

ABSTRACT

This study aims to determine the challenges and opportunities faced by a family business in carrying out succession. According to Robert M. Fulmer and Christensen, several things must be prepared in planning succession. The plan is designed mainly in selecting successor candidates and the preparation of the components in the company.

This research was conducted using qualitative methods, a single case study method. The data from this research is obtained by conducting interviews with the company's successors and managers involved in the succession and development of this company.

This study indicates that there are challenges and opportunities faced by this company, especially in terms of existing human resources, including successors. Because it still uses a simple succession system, the process of succession occurs traditionally and what there is, based on the experiences of the first generation. This succession gives a challenge for this company, because there are a lack of human resource capability, lack of business background, and lack of using the technology. This also opens up opportunities for the second generation to develop their company following the capabilities and wishes of the successors of this company, and also an opportunity to involving the quality of human resource with using a professional assistance. This also affects the relationship within the family of the owner of this company.

Keyword: Family Business, Business Succession, Chinese Family Business, Challenges and Opportunity of Family Business Succession