

## **Abstract**

*In Indonesia there are a lot of family business, whereas when we are talking about family business we won't be able to miss the word "succession" or "leadership regeneration" in one's company, which basically means the transfership of responsibility from the founder to the successor of the said company, whereas most of them are because the founder has entered the age of retirement which is no longer productive to rule the company*

*In this study observation will more focused on the succession problems of a family business, in an attempt to improve the succession planning in CV. Manikam Jaya Plastik as well as a valuable input for other family businesses*

*The study will be based on several underlying factors in some other family business which may cause the succession problem, and then bring the opinion of an expert to find the solution of those problems, which then can be made as a solution for the succession of CV. Manikam Jaya Plastik*

*The results of this study indicate the there are needs for : open relationships between the founder and the successors, clear job description, to tell the successor in advance regarding the succession so succession can happen gradually, also there is a need to promote the interest of a successor so that he is more inclined to do succession than pursuing his own dream*

*Keywords : Family Business, Succession Problems, Leadership*