SUMMARY

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In the business world, do not realize that almost entirely from the family. Family association and set up a business to be called and known as the Family-Owned Business. There is an important phenomenon in the Family-Owned Business (BMK), which was established as a family business, run by a family and continued because it is considered part of the family.

Some facts about the existence of BMK in Indonesia, that companies in Indonesia are based BMK. BMK in Indonesia can thrive and survive because of the trust factor and similarity vision interwoven. Family system in Indonesia is rooted, so it is not surprising that large companies now former (and possibly still) a BMK. One of them is a taxi company called Blue Bird Group (BBG), which was founded in 1972 by Pearl Djokosoetono with 25 taxi fleet. Until now, the company is already owned 19000 taxi fleet. The last award earned by the company is Indonesia's Most Admired Companies 2006, 2007, 2008, 2009, 2010. In addition to this, the leading company today that formerly stood on the foundation of the family, among others Kalla Group, Sinarmas, Bakrie Group, Ciputra, Alam Makmur Sembada, Astra Group. Based on the above facts, it can be seen that the forerunner of the Indonesian company which originally departed from the business run by the family. An important issue raised in line with the development of the phenomenon of BMK. The issue is that the BMK is not a single organization but which is composed of different units, including business units, family units and unit management. This combined a unique color when examined more deeply, because the impact is not just limited to the business, but also about how a family-run business influence. The purpose of this study is as follows:

1. Assessing the extent of gender generation, determine the strategic decisions in the family-owned business succession.
2. Reviewing features, style or typology leadership role in the family-owned business succession.
3. Assessing entrepreneurial character who has a role in the family-owned business succession.

Technique selection of the source of information of this research is to use the method of selection. Purposive method, according to Patton (1990) is a popular method in the qualitative approach, due to a phenomenon or a specific theme that made the goal. Purposive method is also considered appropriate, because the amount of four companies chosen are used to understand the phenomenon of BMK. Retrieval of information sources is done by way of snowballing effect. Engineering data mining research through in-depth interviews and participant observation.
The results of this study are:

1. Actors rely on informal policy set in the family. However, there is also entitled to the appointment of the actors involved family members are influential in business (as occurred in the Local Small Business and Small Business Chinese). As with the involvement of actors, business succession initiation also depends on the policies that apply to the business decided by the family members of the most dominant in the business process. However, it can happen no option to decide a successor. so that the direction toward a professional BMK (as in the case of Chinese Medium Enterprises, in which the second generation find it difficult to involve family members in the business core. Accordingly, the second generation began to open up divisions that served as the basis for decision making and the division is filled by the people who recruited professional).

2. Leadership roles in a succession of BMK, seen in relation to the leader - follower, 1) if the UMT, the relationship is between generations, intragenerasi, 2) if the UMP, the relationship is between generations, intragenerasi, and copreneurial, 3) if in the UKT the relationship is between generations and copreneurial, 4) if the UKP then the relationship is between generations. Based on these explanations, the Local Medium Enterprises have been through a combination of leader and follower relationships, from between generations - copreneurial - intra-generation and later generations. While the experiences of Chinese Medium Business leader and follower relationship of intergenerational into extrafirm (due to the lack of consideration of the next generation of nuclear families). Then Small Local experiences intergenerational relationships, from father to son and Small Business Chinese in addition to having experience copreneurial the relationship of husband and wife to experience the intergenerational relationship of father to son. Each association will influence the succession of each BMK. Forms of leadership among BMK, 1) UMT is transitional, 2) UMP is autonomous, equal, transitional, 3) UKT is autonomy, 4) UKP is autonomous.

3. In Chinese Medium Enterprises, the fifth aspect of the entrepreneurial orientation emerged, motivated by the dominant aspect of the aspects of autonomy are associated with proactive aspects, in addition to the effort to make the BMK into a professional business. In Local Medium Enterprises, aspects of entrepreneurship orientation appears almost entirely, but aspects of autonomy is not supported by the flexibility of the communication that occurs between generations precursor to the next generation, so that the other aspects are not fully supported, despite the presence of these aspects still recognized Natives in Medium. Two aspects that exist in Local Small Business and Small Business Chinese, is proactive and risk-taking aspect. Experience the second-generation predecessor generation business is used as a guide, and experience possessed by the predecessor generation duplicated by future generations.

Keywords: family owned business, succession, gender, leadership, entrepreneurship