ANALISIS POLA SUKSES BISNIS KELUARGA (STUDI PADA BISNIS KELUARGA SKALA MENENGAH DI JAWA TIMUR)

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ABSTRACT

A family business is a business developed by members of families in which both the ownership and policy-making are dominated by members of a group of emotional kinship. There are characteristics of family businesses which are different from those of a company in general. Such characteristics, as patterns of succession management, need to be explored, if the success of the family business is to be ensured. Statistics show that 30 percent of family companies can survive in the second generation of family ownership, but only 15 percent survive into the third generation. This shows the importance of examining critical factors that can be considered key to a successful transition of a family business. The purpose of this study was to determine whether management succession patterns include personality, family ownership right, and management systems in order to maintain the success of the family business (Studies in Family Business Medium Sized second generation in East Java). Fifty-two family companies of the second generation in East Java were used as a sample in this study. The analysis techniques Partial Least Square showed that variable Family System has significant influence on Sustainability Family Business, while variable Personality System, Ownership System, and Personality system have no significant effect on the Sustainability of the family business.

Keywords: Family Business, Personality system, Family System, Ownership System and Management System, Sustainability Family Business