

ABSTRACT

Family business dominate the number of business in Indonesia, but most of them failed in the first generation or die during the transition from the first generation to the second generation, the failure in the succession of the business, especially in the family business, has been shown to significantly can cause cessation family company activities. This study aims to determine how the succession planning process at Roti Gempol.

This research is qualitative descriptive. The results showed succession planning that has been done by the founder (first generation) Roti Gempol is to separate funds, evaluate the structure of the ownership, development or coaching successor, evaluate the wishes of the family and the contingency plan, the training systematically successor potential, forming and placing successor on where the top leadership, and emotional support to the owners after the down position.

Founder (first generation) at Roti Gempol have done seven process of succession planning, while the successor (second generation) now only do the two processes of succession planning that separates funds and evaluate the structure of ownership. It is because there is no desire yet to do the succession. It is advisable to successor (second generation) in order to perform seven other process of succession planning, there are development or coaching successor, training systematically successor potential, activity team building of the family, evaluate the wishes of the family and the contingency plan, the training systematically successor potential, forming and placing successor on where the top leadership, and emotional support to the owners after the down position.

Keywords: Family Business, Succession Planning