

The Effect of Glass Ceiling and Self Efficacy on Women Career Advancement with Social Support as A Moderating Variable

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Abstract. *This study aims to describe and analyze the effect of the glass ceiling, self-efficacy and social support on women's career advancement. And develop a model for increasing women's career advancement through a glass ceiling, self-efficacy and social support. The population in this study was the Pati Police with 68 respondents. The data collection method used is through the distribution of questionnaires. The sampling method used the census method, that is, all members of the population were sampled. While the method of data analysis in this study is to use multiple linear regression. Based on the analysis of the data obtained, it can be concluded that there is a negative and significant influence on the glass ceiling and self-efficacy variables moderated by social support on women's career advancement, and there is a positive and significant influence on the self-efficacy and glass ceiling variables moderated by social support on women's career advancement.*

Keywords: *Glass ceiling; Self-efficacy; Social support and women's career advancement.*

1. Introduction

The lack of female leadership representation may reflect a glass ceiling, or what is referred to in law enforcement and the military as the glass ceiling. The term glass ceiling was first coined in 1986 by the Wall Street Journal discussing the invisible barriers that women and minorities face when seeking promotion within a company. This artificial barrier based on organizational bias prevents qualified individuals from advancing within their organization to management-level positions (Fernandez & Campero, 2017). Numerous studies have documented the challenges that women consistently face in law enforcement, such as hostile environments and systemic discrimination (Archbold & Schulz, 2008; Gold, 1999; Schulz, 2004). While women outside of law enforcement may have experienced some level of success in rising to the top of their respective organizations, the glass ceiling and other gender-based barriers still exist to prevent women from being promoted to top-ranking positions in law enforcement (Schulz, 2004).

In addition, the thing that influences the success of an individual to climb the upper position is about how much self-confidence or belief an individual has about his/her ability to perform tasks, organize, and produce something to achieve certain goals or what is called Self-efficacy. According to Garvin et al. (2008), self-efficacy has an impact on a person's way of thinking and emotional reactions. Therefore, high perceived self-efficacy will most positively guide for increased progress and success in work. When compared to others such as motivational constructs, self-efficacy has been confirmed to be a good measure for predicting behavioral outcomes, especially in psychology and educational domains (Graham & Weiner, 1996).

In achieving their goals, humans as social creatures definitely need other people to help and support them in order to achieve their goals. Social support has been reported and recognized as having a significant contribution to women's career advancement. The results of Flores and O'Brien's research in Ali, et al (2019), show that women who have strong social support have a greater chance of achieving greater career success. Given this kind of support, women can get a good education and take advantage of career development opportunities that will support advancement to senior levels.

Law enforcement organizations across the United States have revealed that women are indeed underrepresented and almost non-existent at the police chief rank (Appier, 1998; Eisenberg, 2009; Harrington, 1999). The number of promotions for women in law enforcement has been deliberately slow and the culture of the law enforcement system has become a barrier to their success (Eggler, 2003; Ferris & Kacmar, 1992; Fiske, 1998). Previous studies have shown that barriers to promotion have not been removed and total integration into the organization has not been successful because law enforcement is a masculine culture (Martin & Jurik, 2006). These barriers have served as a demoralizing tool that prevents women from improving their quality in an effort to climb higher positions. However, the results of the study by Keene and Reynolds (2002) found a different fact, that because of family and work responsibilities, female managers are at a disadvantage because their families require more attention. Another fact was also stated by Oemar (2004) in his study results which explained that the inhibiting factor for women's intention to enter top management is religion. The fact that Malays are Muslims may have limited the level of Malay participation in the economy. This means that the obstacles for women to advance their careers do not only come from the organizational culture that has been formed, but also from individual factors themselves such as family and religion. Strengthened by the results of the study by Subramaniam et al (2016) which stated that women generally receive encouragement from their superiors and good relationships between colleagues, but personal challenges in the form of family responsibilities are challenges for women's career advancement. This proves that not all organizations implement a masculine culture that is detrimental to women in their efforts to advance their careers.

Women's involvement in various fields and professions has increased quite rapidly. However, the belief that male-dominated professions such as law enforcement have fully

embraced the idea of women's equality is a misconception. Women have been involved in law enforcement since the late 1800s, and although their numbers on the force continue to increase, law enforcement organizations remain one of the largest male-dominated professions in America (Snow, 2010).

In Indonesia itself, the beginning of Polwan was born on September 1, 1948. Since its emergence 72 years ago, only one Polwan has succeeded in occupying the top position for Kapolda. This proves that the representation of women in a profession dominated by men is still very minimal. Promotion opportunities to higher levels for women and minorities are still very few due to the lack of adequate qualifications (Bjerk, 2008). In addition, the lack of women in leadership and management is fertile ground for new theories and new research (Madsen, 2017) this is an area worthy of further research (Airini et al., 2011). Meanwhile, Crites et al (2015) suggest that future researchers should include more insight into gender stereotypes and barriers surrounding career choices. More research on the barriers and stereotypes faced before, during, and after the promotion process is needed for female police leaders.

The main issue to be discussed in this study is the tendency of glass ceiling and the lack of representation of women at the top management level in male-dominated professions. The discussion discusses the evidence of the existence of a glass ceiling that can lead to underutilization of human resources, especially women. Therefore, the focus of this study is to identify what challenges women face in their efforts to advance their careers and whether this occurs because of the glass ceiling and lack of self-efficacy in themselves.

2. Research Methods

This research is an explanatory research. According to Sugiyono (2017) explanatory research is a research that explains the causal relationship (cause and effect) between variables that influence the hypothesis. The causal relationship in this study reveals the influence of glass ceiling and self-efficacy on women's career advancement with social support as a moderating variable. The approach in this study is a quantitative approach, namely research data in the form of numbers and analyzed using statistics (Sugiyono, 2017).

3. Results and Discussion

3.1. Respondent Overview

The population in this study were all police officers in the Pati Police Resort coordination area with a total population of 1170 officers consisting of 1099 male police officers and 71 female police officers. Meanwhile, the selected respondents in this study were 71 female police officers who reflected the dependent variable, namely women's career advancement. The instrument used in this study was a questionnaire distributed online via a Google form which was distributed from December 8 to December 10, 2021. A total of 68 female police

officers were willing to answer the questions contained in the Google form link provided. Then the information was used as primary data processed in this study.

The profile of respondents who participated in this study is shown in Table as follows:

length of service, marital status, level of education, and job promotion experience. Judging from the age range, the majority of respondents who dominate are respondents aged 21 to 30 years, which is 54.41% of the total respondents, with a work period of more than 5 years. If these two things are integrated, it can be concluded that the majority of respondents who work in Pati Police Resort is a respondent of productive age who has very good work experience in terms of understanding the main tasks and functions in the job.

Regarding marital status, 97.1% of respondents stated that they were married. In the world of work, someone who is married can be said to have more difficulty in making decisions on their work because of the possibility of intervention from the family (in this case the spouse), or other considerations such as children.

Most of the respondents' last education level was a bachelor's degree, which was 57.4%. Where as many as 33.8% were respondents who had a high school education, 1.5% of respondents were Diploma graduates and 7.4% were Master's graduates. This shows that most of the respondents' last education was a bachelor's degree, where at this level of education it can be said that someone has a better perception of something.

In terms of job promotion experience, 80.9% of respondents answered that they had never received a job promotion. This shows that only a small number of respondents have ever received a job promotion, which is only 19.1% or 13 people out of a total of 68 respondents.

Descriptive Statistics

Descriptive statistics is a method used to analyze and present quantitative data from samples obtained. This analysis aims to provide a simple description or description of the data. Descriptive statistics generally consist of average value, median value, maximum value, minimum value, standard deviation, and total data/respondents.

In descriptive analysis, the perception of respondents studied can use the range criteria with the formula of the maximum value of the semantic differential scale used minus the minimum value of the semantic differential scale used, then divided into 3 types of interpretation (low, medium, and high) (Sugiyono, 2012). The calculation of the range in the study is $(10 - 1) : 3 = 3$. So the interpretation that can be made is as follows:

1.00 – 4.00 = low

4.01 – 7.00 = moderate

7.01 – 10.00 = high

Description of Women Career Advancement Variables

The women career advancement variable in this study is reflected by five (5) indicators or constructs which are shown in Table.

Table

Descriptive Statistics of Women Career Advancement Variable

No.	Indicator	Mean	Criteria
1.	Career goal progress	9.50	Tall
2.	Professional skills development	9.41	Tall
3.	Promotion speed	9.18	Tall
4.	Remuneration growth	9.47	Tall
5.	Ability to learn from experience	9.24	Tall

Source: Processed primary data, 2022

Based on the table, it is known that the five constructs that make up women career advancement are at a high average value of 7.01 - 10.00. This shows that in general respondents gave a positive and fairly good response to the progress of their career goals in the work environment at the Pati Police Resort.

Based on the table, it is known that of the four constructs that make up the glass ceiling, there are three indicators that are at a low average value, namely 1.00 - 4.00. This shows that the existence of the glass ceiling is relatively low in the work environment at the Pati Police Resort.

Description of Self-efficacy Variables

The self-efficacy variable in this study is reflected by three (3) indicators or constructs which are shown in Table.

Self-efficacy Variable Description Statistics

No.	Indicator	Mean	Criteria
1.	Ability to complete tasks	9.21	Tall
2.	Ability to face various obstacles and difficulties	9.43	Tall
3.	Ability to deal with various situations and conditions	9.34	Tall

Source: Processed primary data, 2022

Based on the table, it is known that the three constructs that make up self-efficacy are at a high average value of 7.01 - 10.00. This shows that overall each individual who is a respondent in this study has high confidence in themselves which is reflected in the self-efficacy indicator.

Description of Social Support Variables

The social support variable in this study is reflected by three (3) indicators or constructs shown in Table.

Statistics Description of Social Support Variable

No.	Indicator	Mean	Criteria
1.	Attention	9.41	Tall
2.	Empathy	9.47	Tall
3.	Listened to with sympathy	9.38	Tall

Source: Processed primary data, 2022

Based on the table, it is known that the three constructs that make up social support are at a high average value of 7.01 - 10.00. This shows that overall each individual who was a respondent in this study felt sufficient in terms of social support from those closest to them.

Data Analysis Results

Data Validity and Reliability Test

The following are the results of data analysis obtained using SPSS software.

Validity Test

Validity test is used to determine whether a questionnaire is valid or not. Validity testing is carried out using the total correlation if item deleted method and calculations are carried out with the help of SPSS software. An indicator or question that represents each variable is said to be valid if it has a calculated r value greater than the r table value and for a sample size of 68 people, the r table value obtained is 0.2387 so the indicators in this study are said to be valid if they have a calculated r value (total correlation if item deleted value) of more than 0.2387. The complete results of the validity test can be seen in Table 4.6:

Results of Research Indicator Validity Testing

Indicator	r_{hitung}	r_{table}	Information
WCA1	0.783	0.2387	Valid
WCA2	0.833	0.2387	Valid
WCA3	0.880	0.2387	Valid
WCA4	0.774	0.2387	Valid
WCA5	0.826	0.2387	Valid
GC1	0.825	0.2387	Valid
GC2	0.854	0.2387	Valid
GC3	0.720	0.2387	Valid
GC4	0.776	0.2387	Valid
SE1	0.807	0.2387	Valid
SE2	0.951	0.2387	Valid
SE3	0.881	0.2387	Valid

SS1	0.958	0.2387	Valid
SS2	0.976	0.2387	Valid
SS3	0.962	0.2387	Valid

Source: Processed primary data, 2022

Table shows that all indicators used to measure the variables used in this study have a calculated r value greater than r table (0.2387) so it can be said that the indicators in this study are valid.

Reliability Test

According to Sugiharto and Situnjak (2006), reliability refers to an understanding that the instrument used in the study to obtain the information used can be trusted as a data collection tool and is able to reveal the actual information in the field. Reliability testing in this study was carried out using the Cronbach Alpha formula. A variable is said to be reliable if Cronbach Alpha > 0.70. The following are the results of reliability testing for each variable summarized in Table.

Reliability Test Results

Variables	CronBach's Alpha	Information
WCA	0.832	Reliable
GC	0.797	Reliable
SE	0.895	Reliable
SS	0.960	Reliable

Source: Processed primary data, 2022

The results of the reliability test in Table show that all variables have a fairly large Cronbach Alpha coefficient, namely above 0.6, so it can be said that all measuring concepts for each variable in the questionnaire are reliable, which means that the questionnaire used in this study is a reliable questionnaire.

Classical Assumption Test

Multicollinearity Analysis Results

This test aims to test whether there is a correlation between independent variables in the regression model. A good regression model should not have a correlation between independent variables. Multicollinearity testing is carried out using VIF and tolerance values. A variable shows symptoms of multicollinearity can be seen from the VIF (Variance Inflation Factor) value > 10 or tolerance < 1. The VIF and tolerance values of the independent variables in the regression model are shown in Table.

Multicollinearity Test Results

Variables	Tolerance	VIF
Glass Ceiling(X1)	0.132	7,965

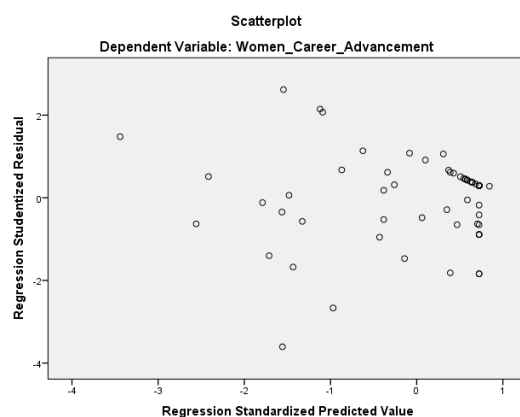
<i>Self-efficacy(X2)</i>	0.152	6,581
<i>Social Support</i> moderating Glass Ceiling (ZX1)	0.165	6,734
<i>Social Support</i> moderating Self-efficacy (ZX2)	0.185	1,776

Source: Processed primary data, 2022

Based on the table above, it can be seen that the regression model does not experience multicollinearity interference. This can be seen in the tolerance value of each variable which is greater than 10 percent (0.1). The results of the VIF calculation also show that the VIF value of each variable is less than 10. So it can be concluded that there is no multicollinearity between the independent variables in the regression model.

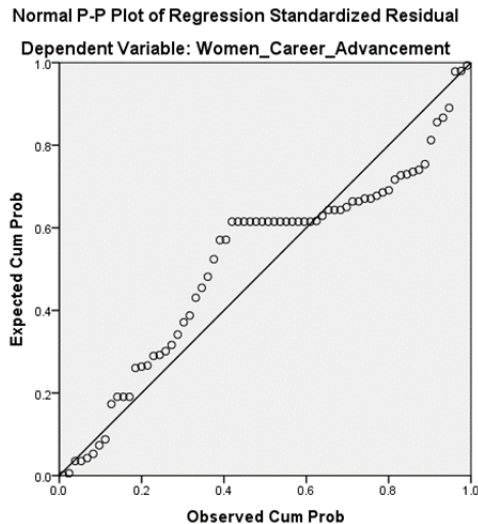
Heteroscedasticity Testing

The heteroscedasticity test aims to test whether there is inequality in the residual variance between one and another in the regression model. If the residual variance from one observation to another observation remains the same, it is called homoscedasticity and if the variance is different, it is called heteroscedasticity. A good regression model is one in which there is no heteroscedasticity. Symptoms of heteroscedasticity in this study were detected using a scatter plot graph. Symptoms of heteroscedasticity are observed if the scatter graph shows a certain pattern that is not spread randomly. The scatter graph for this study is shown in Figure.



1. Normality Testing

Residual normality testing in this study was carried out through graphical testing by observing the normality probability plot graph and statistical testing using the Kolmogorov Smirnov test, the results of which are shown in Figure.



Based on the figure, it can be seen that the data points are spread out and overlap around the diagonal line, thus stating that the residual data is normally distributed.

Hypothesis Testing

Path analysis is conducted to test whether or not there is an influence of independent variables on dependent variables using mediating variables. Based on the calculation of path analysis using SPSS software, the results are shown in Table

Regression Coefficient Estimation Results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15,323	9,940		1,542	.128
Glass Ceiling (X1)	-1,250	.549	-.1782	-2.276	.026
Self-efficacy (X2)	1,897	.507	.862	3,742	.000
ZX1	.039	.019	1,467	2,096	.040
ZX2	-.026	.013	-.629	-2.042	.045

a. Dependent Variable: Women Career Advancement

Source: Processed primary data, 2022

Based on the table above, the multiple linear regression equation is obtained as follows:

$$Y = -1.782 X1 + 0.862 X2 + 1.467 ZX1 - 0.629 ZX2 + e$$

The results of the regression equation above show that if the conditions of the glass ceiling variables (X1), self-efficacy (X2), glass ceiling with social support moderation (ZX1) and self-efficacy with social support moderation (ZX2) are considered constant, then the resulting women career advancement variable (Y) is positive.

The regression coefficient on the glass ceiling variable has a negative sign so it can be said that the glass ceiling variable has a negative relationship to the women career advancement variable. This means that if the glass ceiling variable decreases, the women career advancement variable will increase. The regression results of the glass ceiling variable on women's career advancement produced a t-value of -2.276 with a significance value of 0.026 ($p < 0.05$). The t-value is greater than the t-table value (1.997) and the significance value is below 0.05, so it can be interpreted that partially the glass ceiling variable has a significant effect on women's career advancement. This shows that hypothesis 1 is accepted.

The regression coefficient on the self-efficacy variable has a positive sign so that it can be said that the self-efficacy variable has a positive relationship to the women's career advancement variable. This means that if the self-efficacy variable increases, the women's career advancement variable will increase. The results of the regression of the self-efficacy variable on women's career advancement produced a t-value of 3.742 with a significance value of 0.000 ($p < 0.05$). The t-value is greater than the t-table value (1.997) and the significance value is below 0.05, so it can be interpreted that partially the self-efficacy variable has a significant effect on women's career advancement. This shows that hypothesis 2 accepted.

The regression coefficient on the glass ceiling variable with social support moderation has a positive sign so that it can be said that the glass ceiling variable with social support moderation has a positive relationship to the women's career advancement variable. This means that if social support is higher, the influence of the glass ceiling on women's career advancement is lower or it can be said that social support strengthens the relationship between the glass ceiling and women's career advancement. The regression results of the glass ceiling variable with social support moderation produced a t-value of 2.096 with a significance value of 0.040 ($p < 0.05$). The t-value is greater than the t-table value (1.997) and the significance value is below 0.05 so that it can be interpreted that partially the glass ceiling variable has a significant effect on women's career advancement. This shows that hypothesis 3 is accepted.

The regression coefficient on the self-efficacy variable with social support moderation has a negative sign so that it can be said that the self-efficacy variable with social support moderation has a negative relationship to the women's career advancement variable. This means that if social support is higher, the influence of self-efficacy on women's career advancement is lower or it can be said that social support weakens the relationship between self-efficacy and women's career advancement. The regression results of the self-efficacy variable with social support moderation produced a t-value of -2.042 with a significance value of 0.045 ($p < 0.05$). The t-value is greater than the t-table value (1.997) and the significance value is below 0.05, so it can be interpreted that partially the self-efficacy variable has a significant effect on women's career advancement. This indicates that hypothesis 4 is rejected.

3.2. Discussion

The Impact of Glass Ceiling on Women Career Advancement

The results of the hypothesis test show that the glass ceiling variable has a significant effect on *women career advancement*. This is due to the significance value of the variable *glass ceiling* of 0.026 ($p < 0.05$) means the significance value is below 0.05 so it can be interpreted that the glass ceiling variable has a significant effect on women's career advancement. Based on the results of the respondents' answers, of the four indicators that make up the glass ceiling, three indicators have low values. Although the higher the managerial hierarchy, the lower the proportion of women who are promoted compared to men, this cannot be used as the main basis that This glass ceiling or invisible barrier tendency does occur. Because the perception of women's career advancement is not only based on increasing job levels, positions and positions in the organizational hierarchy, but also based on subjective achievement based on individual perceptions of career advancement. In addition, in the world of law enforcement, job promotions are carried out if someone has met certain performance qualifications or achievements without distinguishing gender. The difference in the proportion of male and female police officers who are promoted to higher positions is still very far. This is due to the significant difference in the number of members and the lack of qualifications for female police officers, even though the organization has provided equal opportunities in efforts to improve career advancement. Although the proportion of female leadership in the world of law enforcement is still very low, organizations can help them achieve higher positions by reducing gender bias in the organization and having a positive attitude towards the promotion of female police officers to higher positions, so that this can also be a positive influence on other organizations. This view supports previous research conducted by Bjerk (2008).

The Influence of Self-efficacy on Women's Career Advancement

From the results of the hypothesis test it shows that the variable *self-efficacy* have a significant impact on *women career advancement*. This is due to the significance value of the variable *self-efficacy* of 0.000 ($p < 0.05$) means the significance value is below 0.05 so it can be interpreted that the variable *self-efficacy* have significant influence on women's career advancement. Based on the results of the respondents' answers, the three indicators that make up *self-efficacy* has a high value. This means that almost all respondents have strong self-confidence in carrying out certain behaviors in an effort to achieve a certain goal. In a law enforcement environment, the mentality of police members has been formed and trained to be able to complete tasks in various situations and conditions. The most important aspects such as experience, direction from superiors or seniors, teamwork, a sense of responsibility for work, have been proven to be able to increase the respondents' confidence and self-confidence that every task given can certainly be completed and every challenge can certainly be faced. Solid teamwork can reduce the workload and obstacles felt. So that some of these things can positively guide the increase in confidence in the

respondents, which ultimately has an impact on increasing progress and success in work. This view supports previous research conducted by Garvin et al (2008).

Social Support moderates the effect of Glass Ceiling on Women Career Advancement

The results of the hypothesis test show that glass ceiling variable with social support moderation have a significant impact on *women career advancement*. This is due to the significance value glass ceiling variable with social support moderation of 0.040 ($p < 0.05$) meaning the significance value is below 0.05 so it can be interpreted that the variable *glass ceiling* with social support moderation has significant influence on women's career advancement. This means that the influence of social support is very important in determining the influence of the glass ceiling on women's career advancement. No matter how strong the obstacles that come from the glass ceiling, it will continue to strengthen women's career advancement as long as they get high social support. Conversely, if social support is lower, it will weaken the relationship between the glass ceiling and women's career advancement. Based on the results of the respondents' answers, the three indicators that make up *social support* has a high value. This means that in terms of social support, respondents have felt fulfilled, especially support from family or co-workers. However, the results of this study also show that respondents have received a lot of support from the organization, both material, moral and spiritual support. Support from the organization is in the form of motivation, adequate facilities and infrastructure, division of tasks according to expertise, providing equal opportunities for each member in efforts to improve their quality and so on. So that by fulfilling the need for social support without discrimination and negative assessments based on gender from the organization, family and co-workers, women can continue to develop because they have the same opportunity in efforts to improve their career progress. Women who have strong social support have a greater chance of achieving greater career success. In addition, this can also contribute to minimizing the tendency of glass ceilings that occur in law enforcement organizations which are currently still dominated by men. Views This supports previous research conducted by Flores and O'Brien in Ali, et al (2019).

Social Support moderates the influence of Self-efficacy on Women Career Advancement

From the results of the hypothesis test it shows that the variable *self-efficacy* with social support moderation have a significant impact on *women career advancement*. This is due to the significance value of the variable *self-efficacy* of 0.045 ($p < 0.05$) meaning the significance value is below 0.05 so it can be interpreted that the variable *self-efficacy* with social support moderation has significant influence on women's career advancement. This means that the influence of social support is very important in determining the influence of self-efficacy on women's career advancement. No matter how strong self-efficacy and the advantages they have, it will still weaken women's career advancement as long as they get high social support. Conversely, if social support is lower, it will strengthen the relationship between self-efficacy and women's career advancement. Based on the results of

respondents' answers, the three indicators that make up *social support* has a high value. This means that in terms of social support, respondents have felt fulfilled, especially support from family or coworkers. Basically, support from family or coworkers is in the form of almost the same support, namely: attention, empathy and being listened to sympathetically when respondents are facing problems. The family environment is the internal environment or the first environment that someone knows in the process of forming their personality. While the work environment is the external environment or the environment outside the family when someone has entered the world of work. Both of these environments certainly influence beliefs, self-confidence and attitudes in decision making. This means that family or coworkers can influence an individual's self-efficacy. The findings in this study indicate that the higher the social support, the lower the influence of self-efficacy on women's career advancement. This means that women who already have high self-confidence but also receive high social support (for example from their husbands), cause the influence of self-efficacy on women's career advancement to be lower or weaker. This happens because women feel pressured by the emergence of feelings of guilt which if felt continuously will cause frustration and depression. Of course, this will have an impact on a person's performance in their efforts to achieve career advancement.

Test of Determination Coefficient(R2)

The coefficient of determination is used to determine how much influence the independent variables including glass ceiling and self-efficacy have on the dependent variable, namely women's career advancement with social support as a moderating variable. The coefficient of determination is used to test the goodness-fit of the regression model, the value of the coefficient of determination is seen from the value of adjusted R2

Coefficient of Determination

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.701a	.492	.459	4.283	1,981

a. Predictors: (Constant), ZX2, ZX1, Self_efficacy, Glass_Ceiling

b. Dependent Variable: Women_Career_Advancement

The value of Adjusted R Square is 0.459 or 45.9% which is This means that the variability of the dependent variable women's career advancement which can be explained by the variability of the independent variables including glass ceiling and self-efficacy with social support moderation is45.9%, while the rest is explained by other factors not examined in this study.

4. Conclusion

Based on the results of the analysis and discussion that have been described, the following conclusions can be drawn: 1. The results of the study showed that *glass ceiling* berp significant negative impact on women's career advancement. This means that the lower the glass ceiling level, the greater the impact on women's career advancement. In order to

increase women's career advancement, organizations must be consistent in their efforts to minimize the occurrence of glass ceiling tendencies in the organizational environment. Both are carried out directly or indirectly, both formally and informally. 2. The results of the study showed that *self-efficacy* has a significant positive influence on women's career advancement. This means that the higher the level of self-efficacy, the greater the impact on women's career advancement. In order to improve women's career advancement, one of the things that must be changed is women's perspectives on themselves that hinder them in their efforts to achieve career advancement. In fact, women have the same opportunities, so if they have a strong will, belief, and effort, they can definitely achieve career advancement. 3. The results of the study showed that social support moderation has a significant positive effect on the influence of *glass ceiling* towards women career advancement. This means that the higher the level of social support moderation, the lower the level of influence of the glass ceiling on women's career advancement, or it can be said that *social support* strengthens the relationship between *glass ceiling* to *women career advancement*. In order to improve *women career advancement*, in addition to family, friends and co-workers, organizations must also provide social support. concrete, fair and equal for each member, so as not to give rise to tendencies of *glass ceiling* in the organization. 4. The results of the study showed that social support moderation has a significant negative effect on the influence of *self-efficacy* towards women career advancement. This means that the higher the level of social support moderation, the greater the impact on reducing the level of influence of *self-efficacy* towards women's career advancement or it can be said that *social support* weakens the relationship between *self-efficacy* to *women career advancement*. In order to improve *women career advancement*, individual relationships with family, friends and co-workers have a direct or indirect influence on a person's confidence in their efforts to achieve career progress and their career decision-making. Therefore, it is important for an individual to maintain good relationships with family, friends and co-workers, and it is also important for an individual to be wiser in making their career decisions so as not to cause guilty feelings that will ultimately have a negative impact on their career progress.

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