 years without change, indicating an intractable social glass ceiling. A persistent personal glass ceiling with male students consistently rating themselves as closer to the successful middle manager than female students throughout the 2-years higher education was also found. The two years of higher education thus have no impact on either the social or the personal glass ceilings confronting women business students in their quest to achieve managerial status. Insights related the two glass ceilings and suggestions on eliminating them were offered.