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The Pattern Analysis of Family Business Succession: A Study on Medium Scale Family Business in Indonesia

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Abstract:

The family business is a business family members have developed, whose ownership and policy-making are dominated by members of a group with emotional kinship. The purpose of this study is to analyze whether the management succession patterns including a personality system, a family system, a ownership right system and a management system become the primary factors determining the success of the family business. The results of the study, using Partial Least Square showed Family System variable, had significant influence on Sustainability Family Business Meanwhile, Personality System, Ownership System and Personality system variables had no significant effects on Sustainability of the family business.

keywords: Family Business, Personality System, Family System, Ownership System and Management System, Sustainability Family Business, Acknowledgement for Directorate of Indonesia Higher Education.

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