CHAPTER III
RESEARCH METHOD

3.1 Research Design

This research uses a quantitative descriptive research design. According to Vargas-Hernández et al., (2017), research on firm resources strategy has introduced some descriptive and quantitative theories from industrial organization economics, including the studies on teamwork production. The conceptual and empirical research based on resource based-view can be explained in a descriptive approach as it provides background information for further research on strategic leadership and process research on decision theory. Expertise on human resources also considered a quantitative approach in industrial organization will enable the researcher to identify generic resources for the advancement in strategic management research. However, the researcher needed at least two sources of evidences in conducting descriptive quantitative approach on resource based-view technique: the interviews and direct surveys. Direct survey is conducted to cover events in real time and real context of the research, while interviews is targeted and focused on case study topic and to provide causal inferences.

3.2 Research Subject

Given (2017) stated that participants are considered to be individuals or groups who agree to take part in a research process. Participants should receive sufficient information and give free and informed consent prior to taking part in
the research. There are three types of participants who participated in this study: the first generation of Rajawali Mas, the second generation of Rajawali Mas who join the business, and the experts. The researcher uses a purposive sampling to choose the participants. According to Yin (2017), the samples are likely to be chosen in a deliberate manner known as purposive sampling. The goal for selecting the specific participant is to have those that will yield the most relevant and plentiful data related to the topic of the study, and avoid any appearance of bias by choosing only trustful sources that confirm the research preconceptions on the topic. Thus, some considerations are used to determine the participants of the study are as follows:

1. The first generation of Rajawali Mas

The first generation of Rajawali Mas is the one who is in charge in running the Rajawali Mas, consisting of two persons (the father and the mother of the family). The first generation of Rajawali Mas were chosen as the participants to know their requirements in recruiting the second generation family member to the business. The result and information gathered is hope to answer the formulation of the problem posed in this study and will be used to allocate job position in the company based on Miner’s Entrepreneurial Personality and The Myers-Briggs Type Indicator (MBTI).

2. The second generation of Rajawali Mas who join the business

The second generations of Rajawali Mas who join the business are those who decide to join the company after Rajawali Mas’ business has been going on years. Two people, the first daughter and the third daughter of the
family, joined the company. The second generation of Rajawali Mas who join the business are chosen to participate in the process of data collection because the second generations are the main subject of the research. Thus, the information gained from the second generation of Rajawali Mas will be used to allocate job position in the company based on Miner’s Entrepreneurial Personality and The Myers-Briggs Type Indicator (MBTI).

3. The Experts

The experts are those who have major interest and competence on human resource management and understanding on family business’ human resource management, with a total of two research subject. The experts are chosen as the participants because they are considered to have much information about the allocation of individuals in the organization, so their considerations given for this research will be very important to decide which job position is fit to each individual both generations of Rajawali Mas. Two experts were coming from different field of expertise, which are:

<table>
<thead>
<tr>
<th>No.</th>
<th>Expertise</th>
<th>Criteria</th>
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<tbody>
<tr>
<td>1</td>
<td>Human Resource Academics</td>
<td>• Complete studies on Master Degree&lt;br&gt;• Have at least 5 years of experience in human resource studies</td>
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<tr>
<td>2</td>
<td>Family Business CEO</td>
<td>• The family business must have already stand for more than 10 years&lt;br&gt;• Passed over at least or more than 2 generations&lt;br&gt;• The size of the family business itself also has to be equal or greater than Rajawali Mas</td>
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3.3 Data Collection Method

Almalki (2016) state that data collection procedure in quantitative descriptive research can be done through two approaches, the questionnaire and interview.

1. Questionnaire

Questionnaire is a data collection technique that is done by giving a set of questions or written statements to the respondent to be answered (Sugiyono, 2016). The questionnaire used in this research is based on Miner’s Entrepreneurial Personalities and Myers-Briggs Type Indicator (MBTI) to identify Rajawali Mas family members’ entrepreneur characteristic(s).

2. Interview

Creswell (2015) state that in qualitative interviews, the researcher conducts face-to-face interviews with participants. In particular, the interview technique to collect descriptive data is in form of a semi-structured interviews, which allows depth to be achieved by providing the opportunity on the part of the interviewer to probe and expand the interviewee’s responses. The semi-structured interviews is used to allocate Rajawali Mas family members into a fit job position based on the expert in human resource management initiatives.
3.4 Validity and Reliability

Given (2017) state that the triangulation concept is used as an analogy for reliability in the qualitative tradition because it entails looking at multiple data sources. Triangulation used in this study is called as resource triangulation. According to Sugiyono (2016) resource triangulation is used to check the credibility of a data given by the informants. Using the resource triangulation, researcher compares the data given by the first generation of Rajawali Mas, the second generation of Rajawali Mas and the expert in human resource management and family business CEO. It can be said valid and reliable if the researcher finds a common perception of the three.

3.5 Data Analysis Method

Data analysis in this study is done through five-phase cycle (Yin, 2017):

1. Compiling, means putting the data in an order, and the finished compilation might be considered as a database.

2. Disassembling, to break down the compiled data into smaller fragments, followed by applying substantive themes (or even codes or clusters of codes) to reorganize the disassembled pieces into different groupings and sequences.

3. Reassembling, the rearrangements and recombination of data that may be facilitated by arraying them in form of a list and other tabular forms.

4. Interpreting, to create a new narrative, with supporting tables and graphics (where relevant) as the key analytic portion of the manuscript.
5. Concluding, by drawing the conclusions from the entire study, related to
the interpretation and through all of the other phases of the cycle.