

ABSTRACT

A family business or what is usually called Family Business is very important in supporting and helping the economy of a country. Almost all countries in the world as a whole are supported by family / family businesses in their respective countries including Indonesia. To maintain the performance of the family company, it is necessary to hold a succession planning within the company.

This research analyzes how the process of succession planning in four Family Business is Martabak San Fransisco, Saboga Food, Batagor Abuy, and Mie Tzat which is Chinese culture. This type of research is qualitative research using interview method as data collection technique. Technique of determining resource by using purposive sampling, whereas to test the validity of this research data using triangulation / combination (source, technique and time).

The results obtained in the research is a succession process that is run by the four family business. Based on the results of succession planning analysis on family business, there are several leadership succession implemented by the four companies covering the Succession Antecedent Chinese culture in family business which is the son as the successor who has an important role as the leader of the company, Succession Process guidance from the previous generation of a children learn about business activities also need guidance and direction from their parents to increase knowledge and motivation of children in learning to do business. Early Succession leads the family business company since entering adulthood after passing through the stage. Desired Outcomes, the development of the era utilizing the development of technology on the internet network as a bridge between corporate consumers and companies.

Keywords : Culture, Succession Planning, Family business