

## **Family Business Succession through the Eye of the Upper Echelon Theory: A Phenomenological Approach**

**Authors :** Ruswiati Suryasaputra, Linda Salim

**Abstract :** This concept paper, initially a proposal for the completion of the degree of Doctor of Philosophy, is seeking to gain more understanding of family business succession in order to extend the average lifespan of family business that has shrunk significantly for the past 20 years. While multitude studies have been done in family business succession, the average lifespan of a family business continues to decline sharply over the past two decades to only 24 years, or 1.5 generations, in 2010, from 50-60 years, equivalent to 3 generations, as recently as 1990. While the qualitative approach of this study will not churn a theoretical framework unique to the family business field, it will bring to the surface important issues during a family business succession process that have been hidden behind the mostly profit-making issues that have been the main highlight of the family business field.

**Keywords :** family business, succession, nepotism, family studies

**Conference Title :** ICFBRD 2015 : International Conference on Family Business and Regional Development

**Conference Location :** London, United Kingdom

**Conference Dates :** June 28-29, 2015