

This study sought to research on the factors that influence the promotion of women to management positions in Mumias Sugar Company Limited. Among them was Education and training, cultural beliefs and cultural practices. Male chauvinism and biasness against women, women's perception, attitude and maternal duties and the performance Appraisal system of the organization in question.

The main objective of this study was to investigate the factors influencing the promotion of women to positions of management. In order to meet this objective, information was sought through a questionnaire.

The methodology of the study was descriptive research design. This involves a field visit to the respondents to ask both qualitative and quantitative questions on the factors that influence the promotion of women to positions of management.

The target population will be employees of Mumias Sugar in Western Kenya and these will include top management, middle management and operatives.

From the population of 230, a sample size of 115 employees was obtained by using a ratio of 0.5. Data collection procedures were mainly the use of questionnaires with both closed and open-ended questions.

Data analysis was be done through the descriptive statistics with mainly the use of tables, frequency distribution diagrams e.t.c

Finally the study sought to discuss the suggestions and recommendations together with the existing gaps and limitations within the study, as a way of assisting future researchers.