

ABSTRACT

The Objectives of this study entitled : "The Achievement Opportunity of Women in Traditional Male Jobs" are : (1) To test Kanter's hypotheses ; tokenism ; (2) to discover other various factors (not include in Kanter's hypotheses) influencing the achievement opportunity of Thai women. These factors are appeared in the contradiction or the criticism to Kanter's argument

The results of the analysis indicated that the proportion of male and female members in group is an important factor that determines the success of women in the group but the direction of the relationship between sex ratios and the dependent variables is opposite to Kanter's hypotheses, that is, when women's proportion in group is low, they didn't suffer from the detrimental effect of tokenism as Kanter argued. On the Contrary, they have more opportunity to advance, more positive feeling for being the member of group and more satisfying relations with male colleagues than women in groups whose proportion is higher.

Furthermore, while tokenism fails to explain the achievement opportunity of Thai women in nontraditional jobs, the results of this research suggest that the alternative theory, the minority group size-inequality hypotheses, can explain this issue convincingly.