ABSTRACT

Family business significantly contribute to the create world economic growth and can be considered as major players in the global economy. However, around the world, only a small number of family firms that survive to the second generation are found and those that survive to the third generation are rare. Succession then became a challenging for family business .

This research will analyse the succession process from a perspective of businessman of Company X dan of Company Y in Semarang . This study uses a qualitative method that is going to explore individual experience from respondent using interviews for data collection technique. Interview will be done in incumbent generation and successor generation in Company X and Company Y. Those data will be analysing using interviews, observations, documentations, and member checking.

This research has found that one of this company has done their succession process in second generation and still on the process from second generation to third generation while the other are still on the process in second generation . It also found in this research that incumbent motivation, succession preparation, family support, incumbent-successor relationship, and duration of succession process turn affecting the successor skills and sustainable in family business which suggest for increase awareness and motivation in succession process, incumbent has to motivate in introduce and teaching about family business to successor from an early age .

Keyword : family business , perspective of businessman, sucession process, qualitative methods

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