

**FACTORS INFLUENCING THE NEXT GENERATION'S INTENTION
TO JOIN THE FAMILY BUSINESS: A SYSTEMATIC LITERATURE
REVIEW**

BY

Dylan de Klerk

STUDENT NUMBER: 224103083

DATE OF REGISTRATION: February 2024

**SUBMITTED IN PARTIAL FULFILMENT OF THE REQUIREMENTS
FOR THE DEGREE OF**

BACHELOR OF COMMERCE HONOURS

IN THE

FACULTY OF BUSINESS AND ECONOMIC SCIENCES

AT THE

NELSON MANDELA UNIVERSITY

STUDY LEADER: Professor S.M. Farrington

DATE OF SUBMISSION: October 2024

DECLARATION BY CANDIDATE

NAME: Dylan de Klerk

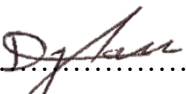
STUDENT NUMBER: 224103083

QUALIFICATION: BACHELOR OF COMMERCE HONOURS

TITLE OF PROJECT: **FACTORS INFLUENCING THE NEXT GENERATION'S INTENTION TO JOIN THE FAMILY BUSINESS: A SYSTEMATIC LITERATURE REVIEW**

DECLARATION:

In accordance with Rule G5.6.3, I hereby declare that the above-mentioned treatise/dissertation/thesis is my own work and that I have not previously submitted to another University or for another qualification.


.....
SIGNATURE

.....3 October 2024.....
DATE

ACKNOWLEDGEMENTS

I would like to convey my sincerest thanks and appreciation to the following individuals for their continued support and guidance towards the completion of this study, without whom would not have been possible.

- My parents, and family as a whole, for their support and encouragement throughout the academic year.
- My supervisor, Professor S.M. Farrington, for her invaluable knowledge and time devoted towards the completion of this study – Your guidance is much appreciated Professor.

ABSTRACT

Research interest in family businesses has seen a steady increase since the establishment of topic specific academic journals in the late 1900's. Still, however, gaps in the literature present opportunities to further the knowledge on these business entities. One particular area where authors call for greater attention relates to the next generation family business members, and more specifically, how next generation members make career choices and form career intention in light of their family business background.

This study will address this shortfall in the literature by undertaking a systematic literature review on academic articles focussing on the next generation members to identify the factors that may influence their intentions of joining the family business. A total of 25 articles meeting this study's inclusion criteria and relating to the next generation family business member's career intentions were sourced from the Web of Science and Scopus databases, and further from Google Scholar. The factors identified to influence the next generation's intentions were organised according to The Model of Job Choice theoretical framework. The findings show that there are various factors that influence the intention to join the family business, categorised as either internal, inter-personal, or external, which may have either a positive or negative effect on the intention to join, or both. These findings will assist in directing future research on next generation members, as well as prove to be insightful to incumbent family business owners that aim to promote engagement of the next generation with the family business.

Key terms: Family business; Next generation; Intention to join; Systematic literature review

TABLE OF CONTENTS

	PAGE
DECLARATION	i
ACKNOWLEDGEMENTS	ii
ABSTRACT	iii
TABLE OF CONTENTS	iv
LIST OF TABLES	vii
LIST OF FIGURES	vii

CHAPTER 1

INTRODUCTION, PROBLEM STATEMENT, AND SCOPE OF THE STUDY

1.1	INTRODUCTION AND BACKGROUND TO THE STUDY	1
1.2	PROBLEM STATEMENT	2
1.3	RESEARCH OBJECTIVES	3
1.3.1	PRIMARY RESEARCH OBJECTIVES	3
1.3.2	SECONDARY RESEARCH OBJECTIVES	3
1.3.3	METHADODOLOGICAL RESEARCH OBJECTIVES	4
1.4	SCOPE AND DELIMINATION OF THE STUDY	4
1.5	KEY CONCEPTS	4
1.5.1	FAMILY BUSINESS	4
1.5.2	CAREER CHOICE	5
1.5.3	INTENTION TO JOIN THE FAMILY BUSINESS	5
1.5.4	SYSTEMATIC LITERATURE REVIEW	5
1.6	SIGNIFICANCE OF THE STUDY	5
1.7	STRUCTURE OF THE RESEARCH	6

CHAPTER 2

LITERATURE OVERVIEW

2.1	INTRODUCTION	7
2.2	NATURE AND IMPORTANCE OF FAMILY BUSINESS	7
2.2.1	NATURE OF FAMILY BUSINESS	7

2.2.2	IMPORTANCE OF FAMILY BUSINESSES	9
2.2.3	CHALLENGES FACING FAMILY BUSINESSES	10
2.3	NEXT GENERATION FAMILY MEMBERS	11
2.3.1	DEFINING NEXT GENERATION FAMILY MEMBERS	11
2.3.2	CHALLENGES FACED BY NEXT GENERATION FAMILY MEMBERS	11
2.4	THEORETICAL FRAMEWORKS	12
2.5	EXISTING STUDIES ON FACTORS INFLUENCING CAREER CHOICE AND CAREER CHOICE INTENTIONS OF YOUNG ADULTS	15
2.6	SUMMARY	22

CHAPTER 3

RESSEARCH DESIGN AND METHADODOLOGY

3.1	INTRODUCTION	23
3.2	LITERATURE REVIEW	23
3.3	EMPIRICAL INVESTIGATION: RESEARCH METHODOLOGY	23
3.3.1	RESEARCH STRATEGY	27
3.3.2	STEPS IN UNDERTAKING A SYSTEMATIC LITERATURE REVIEW	27
3.4	RESEARCH RIGOUR	30
3.5	ETHICAL CONSIDERATIONS	32
3.6	SUMMARY	32

CHAPTER 4

EMPERICAL FINDINGS

4.1	INTRODUCTION	33
4.2	DESCRIPTIVE ANALYSIS	33
4.2.1	ARTICLES	33
4.2.2	JOURNALS	35

4.3	THEMATIC ANALYSIS	36
4.3.1	THEME ONE: INTERNAL FACTORS	36
4.3.1.1	Self-perception	38
4.3.1.2	Outcome expectations of working in the family business	39
4.3.1.3	Dedication to the family business	40
4.3.1.4	Feelings of obligation to join the family business	40
4.3.1.5	Demographic factors	41
4.3.1.6	Entrepreneurial attributes	41
4.3.1.7	NextGen competence levels	42
4.3.2	THEME TWO: INTER-PERSONAL FACTORS	42
4.3.2.1	Support received by the NextGen	43
4.3.2.2	Family heritage	44
4.3.2.3	Family relationships	44
4.3.2.4	Parental socialisation	45
4.3.3	THEME THREE: EXTERNAL FACTORS	46
4.3.3.1	Work exposure	47
4.3.3.2	Family business	47
4.3.3.3	Economic factors	47
4.4	SUMMARY	48

CHAPTER 5

SUMMARY, RECOMMENDATIONS, AND CONCLUSION

5.1	INTRODUCTION	49
5.2	OVERVIEW OF THIS STUDY	49
5.3	DISCUSSION OF EMPIRICAL FINDINGS AND RECOMMENDATIONS	50
5.3.1	DESCRIPTIVE FINDINGS RELATING TO JOURNAL PUBLICATIONS	51
5.3.2	FACTORS INFLUENCING THE NEXTGEN'S INTENTION TO JOIN THE FAMILY BUSINESS	52
5.3.2.1	Internal factors	53
5.3.2.2	Inter-personal factors	56

5.3.2.3	External factors	57
5.3.3	CONCEPTUAL FRAMEWORK OF FACTORS INFLUENCING THE NEXTGEN'S INTENTIONS TO JOIN THE FAMILY BUSINESS	58
5.3.4	AVENUES FOR FUTURE RESEARCH IN THE CONTEXT OF NEXTGEN'S INTENTIONS	59
5.4	LIMITATIONS OF THIS STUDY	61
5.5	CONTRIBUTIONS OF THIS RESEARCH	61
5.6	CONCLUSION	62

LIST OF TABLES

Table 2.1	Features of family businesses	8
Table 2.2	Differences between family and non-family businesses	8
Table 2.3	Model of job choice	15
Table 2.4	Existing studies on the formation of career choices and underlying influences	18
Table 2.5	Commonly identified factors influencing career choice	21
Table 3.1	Research methodology choices	25
Table 3.2	Steps to a systematic literature review	27
Table 3.3	Ensuring trustworthiness in the current study	31
Table 4.1	Most cited articles	34
Table 4.2	Underlying theories	34
Table 4.3	Internal factors influencing NextGen intentions	37
Table 4.4	Inter-personal factors influencing NextGen intentions	43
Table 4.5	External factors influencing NextGen intentions	46
Table 5.1	Accomplishment of research objectives per chapter	50
Table 5.2	Summary of factors influencing the NextGen's intention	52

LIST OF FIGURES

Figure 2.1	Theory of Planned Behaviour	13
Figure 2.2	Social cognitive career theory	14
Figure 3.1	PRISMA diagram	30
Figure 4.1	Number of included articles published per year	35

Figure 4.2	Regions of article publications	35
Figure 5.1	Conceptual framework of factors influencing NextGen intentions	59
LIST OF SOURCES		61
ANNEXURE A:	ETHICS FORM	81
ANNEXURE B:	LEARNING AGREEMENT	85
ANNEXURE C:	GENERATIVE AI AND AI-ASSISTED TECHNOLOGIES IN WRITING PROCESS – USAGE DECLARATION	92
ANNEXURE D:	INCLUDED ARTICLES	94
ANNEXURE E:	JOURNALS	100
ANNEXURE F:	MENDELEY SCREENSHOT	101
ANNEXURE G:	TURNITIN REPORT	102

CHAPTER 1

INTRODUCTION, PROBLEM STATEMENT AND SCOPE OF STUDY

1.1 INTRODUCTION AND BACKGROUND TO THE STUDY

The family business is the most widely appearing business structure within any country's economy and has for this reason gained much attention within the academic sphere over the past decades (Rovelli, Ferasso, De Massis & Kraus, 2021:1). Not only are they the most prevalent business structure, but they also play a major role in promoting the economic health of all economies by means of significant contributions to Gross Domestic Product (GPD) and employment (Moser, 2021:124). Despite the appearance of publications within the field of family business research appearing in the mid-20th century, it was the establishment of the Family Business Review in 1988 that is considered pivotal to the field of family business research as it provided scholars the opportunity to focus their research efforts directly at family businesses and related issues (Jimenez-Castillo & Hoy, 2018:20). Since then, the creation of other related journals such as the Journal of Family Business Strategy and Journal of Family Business Management (Rovelli et al., 2022:1), in addition to the greater number of conferences and publications has led to the increased legitimacy and acceptance of family business research as an established field of study (Evert, Martin, McLeod & Payne, 2016:17).

The academic attention received by family businesses has continued to grow exponentially, where prior to January 1970 there were only 111 peer-reviewed articles on this subject, over 2000 new articles in the 1990s, and over 4000 new articles in the years of and between 2010 and 2014 (Short, Sharma, Lumpkin & Pearson, 2016:11). In its early stages, writings in this field focused attention towards differentiating family businesses from non-family businesses, considered necessary to warrant further investigation of a unique business type, whereas later in its developmental stages research focused on why these two business types differ from each other through the application of conventional theories originating from a variety of disciplines (Jaskiewicz, Neubaum, De Massis & Holt, 2020:10). This interdisciplinary approach has however been a primary challenge to the development of this field, where researchers have had difficulties developing a conceptual framework that delineates clear boundaries to this field of research (Payne, 2018:168). Neubaum (2018:259) has described this field of study as one that “represents a large set of interrelated subfields that are bound together by the recognition that families, as owners and operators, can have a unique influence on a wide variety of business

activities and outcomes”. Despite the challenges in providing clear limits, the field of family business research can be broadly defined as the exploration of the antecedents, processes, and outcomes of a business enterprise as a result of family involvement (Payne, 2018:169).

1.2 PROBLEM STATEMENT

Family business research has gained much attention in the recent literature in a variety of areas and the body of knowledge continues to grow exponentially (Gedajlovic, Carney, Chrisman & Kellermanns, 2012:101). Despite this, Siaba and Rivera (2024:1) acknowledge the presence of under explored areas, or “micro-level variables”, in conducting their bibliometric analysis of the most researched family business topics to date. The existence of these unexplored areas is identified as potentially resulting from research on family businesses being neglected when compared to other organisational forms, and as a result, much of the theory developed and empirical findings neglect the unique contributions that family business research has to offer to organisational sciences (Gedajlovic et al., 2012:101).

In their attempt to identify the most prominently researched areas of family businesses, Siaba et al. (2024) identified the topic of succession planning as the third most common. Much research in this area however appears to focus on the extent of formal succession planning from a governance perspective and focusses primarily on the characteristics and influence of incumbent owner(s), characteristics of the successors, the extent of a formal succession plan, and leadership within the family business, and how these above factors play a role when handing the family businesses over to the next generation (Lussier & Sonfield, 2012; Porfírio & Carrilho Felício, 2020:2). Less attention has been paid to the family successors (Calabrò, Minichilli, Amore & Brogi, 2018:3) and how their career choice decisions and other contextual influences may impact on successful succession (Schröder, Schmitt-Rodermund & Arnaud, 2011:2). Zellweger, Sieger and Halter (2011:1), as well as Murphy and Lambrechts (2015:1) express agreement with the aforementioned having noted that there is limited insight into how career choices are made by future family business owners within a family business setting.

The importance of understanding what factors influence the career choices of successors and their intention regarding whether to enter the family business partly stems from the low success of family businesses over the long-term. It has been found that only 30 percent of family businesses survive after being handed over to the first generation, while only 15 percent are

expected to survive to the third generation and three percent to the fourth generation (Bozer, Levin & Santora, 2017:1). Many next generation family members have no interest in joining the family business but feel obliged to (Saleem, 2021:13), possibly contributing to the low survival rate among family businesses. The importance of understanding these influential factors can also be attributed to the impact they have on the successors' willingness to assume ownership of the family business. As identified by Venter, Boshoff and Maas (2005:4), successful transition from one generation to the next, and therefore the survival of the family business, depends on the willingness of the successor to join and take over the business.

If progress is to be made in understanding the reasons for the low success rates of multigenerational family businesses, a more comprehensive understanding from the perspective of the next generation (NextGen) family businesses owners is needed, specifically the factors influencing their intentions to join the family business.

1.3 RESEARCH OBJECTIVES

1.3.1 PRIMARY RESEARCH OBJECTIVES

The primary objective of this study is to undertake a systematic literature review (SLR) on the factors influencing the NextGen's intentions to join the family business. Against this objective, the following research question is posed: What factors are responsible for influencing the NextGen as they form their intentions on whether or not to join the family business? The review will comprehensively summarise and analyse existing research, as well as identify gaps in the current research and highlight avenues for future research.

1.3.2 SECONDARY RESEARCH OBJECTIVES

- SO¹: To descriptively analyse the journal publications focussing on factors influencing the NextGen intention to join the family business.
- SO²: To descriptively analyse the theories and methodologies used in research focussing on the factors influencing the NextGen intention to join the family business.
- SO³: To comprehensively summarise and analyse the factors influencing NextGen intentions to join the family business.
- SO⁴: To provide a conceptual framework of factors influencing the NextGen family member's intention to join the family business.

SO⁵ To identify research gaps and avenues for future research in the context of NextGen's intentions to join the family business.

1.3.3 METHODOLOGICAL RESEARCH OBJECTIVES

MO¹: To conduct a literature overview on the nature and importance of family businesses, the role of the NextGen, as well as factors influencing career choices.

MO²: To determine the best suited research methodology to address the primary and secondary objectives.

MO³: To develop the theoretical frameworks that will guide the collection and analysis of the data.

MO⁴: To collect the data from academic journals that are relevant to the primary objective.

MO⁵: To analyse the collected data in accordance with appropriate methods.

MO⁶ To provide conclusions and recommendations for future research.

1.4 SCOPE AND DELIMITATION OF THE STUDY

It was the primary objective of this research to identify the factors that influence the intention of next generation family business members on whether or not to join the family business as their future career. It therefore follows that the data sourced for the SLR pertained only to the NextGen in family business with regard to their intention to join the family business or to choose the family business as their future career. The data was sourced from accredited journal articles only, with the articles themselves being sourced from the Scopus and Web of Science databases. Additionally, only full text articles and those published in the English language were included for analysis.

1.5 KEY CONCEPTS

1.5.1 FAMILY BUSINESS

For the purposes of this research, a family business will be defined on the basis of ownership. A family business is one in which one or more family members own the business, where at least two of the members have majority ownership and descend from the founding family, or where family members collectively hold majority equity in a business (Diéguez-Soto, Lopez-Delgado & Rojo-Ramirez, 2015).

1.5.2 CAREER CHOICE

Tsagem (2018:1) refers to a career as the roles and positions in several occupations throughout ones' life. The process of listing, weighing the pros and cons, and deciding on the most appropriate career is referred to as making a career choice (Gati & Kulcsár, 2021:2), which is a life-long process (Ayodele, 2019:1).

1.5.3 INTENTION TO JOIN THE FAMILY BUSINESS

An intention refers to an individual's cognitive readiness to perform a given behaviour (Amani & Mkumbo, 2016:107), and is found to be a reliable predictor of an action (Ciešlik & van Stel, 2017:4). Further, Amani et al. (2016:107) explain that intentions are a depiction of how much effort and planning an individual is willing to dedicate to ensure a given behaviour is carried out. From this, the intention to join the family business refers to the extent to which NextGen members are prepared and desire to join the family business, and to the effort they are willing to exert to ensure that they achieve this desired outcome.

1.5.4 SYSTEMATIC LITERATURE REVIEW

A SLR is a methodological approach aimed at the systematic collection, analysis, and presentation of findings from a variety of research studies. It provides for a replicable, transparent, and unbiased approach in reviewing literature on a given topic. (Boell & Cecez-Kecmanovic, 2015).

1.6 SIGNIFICANCE OF THE STUDY

The importance of conducting this study can be related partly to the nature of a SLR. This study will review the field of family business research and provide a comprehensive summary of the factors influencing the intentions of the NextGen on whether to join the family business or not. In doing so, this research will also add value by identifying potential gaps in the literature, and hence serve as a guideline directing future avenues of study. In addition to guiding future studies, this research may also serve a more practical purpose by providing current family business owners or leaders on how to attract the next generation to a career in the family business, which ultimately contributes to the family business surviving over the generations.

1.7 STRUCTURE OF THE RESEARCH TO FOLLOW

The structure of this study comprises five chapters, of which will be outlined below together with the content in each. Chapter One provides an introduction and background to the study. The problem statement as well as the research objectives, being the primary, secondary, and methodological objectives, together with the research question, follow. The scope of the study is then explained, and key concepts are defined. Chapter One concludes by underlining the significance of this study, together with an outline of the chapters to follow.

Chapter Two provides a literature overview of family businesses. Their unique features distinguishing them from non-family businesses, their importance in an economic and social sense, and challenges they are subjected to are discussed. The NextGen are then defined and challenges pertaining to them are identified. The theoretical frameworks for this study are then developed, followed by career studies that were undertaken in a general sense to identify factors influencing career intentions. Chapter Three outlines the research design and methodology. The research paradigm, approach to theory development, methodological choice, time dimension, and data collection and analysis is explained. Attention is also given to the steps to be taken in conducting a systematic literature review, as well as the considerations to ensure rigour within this research. Chapter Three concludes with ethical considerations.

Chapter Four presents the empirical results for this study. A descriptive account of the articles and the journals within which the articles were published are provided. The chapter then provides the thematic results of the SLR, whereby the factors influencing NextGen members' intentions to enter the family business are organised and explained according to the chosen theoretical framework. Chapter Five is the final chapter for this research. Within, an overview of each of the chapters is provided. The achievement of the research objectives is then outlined followed by a discussion of the descriptive and thematic results from chapter Four, from which recommendations for future research are provided. Based on the discussion of the empirical findings, a theoretical framework of factors influencing NextGen member intentions is then proposed. The chapter, and therefore this study, concludes by acknowledging its limitations and contributions to research on NextGen family business members.

CHAPTER 2

LITERATURE OVERVIEW

2.1 INTRODUCTION

The sections to follow provide an overview of the nature and importance of family businesses, as well as challenges unique to this organisation type. Attention is then shifted to the NextGen of family business members, where they are defined and challenges unique to them are discussed. Following this, the potential theoretical frameworks of this study will be discussed before concluding the chapter with an overview of studies on career choices for a more common understanding of career choice influencing factors.

2.2 NATURE AND IMPORTANCE OF FAMILY BUSINESS

2.2.1 NATURE OF FAMILY BUSINESS

Providing a generally accepted definition of what a family business entails has proven to be a challenge in the literature as there is no universally agreed upon definition (Birdthistle & Hales, 2023:16), with Collins and O'Regan (2011:7), and Ramadani, Memili, Palalić and Chang (2020:5) pointing out that this challenge originates from a missing definition for the word "family". Providing further evidence on the difficulty is the European Commission (2009:9), where they acknowledge more than 90 definitions for the purpose of identifying a family business, and Hernández-Linares, Sarkar and Cobo (2018) having acknowledged 258 definitions in their attempt to clarify the concept of a family business.

In its most broad sense, a family business can be defined as a business which is managed or owned by a family, and where the family has the capacity to exert control over the businesses' strategy and direction (Parada & Dawson, 2017:344; Pounder, 2015:117). Definitions however extend beyond this broad understanding of what a family business is, with sources defining a family business from alternative perspectives (Collins et al., 2011). Table 2.1 summarised the features most commonly used in the literature. In discussing the nature of family businesses, consideration should also be given to how they differ from non-family businesses. Much focus is directed toward the dissimilarities of family and non-family businesses, with researchers recognising family businesses as having distinctive succession intentions, nonfinancial objectives, governance structures, and outcomes (Daspit, Chrisman, Ashton & Evangelopoulos, 2021:1).

Table 2.1: Features of family businesses

Feature	A business is a family business if:
Ownership	it is owned by a family member; at least two founding members are major owners; or a family collectively owns a major portion of equity.
Strategy	a family has major influence over company policies and strategic direction.
Control	remaining decedents of the founder hold a minimum of 5 percent of voting stock; or where a family, unlisted firm, or individual is the largest shareholder with a minimum of 10 percent of voting rights.
Board of directors	at least two board members are family members.
Management	a family or family member has management responsibility; the founding family operate the business; the CEO is the founder; or at least two family members are major executives.
Self-identified as a family business	the business is perceived as a family business by senior management, the CEO, the owners, or chairman.
Succession intention	it is governed in a manner that pursues the vision of a family, or small number of families which is sustainable across generations.
Multiple generations	multiple generations of a family hold ownership.
Family and business values	the family and the business share the same values and assumptions, and the business receives support and contributions from the family.

Source: (Birdthistle et al., 2023:14; Diéguez-Soto et al., 2015:5; Hernández-Linares, Sarkar & López-Fernández, 2017:4)

Table 2.2 provides an outline of how family businesses differ from non-family businesses in terms of several important aspects.

Table 2.2: Differences between family and non-family businesses

	Family businesses	Non-family business
Risk profile	Risk averse; driven primarily by goal of socioemotional wealth preservation	Higher risk tolerance
Ownership structure	Concentrated, non-diversified	Dispersed, well diversified
Primary objective	Non-economic and financial performance, socioemotional wealth	Financial / economic performance
Management	Autocratic, Emotional, Organic and inclusive	Professional management, Rational; Hierarchy of command/control
Leadership	Long tenure, successor drawn from Family pool	High turnover rate, leaders drawn from large pool of candidates
Careers	Family centred and long-term involvement	Salaried managers and short-term career horizon
Primary assets	Financial, social, cultural	Financial
Business climate	Familiness, trust, informality, commitment	Business goal orientation, contractual agreements, formal

Source: (Fang, Memili, Chrisman & Tang, 2021; Hiebl, 2012; Ramadani et al., 2020:8; Stewart & Hitt, 2012)

2.2.2 IMPORTANCE OF FAMILY BUSINESSES

“Family firms are the oldest and most prevalent type of firms all over the world” (Carney, Duran, van Essen & Shapiro, 2017:2). This overwhelming prevalence of family businesses in the global economy cannot be overlooked, with De Massis, Frattini, Majocchi and Piscitello (2018:1) noting that family businesses globally are responsible for between 70 and 90 percent of Gross Domestic Product, account for 50 to 80 percent of job creation, and are tied to the increased competitiveness, growth rates, and stability of economies (Memili, Fang, Chrisman & De Massis, 2015:773). Family businesses are increasingly acknowledged globally as being the backbone of many economies (Rahman, Sanguino & Barroso, 2017:131). Providing evidence of the economic contribution offered by family business is Zhou, He and Wang (2017), where they noted that family businesses contributed disproportionately more towards economic rejuvenation than did non-family businesses after the 2008 global financial crisis. More recently, family businesses were acknowledged for their ability to endure the economic downturn and sustain employment during and after the Covid-19 pandemic better than non-family businesses (Birdthistle et al., 2023:18), which potentially originates from their non-financial goals, such as those of longevity and a perception of increased responsibility towards employees (Clauß, Kraus & Jones, 2022:1).

In addition to their importance from an economic perspective, the family’s involvement in the ownership of the business creates social value unmatched by other organisation types, as they are more likely to engage in social concerns and with the community in which they operate (Astrachan, Astrachan, Campopiano & Baù, 2020:2), which is identified as a result of their increased embeddedness in the local community (Lumpkin & Bacq, 2022:2). Despite often not having a formal code of ethics, family businesses are more likely to engage in ethical behaviour (Astrachan et al., 2020:2). For example, Van Gils, Dibrell, Neubaum and Craig (2014:197) show that family businesses compared to non-family businesses engage in remarkably more positive social initiatives, take a proactive approach to stakeholder value creation, and deliver products for the common good of the surrounding community. Moreover, the communities in which family businesses operate show improved employment opportunities, a higher quality of life, and overall increased attractiveness which further draws new businesses and citizens to the area (Rahman et al., 2017:130).

2.2.3 CHALLENGES FACING FAMILY BUSINESSES

The introduction of a family dimension into a business environment brings forth several challenges that requires the family owner(s) to balance responsibilities stemming from both the business and the family (Pounder, 2015:119). The management of these combined dimensions have the potential to draw extensively on the owner(s)' mental and physical capabilities leading to faster decision making on an intuitive basis instead of decisions based on sound information from a variety of sources, which could result in inaccurate and less effective decisions (Leaptrott & McDonald, 2010:2).

Further, challenges may arise from the growth of a family business where family structures become increasingly complex leading to the need for external, economic orientated investors which may impose agency costs resulting from shared ownership (Sacristán-Navarro & Cabeza-García, 2020:97). Business growth may also introduce the requirement for critical skills and talent from non-family employees, which family businesses can struggle to attract (Moreno-Menéndez & Casillas, 2021:3), likely a result of non-family employees finding little benefit of potential financial gain and career advancement inside a family business (Pounder, 2015:120).

Other challenges that have been identified resultant from family involvement in the business include the reluctance to professionalize management and adopt efficient management practices (Carney et al., 2017:1), as well as what Chirico, Salvato, Byrne, Akhter, and Arriaga Múzquiz (2018:2) term "commitment escalation" or "entrapment", which is the unwillingness of the family owners to commit the business to change or adaptation of any kind in times of difficulty or certain failure.

Perhaps the most significant challenge facing family businesses relates to their aim of multigenerational family control (Bouzgarrou & Navatte, 2013:124; Bozer et al., 2017:753), and that of ensuring successful succession to the subsequent generation (Birdthistle et al., 2023:18; Bozer et al., 2017:753). This objective however can only be achieved when the NextGen is willing to contribute to the family business (Garcia, Sharma, De Massis, Wright & Scholes, 2018:1), which is identified as a major challenge during the succession process (Carr, Chrisman, Chua & Steier, 2016:5; Rautamäki & Römer-Paakkanen, 2016:53). In a global study recognised by Garcia et al. (2018), it was identified that the NextGen of family business owners

express little interest in assuming ownership and control. Of the 122 000 students surveyed, only 2.7 percent had the intention of joining the family business. Rodriguez Serna, Nakandala, and Bowyer (2022:999), noted similar challenges, stating that on average only 1.9 percent of the NextGen consider entering the family business, while only 8.2 percent of those who do enter as an employee ever consider pursuing a managerial role within the family business. Lyons, Ahmed, Clinton, O’Gorman, and Gillanders (2024:516) have termed the NextGen’s lack of intention to pursue employment within the family business a “succession crisis”.

2.3 NEXT GENERATION FAMILY MEMBERS

2.3.1 DEFINING NEXT GENERATION FAMILY MEMBERS

During the process of succession within a family business, the incumbent business owner passes ownership of the business to the next generation (Rautamäki & Römer-Paakkanen, 2016:53). This next generation refers to a family member of the incumbent owner who has the potential or is in line to assume ownership and a leadership position of the business, and, adopt the responsibilities of overseeing its operations (Bozer et al., 2017:755). More broadly defined, the NextGen can be considered to include any family members of the incumbent owner employed by the family business, regardless of their position or influence in decision-making (Caputo, Marzi, Pellegrini & Rialti 2018:3).

2.3.2 CHALLENGES FACED BY NEXT GENERATION FAMILY MEMBERS

Multi-generational ownership, long understood as one of the most important objectives for family businesses (Daspit, Holt, Chrisman & Long, 2016:1), has been known to create challenges unique to the NextGen. Saleem (2021:1) has noted that there is an expectation of ownership transfer to the NextGen by the incumbent owners, creating feelings of obligation on the part of successors (Achtenhagen, Haag, Hultén & Lundgren, 2022:202), where they attempt not to disappoint their parents’ desires (Schröder & Schmitt-Rodermund, 2013:1). This obligation to join the family businesses creates a sense of internal conflict for the NextGen in the act of balancing their parents’ desires with that of their own for legitimacy and recognition outside the family (Chalus-Sauvannet, Deschamps and Cisneros, 2016:2). The generational and communication gap between the incumbent owners and the NextGen, the lack of business skills and self-efficacy, and limited decision-making autonomy and faith in the NextGen’s capabilities provided by incumbent owners are additional challenges facing the NextGen, which

tend to act as push factors directing them away from family business involvement (Seema, 2020:688). NextGen family members find themselves in a difficult situation where trade-offs between entering the family business or seeking external employment must be made, and hence the weighing of importance of the pursuit of their own career interests versus their parents' desires. (Murphy et al., 2015:1).

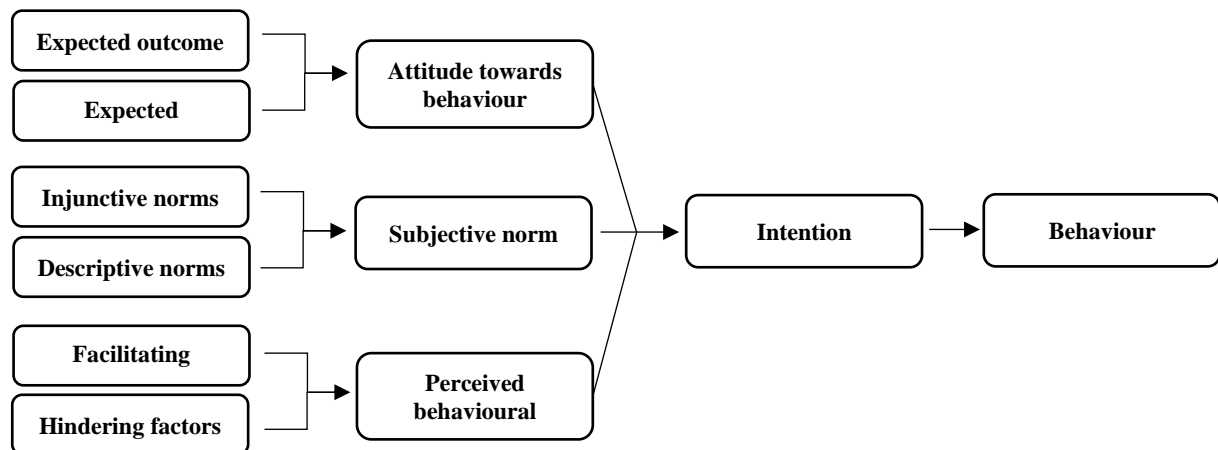
2.4 THEORETICAL FRAMEWORKS

To achieve MO³, a theoretical framework is proposed. A framework is an essential element for the undertaking of any research as it serves as a structure that guides the researcher in undertaking their investigation. The theoretical framework offers concepts from theory that aim to explain an occurrence and bring forth new understandings of a research problem. (Imenda, 2014:188; Mensah, Acquah, Frimpong, Babah & Dontoh 2020:54). This study will propose three theoretical frameworks with which the factors influencing NextGen member's intention to join the family business can be identified, grouped, and explained, namely the Theory of Planned Behaviour (TPB) (Ajzen, 2011), Social Cognitive Career Theory (SCCT) (Brown, Lent, Telander, & Tramayne, 2011), and the Model of Job Choice proposed (Purohit, Jayswal, & Muduli, 2020).

The TPB is one of the most commonly employed models in predicting behaviour (Sniehotta, Presseau & Araújo-Soares 2014:1), where it identifies factors considered critical as one forms intention, which are then followed by actions or behaviours (Ajzen, 2011:1115). Because intentions are strongly related to behaviour, it is believed that if intentions can be predicted, so too can behaviour (Donald, Cooper, & Conchie, 2014:6; Moore and Burrus, 2018:140). The TPB identifies three primary factors, as well as the existence of context specific background factors, that play a role in influencing one's intention to perform a behaviour (Ajzen, 2011:1123), such as intentions to join the family business. The first of these three factors is the attitude one holds towards the behaviour in question, where the attitude is a function of the perceived expected outcome and experience resulting from performing the behaviour. The combined consequences of a behaviour, both negative and positive, contribute to one's overall attitude towards that potential behaviour. (Ajzen, 2020:2). Secondly, subjective norm, the social pressure in the form of approval or disapproval an individual is subjected to when deciding to perform a particular behaviour or not. This social pressure comes from important groups or individuals, such as the family business owners, other family members, or peers, which

influences one's intentions to undertake that behaviour (Ajzen, 2020:2). Subjective norms consist of both injunctive norms and descriptive norms (Moore et al., 2018:140). Tornikoski and Maalaoui (2019:5) describe injunctive norms as what an individual perceives is expected of them by others, whereas descriptive norms are behaviours an individual would expect others to undertake in the same situation. Thirdly, the construct of perceived behavioural control (PBC) impacts on one's intention to perform a behaviour (Ajzen, 2020:2). PBC refers to the perceived ease or difficulty of performing a behaviour and includes related background factors that may either facilitate or hinder that perception (Webb, Sniehotta & Michie, 2010:1884). PBC also includes the degree to which one believes they are capable of undertaking a particular behaviour (Moore et al., 2018:141), known as self-efficacy. (See Figure 2.1).

Figure 2.1: Theory of Planned Behaviour

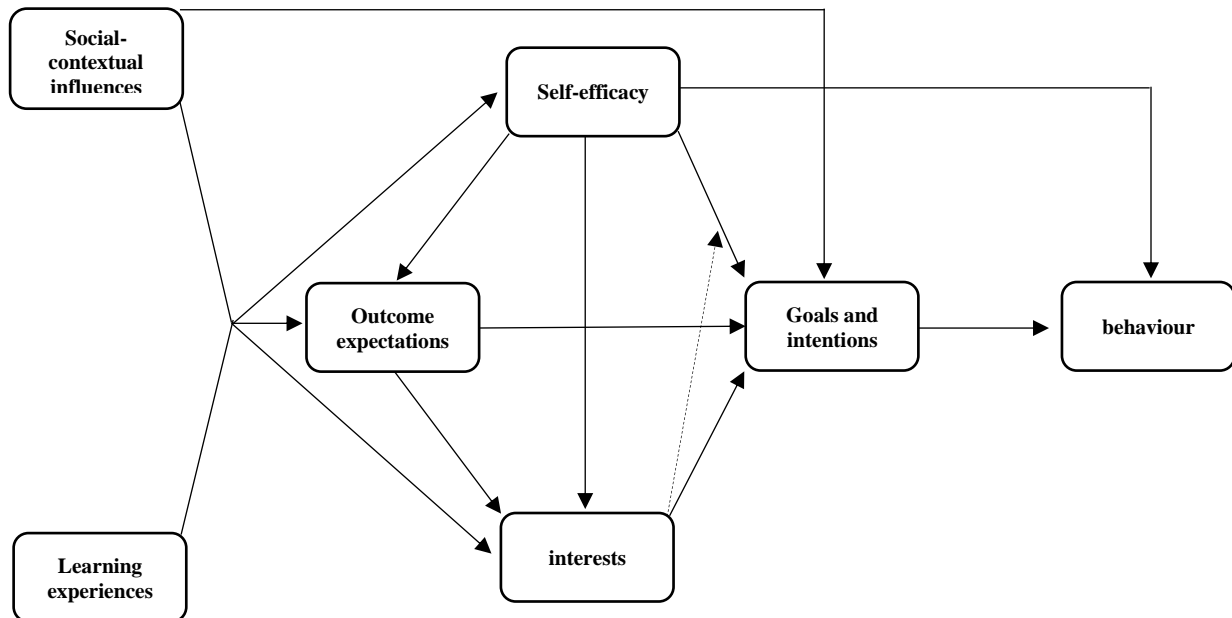


Source: Adapted from Tornikoski et al. (2019:2)

The second theoretical framework, the SCCT, is another framework through which an individuals' career interests, choices, and behavioural outcomes can be better understood by analysing the underlying variables that influence career intentions (Ayodele, 2019:157; Schoenfeld, Segal, & Borgia, 2017:3). The SCCT identifies the interplay between personal-cognitive and background contextual factors that influence intentions and behaviours. The personal-cognitive factors refer to one's self-efficacy, outcome expectations, interests, and goals (Chan, Chen, Lin, Liao, & Lin, 2016:2). The contextual factors include social-contextual factors which are social influences that may either act as a barrier or facilitate the development of goals and intentions (Chan et al., 2016:3), such as support or pressures stemming from family members, and prior learning experiences, which refers to prior exposure to the career in question, (Lent & Brown, 2019:6), which would include prior experiences within a family

business setting. The components of the SCCT are closely interrelated (Schoenfeld et al., 2017:4) through direct and mediating relationships, and directly and indirectly inform behaviour, as depicted in Figure 2.2.

Figure 2.2: Social cognitive career theory



Source: (Chan et al., 2016:7; Lent and Brown, 2019:3; Schoenfeld et al., 2017:5)

The Model of Job Choice is the third theoretical framework employed for this research. Purohit et al. (2021) have acknowledged previous research stating that all career influencing factors can be grouped into internal, external, and inter-personal dimensions. Using these dimensions, they have developed the Model of Job Choice. The internal dimension of the model refers to factors emanating from within an individual that influences their decisions (Akosah-Twumasi, Emeto, Lindsay, Tsey & Malau-Aduli, 2018:2). For example, these factors can relate to interests in a particular career, personality traits, or from the enjoyment and satisfaction of performing a behaviour (Swank & Jahn 2018:269; Zheng, Bui, Hoang, Nguyen & Tran-Chi, 2022:63). The external factors in Purohit's et al. (2021) model are factors that provide motivation to pursue a career originating from the surrounding environment to an individual. They can be considered secondary motivational factors and are usually not directly related to performing the activities of the chosen career (Váradi, Kerekes, Potfi & Radocz, 2024:2). The model's external factors can include employee benefits, market-related factors, location-related factors, and availability of jobs, for example. The inter-personal factors of the model are those influences that emanate from socialisation with family members, peers, and educators (Akosah-Twumasi et al., 2018:2).

Zheng et al. (2022:63) notes that considerable influence results from family members, educators, and friends. Table 2.3 provides a summary of the dimensions, components, and underlying influences of the Model of Job Choice.

Table 2.3: Model of Job Choice

Dimension	Component	Underlying influences
Internal	Personal interests	Skills; ability; education; personal values; lifestyle; quality of life
	Growth opportunities	Opportunities to advance knowledge; access to career options; opportunity to demonstrate creativity
	Work environment	Autonomy; job flexibility; challenging and interesting job; type of work; job security
	Other personal factors	Similar beliefs of employees; role of chance; job agreement; enjoyment
External	Employee benefits	Financial and non-financial remuneration; prestige
	Market-related factors	Ease of job search; knowledge of labour market; market gaps and opportunities
	Location-related factors	Job location; proximity to residence
Interpersonal	Family members	Family influence; meeting family expectations; role of parents and siblings
	Teachers and educators	Teacher; tutor; and counsellor influence
	Friends	Friends' expectations; decisions of friends
	Societal factors	Respect from society; prestige; professional image

Source: Purohit et al. (2020:10)

2.5 EXISTING STUDIES ON FACTORS INFLUENCING CAREER CHOICE AND CAREER CHOICE INTENTIONS OF YOUNG ADULTS

To better understand the NextGen's decision to enter the family business and the factors influencing their career intentions, understanding how career intentions are formed, and what factors influence career intentions, in general will provide beneficial insight. Table 2.4 provides a summary of existing studies conducted on the formation of career choices, along with the applied theory and career-deciding factors.

Table 2.4: Existing studies on the formation of career choices and underlying influences

Title of the study	Aim of the study	Theory applied	Factors identified	Authors
Predicting Entrepreneurial Career Intentions: Values and the Theory of Planned Behavior.	To investigate mechanisms through which individual values are related to entrepreneurial career intentions.	TPB	Gender, age, degree major, values, attitude, social norm, self-efficacy, entrepreneurial intention.	Gorgievski, Stephan, Laguna, and Moriano (2018)
Career Choice of Undergraduate Engineering Students.	Applying the TPB to understand factors influencing engineering as a career choice for men and women.	TPB	Prior exposure and experience, interests and enjoyment, peer and family influence, prestige, financial factors and other limitations, self-efficacy.	Mishkin, Wangrowicz, Dori, and Dori (2016)
Predictors of Career Intentions Among Undergraduate Students in Tanzania.	To examine career intentions of undergraduate students in Tanzania.	TPB	Attitude, subjective norms, career knowledge, career self-efficacy, age, gender.	Amani and Mkumbo (2016)
Predicting STEM Major and Career Intentions With the Theory of Planned Behavior.	To predict STEM majors and career intentions considering mathematics self-efficacy using the TPB.	TPB	Past academic performance, parents' income and education, gender, race, interests, and conscientiousness	Moore et al. (2018)
A Theory of Reasoned Action Model of Accounting Students' Career Choice in Public Accounting Practices In the Post-Enron.	Understanding what factors influence accounting students' career choices in public accounting practices.	Theory of reasoned action (TRA)	Intrinsic interests, parental influence, career option flexibility, previous accounting experience, financial rewards, gender	Law (2010)
Factors Influencing Career Decision Of Undergraduate and Postgraduate Students: An Indian Context.	To explore factors influencing career decision of undergraduate and postgraduate students in India.	SCCT, theory of career maturity, systems theory	Career rewards and recognition, career initiative taken for growth, career clarity, career exploration	Thomas, John, and Thomas (2024)
Effects Of Cognitive-Person Factors on Career Choice of Tertiary Students: The Moderating Role of Chance Events.	To investigate the effect of individual elements in that influence career choice in light of a students' environment.	SCCT, Happenstance learning theory	Self-efficacy, outcome expectations, chance events, personal goals, career choice	Osei, Tepprey, and Mensah (2023)
Utilizing the Social Cognitive Career Theory in Understanding Students' Choice in Selecting Auditing as a Career: Evidence From Ghana.	To explore driving and restraining factors of a student considering auditing as a career.	SCCT	Ethical values, job stress, accounting stereotypes, prestige, monetary incentives, career goals	Tetteh, Agyenim-Boateng, Kwarteng, Muda, and Sunu (2022)
What Explains Student's Intentions to Pursue a Certified Professional Accountancy Qualification?	To explain the factors influencing the intention to pursue a Certified Professional Accounting (CPA) qualification.	Behavioural decision theory	Capabilities, constraints, environmental influences, preferences, socio-cultural issues	Owusu, Obeng, Ofori, Kwakye, and Bekoe (2018)
Career Choice of Real Estate Students in Nigeria.	To examine career preferences of real estate students and the predisposing factors influencing career choice.	SCCT	Prestige, career satisfaction, ambition, job security, career growth opportunities, employment benefits, peer and family influence, career exposure, financial security	Ayodele (2019)

Title of the study	Aim of the study	Theory applied	Factors identified	Authors
Public Accounting Vs Private Accounting, Career Choice of Accounting Students in China.	To understand students' intentions to pursue public instead of private accounting in China.	TPB	Compensation, variety of experiences, marketability of the student, turnover expectations, dynamic career, parental influence, difficulty	Wen, Yang, Bu, Diers, and Wang (2018)
Entrepreneurial Intention Among Science & Technology Students in India: Extending The Theory of Planned Behavior.	To make sense of science and technology graduates' intention to pursue an entrepreneurial career.	TPB	Entrepreneurial knowledge, perceived career options, entrepreneurial personality traits, self-efficacy, family and peer influence	Roy, Akhtar, and Das (2017)
Factors Influencing Students' Major And Career Selection in Systems Development: An Empirical Study.	To apply SCCT and the TPB to understand how systems development behaviour is influenced by psychological factors.	TPB, SCCT	Personal innovativeness, attitude, career intentions, job availability, outcome expectations, social support	Chen, Pratt, and Cole (2016)
Social Cognitive Perspective On Factors Influencing Taiwanese Sport Management Students' Career Intentions.	To apply the SCCT to investigate factors influencing career intentions of Taiwanese sports management students.	SCCT	Self-efficacy, outcome expectations, career interests, social support, career interests	Chan et al. (2016)
A Model Of Factors Contributing to STEM Learning and Career Orientation.	Exploring factors that influence students' preferences towards career paths.	SCCT	STEM interests; self-efficacy; outcome expectations; prior knowledge; influence from educator, family, and peers; career orientation	Nugent, Barker, Welch, Wu, and Nelson (2015)
Who Influences College Students' Career Choices? An Empirical Study of Hospitality Management Students.	To understand who influences career decisions of hospitality management students.	Career development theory	Advisors, professors, industry mentors, parents, social media	Lee, Lee, and Dopson (2019)
A Study of the Correlation Between STEM Career Knowledge, Mathematics Self-Efficacy, Career Interests, And Career Activities On The Likelihood Of Pursuing A STEM Career Among Middle School Students.	Understanding students' knowledge and likelihood to pursue a STEM career.	SCCT, Theory of career choice and development	STEM career knowledge, mathematics self-efficacy, career activities and interests, intention to pursue a STEM career	Blotnick, Franz-Odenaal, French, and Joy (2018)
Contextual Factors In The Career Development Of Prospective First-Generation College Students: An Application of Social Cognitive Career Theory.	Examining how contextual influences predict educational and career outcomes.	SCCT	Educational self-efficacy, career outcome expectations, parental support, student engagement	Kantamneni, McCain, and Tate (2016)

From Table 2.4, the most commonly cited factors influencing career choice are displayed in Table 2.5, along with the relevant studies in which they appear and a description of the factor.

Table 2.5: Commonly identified factors influencing career choice

Factor	Studies identifying	Description
Self-efficacy	Amani et al. (2016); Blotnick et al. (2018); Chan et al. (2016); Gorgievski et al. (2017); Kantamneni et al. (2016); Mishkin et al. (2016); Osei et al. (2023); Roy et al. (2017)	An individual's belief in their ability to perform a behaviour (Amani et al., 2016:107).
Social norm; subjective norm	Amani et al. (2016); Ayodele, (2019); Chan et al. (2016); Gorgievski et al. (2017); Kantamneni et al. (2016); Law, (2010); Lee et al. (2019); Mishkin et al. (2016); Roy et al. (2017); Wen et al. (2018)	Refer to rules shares by a group that determine what behaviour is considered acceptable (Cislaghi & Heise, 2020:3), whereas subjective norms refer to one's perception of social pressures to engage in a behaviour(Gorgievski et al., 2017:4).
Prior exposure/ experience; career knowledge	Amani et al. (2016); Ayodele, (2019); Blotnick et al. (2018); Law, (2010); Mishkin et al. (2016); Nugent et al. (2015); Roy et al. (2017); Thomas et al. (2024)	These factors refer to an individual's access to information and engagement in activities related to family businesses through which interests and intentions emerge (Osorio Tinoco & Chandra Bayon, 2022:278).
Attitude	Amani et al. (2016); Chen et al. (2016); Gorgievski et al. (2017)	A person's evaluation, ranging from negative to positive, towards a behaviour (Amani et al., 2016: 107).
Demographics	Amani et al. (2016); Gorgievski et al. (2017); Law, (2010); Moore et al. (2018)	Refer to the quantifiable characteristics of the respondents, such as their age, race, and gender (Rizvi, Rienties & Khoja, 2019:33).
Interests; enjoyment; career satisfaction	Ayodele (2019); Blotnick et al. (2018); Mishkin et al. (2016); Moore et al. (2018); Nugent et al. (2015); Owusu et al. (2018)	These factors refer to a 'liking for' a particular career and the prospects of job satisfaction within that career(Ayodele, 2019:165; Nugent et al., 2015:4).
Outcome expectations	Chan et al. (2016); Chen et al. (2016); Kantamneni et al. (2016); Nugent et al. (2015); Osei et al. (2023)	Belief about the likely outcome and consequence of a behaviour (Ayodele, 2019:157).
Financial motives	Ayodele (2019); Law, (2010); Tetteh et al. (2022); Thomas et al. (2024); Wen et al. (2018)	Refer to the consideration of financial security provided by a career, as well as salary and other monetary incentives (Ayodele, 2019:154; Tetteh et al., 2022:725).
Career prestige	Ayodele (2019); Mishkin et al. (2016); Tetteh et al. (2022)	Status attached to and received from having pursued a given career (Tetteh et al., 2022:727).
Job characteristics (growth, security availability, flexibility)	Ayodele, (2019); Chen et al. (2016); Law, (2010); Tetteh et al. (2022); Wen et al. (2018)	Is the nature and characteristics of jobs within a career field that allow for improved job prospects and achievement (Law, 2010:63).
Goals; career intentions; career choice	Ayodele, (2019); Blotnick et al. (2018); Chen et al. (2016); Gorgievski et al. (2017); Osei et al. (2023); Tetteh et al. (2022)	Refer to personal objectives to that describe the intention to pursue a particular outcome (Ayodele, 2019:157).
Values	Gorgievski et al. (2017); Tetteh et al. (2022)	Abstract and desirable characteristics that are present at an individual, family, and cultural level which act as guiding principles when making decisions (Roccas & Sagiv, 2017:4).
Limiting factors (financial; social; environmental)	(Mishkin et al. (2016); Owusu et al. (2018); Wen et al. (2018)	Those factors that may impede or restrict one's ability to perform the behaviour, such as those that may make a particular career unattainable (Amani et al., 2016: 107).

2.6 SUMMARY

Chapter Two provided a comprehensive understanding on what a family business is, their importance in an economic and social sense, and challenges they are subject to. A more complete understanding of the NextGen was also provided with challenges they experience as a member of the family business. The theoretical frameworks for this research, the TPB, SCCT, and Model of Job Choice, were identified and elaborated on, followed by previous studies which identified factors influencing career choices and intentions in a general case.

CHAPTER 3

RESEARCH DESIGN AND METHADODOLOGY

3.1 INTRODUCTION

Having presented the literature overview for this study in Chapter Two, Chapter Three will describe the research design and methodology adopted for both the literature review and the empirical investigation.

3.2 LITERATURE REVIEW

A literature review, often referred to as a traditional literature review or theoretical background, is a composition of literature on the topic under study that provides a theoretical foundation and serves as direction for any research project (Pejić-Bach & Cerpa, 2019:1). A literature review offers a retrospective account of significant contributions to the literature and identifies what is and is not known about the current research topic (Frederiksen, Phelps, & Kimmons, 2018:191; Li & Wang, 2018:123). It is an essential element of any research as it bestows the researcher with an understanding of the field, and in doing so provides the foundation for a contribution to the literature (Frederiksen et al., 2018:191). Literature reviews assist in clarifying key concepts and definitions related to a topic, assist in identifying knowledge gaps in the literature, and are often undertaken prior to conducting a systematic literature review (Munn, Peters, Stern, Tufanaru, McArthur & Aromataris, 2018:2). The literature review undertaken for this study was presented in Chapter Two. In undertaking the literature review, data was sourced from various databases and articles. The primary databases used were Google Scholar, Emerald, Jstor, Sage, SpringerLink, and Taylor and Francis Online. The search terms and keywords used were, for example, “family business”, “next generation family business members”, “family business next generation career choice”, “family business succession and successors”, and “family businesses and career intentions”, as well as phrases such as “career choice” and “factors influencing career choice”.

3.3 EMPIRICAL INVESTIGATION: RESEARCH METHODOLOGY

Table 3.1 provides an explanation, together with justification, for the choices and options decided upon regarding the empirical investigation of this study. Following, the research strategy together with the techniques and procedures for data collection and analysis are elaborated on in detail.

Table 3.1: Research methodology choices

Descriptor	Options	Description of choice and justification for use
Philosophy / approach		
Philosophy / paradigm	Positivism	Positivism is based on the ontological belief of a single, objective reality exhibiting permanent laws and rules that exists independently of an observer (Kankam, 2019:187). This single reality consists of only one truth which is to be discovered by means of scientific methods, where the researcher and the participant or object under study are independent and do not influence one another (Ugwu, Ekere, & Onoh, 2018:120). With such a separation of the participant from the researcher, bias and influence from the researcher can be eliminated (Sławecki, 2017:21). This research is situated in the positivist paradigm as it has the intention to identify and objectively describe and synthesize the factors influencing the NextGen’s intentions to enter the family business. By making all attempts to minimise bias throughout the data collection, data analysis, and reporting process, a comprehensive and accurate account of these factors can be provided.
Approach to theory development	Deductive research	Lovino and Tsitsianis (2020:89) argue that there are two primary approaches to theory development, an inductive and deductive approach, where positivists are most likely to adopt the latter. Adopting a deductive approach promotes knowledge advancement as it allows for the re-examination of literature, leading to further refinement, support, or rebuttal of existing theories and ideas (Fife & Gossner, 2024:1). Theory development by means of deductive reasoning is a logical process whereby conclusions are reached based on a premise known to be true (Davidavičienė, 2018:14). The deductive approach is characterised as moving from the general to specific, where the process begins with the analysis of existing theory, followed by the development of research methods which provide the steps for undertaking the data collection and analysis, and ending with findings that address the research question. (Lovino et al., 2020:89). In this study a theoretical framework was identified, and this framework served as the known premise or theory to identify and group the factors influencing the intentions of the NextGen to join the family business.
Research design		
Purpose of the study	Descriptive and reporting	A descriptive research design is where the researcher describes the variables under observation and the relationship between these variables (Abutabenjeh & Jaradat, 2018:8). There is no control over the variables under observation, a purely descriptive account of what is observed is given (Patel & Patel, 2019:49). This current research aims to identify and describe the factors influencing the NextGen intentions to join the family business. A purely descriptive account of these factors is given in this study.
Methodological choice	Mixed method (Quantitative and qualitative)	Research making use of a mixed methods approach is defined by Alavi, Archibald, McMaster, Lopez, and Cleary (2018:1) as a “type of research in which a researcher or team of researchers combines elements of qualitative and quantitative research approaches”. Quantitative research is research that follows a process of numerical data collection, whereas qualitative research is the collection of qualitative data, often in the form of words, pictures, or observation (Kwadwo, Antwi & Hamza, 2015:220). Both quantitative and qualitative research have the common objective to better understand the world, their methodologies however largely differ (Aspers & Corte, 2019:7). Quantitative research deals with anything measurable through systematic investigations, and makes use of mathematical methods, often statistics, to objectively quantify a phenomenon. Conversely, qualitative research gathers and examines open-ended and subjective data to understand the meaning people attach to a phenomenon within their social context. (Kandel, 2020:2).This research made use of both

		quantitative and qualitative methods providing for a numerical description of the journal metrics, as well as a qualitative analysis of their content relating to factors influencing NextGen intentions of joining the family business.
Research strategy	Systematic literature review (SLR) and archival research	A SLR is a unique type of literature review where, through a methodical, replicable, and transparent process, existing research is collected and analysed with the aim of answering a research question (Siddaway, Wood, & Hedges, 2018:5). A SLR synthesises previous research on a topic with the advantage of avoiding bias through the development of a well formulated research protocol that clearly identifies previous research to be included in the analysis and the steps to be taken (Boell et al., 2015:52). Archival research methods refer to the collection and analysis of documents already in existence (Ventresca & Mohr, 2017:807), where data provided by means of archival research is data that was, prior to conducting the current research, collected and stored for later use (Das, Jain, & Mishra, 2018:2). The research strategy for this study was a SLR, where the phases and steps to be taken are outlined in Section 3.3.2. The data was sourced from literature already in existence from the Web of Science, Scopus databases and Google Scholar (archival data).
Time dimension	Cross-sectional	Cross-sectional research designs are those in which the data collection process occurs at a single point in time, providing a snapshot of the literature (Cummings, 2017:2). They allow the researcher to analyse the state of the literature in its present state without providing a sense of whether there is evidence of a trend (Lovino et al., 2020:93). The relevant literature for this research was sourced over a short period of time, where no new literature appearing in the databases after the initial search was included.
Techniques and procedures for data collection and analysis	Monitoring study	Monitoring refers to a data collection and analysis technique whereby the collection, analysis, and resultant summary of data is completed by means of using already existing data and information, which forms the basis and context of a study (Project Management Professional n.d.).
Data collection	Desk research	Desk research involves the collection and analysis of existing data from official sources (Maciejewska, Kuzak, Sobieraj, & Metelski, 2022:25) that was previously collected for purposes other than the current research (Shaanika, 2022:52). No primary data will be collected for this research. Only secondary data sourced from relevant databases was included in the analysis undertaken in this study.
Data analysis	Statistical analysis and thematic analysis	Statistical analysis refers to numerical data that has been collected being subjected to mathematical analysis and measurement (Ahmad, Wasim, Irfan, Gogoi, Srivastava, & Farheen, 2019; Kandel, 2020:4). Thematic analysis is often used in qualitative research for the purpose of identifying and analysing themes in data (Castleberry & Nolen, 2018:808) through a systematic procedure of interpretation guided by the research question (Clarke & Braun, 2017:297). Thematic analysis is capable of assisting with reflecting on and better understanding reality (Javadi & Zarea, 2016:34). It is also possible to merge qualitative and quantitative data into numerical values for analysis where the findings are visual displays, such as tables and graphs of frequency counts (O'Halloran, Tan, Pham, Bateman, & Vande Moere, 2018:12). This study made use of both thematic and statistical analysis when analysing the collected data. Both methods are appropriate because both quantitative and qualitative data were collected from the articles collected. Quantitative analysis was conducted on the journal metrics such as the years of publication and journal name, which provided a richer understanding of the research's context. Thematic analysis enabled the researcher to identify higher order categories of factors influencing the NextGen's intention to join the family business.

3.3.1 RESEARCH STRATEGY

The research strategies adopted in this current study is a SLR and archival research. A SLR is based on scientific methods and clarity of the data collection process, which provides for a replicable and minimally biased evaluation of the collected data (Linnenluecke, Marrone, & Singh, 2020:4). However, strictly adhered to steps and research protocols, as part of the systematic manner in which secondary research and literature is evaluated, must be followed (Siddaway et al., 2018:5). Archival research is a method of research that involves using existing data, or secondary data, first collected by researchers for alternative purposes to answer the research question of the current study. The information that is gathered in the collection process is referred to as archival evidence and is transformed into useful data through the collection process (Tully & Carr, 2021:889). The objective of this research is to identify the factors influencing the NextGen's intentions by using available secondary data and by systematically following several guiding steps and search protocols when collecting and analysing the data. These steps are described below.

3.3.2 STEPS IN UNDERTAKING A SYSTEMATIC LITERATURE REVIEW

Table 3.2 summarises the various phases used to undertake the SLR. To ensure a transparent and replicable process, the steps guiding the process in each of the six phases are also outlined.

Table 3.2: Steps to a systematic literature review

Phases	Steps
Phase 1: Topic formulation	1. Specify the research gap. 2. Conceptualisation of the topic and research question. 3. Decide upon a theoretical approach. 4. Define the theoretical framework.
Phase 2: Literature scope and identification	5. Determine the inclusion and exclusion criteria. 6. Identify sources and databases to be searched. 7. Identify search terms and develop search strings.
Phase 3: Literature search	8. Search databases for relevant literature.
Phase 4: Selection of relevant literature	9. Include or exclude retrieved literature based on the criteria set in Phase 2. 10. Literature appraisal on quality.
Phase 5: Literature synthesis and analysis	11. Ensure validity and reliability (research rigour). 12. Conduct statistical analysis. 13. Code data against pre-defined constructs.
Phase 6: Reporting and results	14. Present results from Phase 5. 15. Core findings presented and discussed providing further insight. 16. Describe implications for future research.

Source: Kraus, Breier, & Dasí-Rodríguez (2020:1027); Lamé (2019:1635); Sauer & Seuring (2023:1909); Thomé, Scavarda, & Scavarda (2016:3)

Phase One required that the researcher determine the need for the SLR by referring to and scrutinising existing literature in the field of interest. Doing so assisted in specifying the research gap and consequently the formulation and conceptualisation of the research topic and research question. (Thomé et al., 2016:4). Within the problem statement of Chapter One of this research, family businesses were identified as a field of interest. Within this field, the limited intentions of the NextGen to join the family business was observed as a threat to the continuity of family businesses. In addition, the literature acknowledged the need for further research to better understand the formation of the NextGen's intentions. Against this background the following research question was posed for this study: What factors are responsible for influencing the NextGen as they form their intentions on whether or not to join the family business? Thomé et al. (2016:3) further identified the requirement of deciding upon a theoretical approach and defining the theoretical framework as steps to be included in Phase One of a SLR. As noted in Table 3.1, a deductive approach was adopted in this study and a chosen framework provided the theoretical grounds on which the NextGen's intentions could be analysed.

Phase Two involved determining the inclusion and exclusion criteria, identifying the sources and databases to be searched as well as identifying search terms and developing search strings. The literature to be included in a SLR was required to meet the following criteria:

- Published in accredited journals only.
- Published in the English language.
- Pertain to research done on factors influencing the NextGen's intentions on whether to join the family business or not.
- Document type is an article (final publication stage or article in press)
- No year periods to be excluded.
- Full-text available.

By only selecting articles that comply with the study's inclusion criteria and that could be sourced from the stated databases, literature of sub-standard quality could be avoided. Not doing so could have lowered the quality of this research.

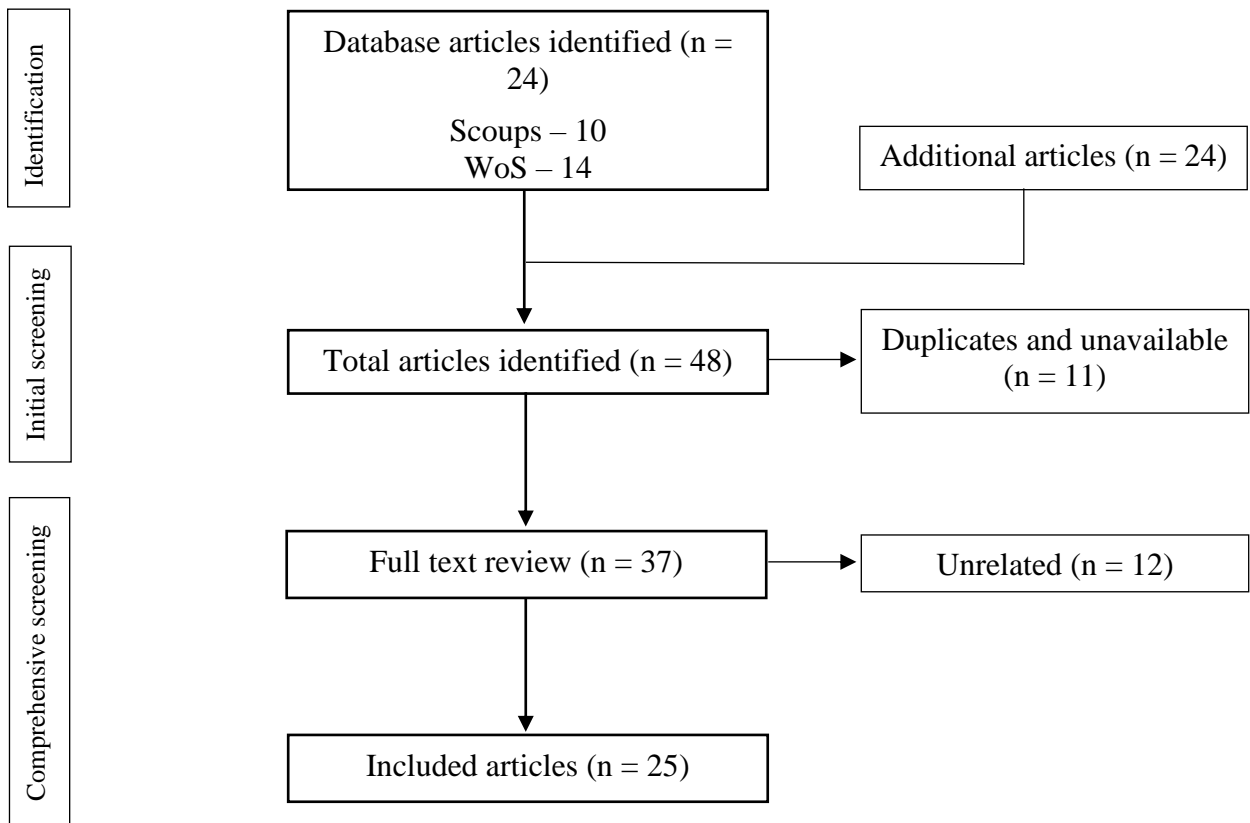
The databases searched were Scopus and Web of Science (WoS), as well as Google Scholar. In searching for the articles to be included, search terms relating to the topic of this research and

the research question were identified. For example: “Next generation family members”, “Intentions”, “Family businesses”, “Family firms”, “Career choices”, “NextGen”, “Succession intentions”. Based on these search terms the following search strings were developed for Scopus and WoS, respectively:

"family business" AND "next generation" AND "intentions") OR TITLE-ABS-KEY ("family business" AND "exogen" AND "intentions") OR TITLE-ABS-KEY ("family business" AND "Next Generation" AND "career choice") OR TITLE-ABS-KEY ("family business" AND "Next Generation" AND "factors influencing career choice") OR TITLE-ABS-KEY ("family business" AND "Next Generation" AND "succession intention") OR TITLE-ABS-KEY ("family business" AND "Next Generation" AND "intention two join") OR TITLE-ABS-KEY ("family business" AND "exogen" AND "career choice",

"family business" AND "next generation" AND "intentions" (Topic) or "family business" AND "NextGen" AND "intention" (Topic) or "family business" AND "Next Generation" AND "career choice" (Topic) or "family business" AND "Next Generation" AND "factors influencing career choice" (Topic) or "family business" AND "Next Generation" AND "succession intention" (Topic) or "family business" AND "Next Generation" AND "intention to join" (Topic) or "family business" AND "NextGen" AND "career choice" (Topic).

Phase Three consisted of searching for the articles in the identified databases. Kraus et al. (2020:1034) notes the importance of deciding on where the search terms should appear in the literature, either in the title only, in the title and abstract, or also in the text. For this research, articles qualified for selection where the search terms appear in either the title, abstract, or in-text. Phase Four commenced once literature collection from Phase Three was complete. Literature not meeting the inclusion criteria provided for in Phase two was discarded. As suggested by Linnenluecke et al. (2020:180) and Thomé et al. (2016:4), the suitability of each record was assessed by means of referring to the title, abstract, and full text where necessary, when assessing the articles against the inclusion criteria. Articles fulfilling the inclusion criteria underwent further analysis and content synthesis. Consideration was also given to the quality of the literature sourced. The advantage associated with using WoS and Scopus databases was that they contain a large collection of Management journals with impact factors, which provided a way of assessing the quality of the literature sourced (Sauer et al., 2023:1919). Figure 3.1 provides the PRISMA diagram indicating the article selection steps followed against the inclusion criteria.

Figure 3.1: PRISMA diagram

Source: Constructed by the author

Phase Five consisted of synthesising and analysing the selected literature. Ensuring validity and reliability (Step 11), is further discussed in Section 3.4. Information pertaining to the journals in which the articles appeared was abstracted and displayed in the form of descriptive statistics. The relevant data in the articles, relating to factors influencing the NextGen's intention to join the family business, was then coded and grouped based on the broad themes provided by the theoretical framework identified as most suitable. In Phase Six, the results from the previous phase are reported. Core results and themes identified were discussed and interpreted further. The implications of the findings and suggestions for future research were also addressed.

3.4 RESEARCH RIGOUR

Within the literature there is a growing agreement on the importance of ensuring rigour, or trustworthiness, within qualitative research, where a rigorous approach and a comprehensive report of the findings is called for (Daniel, 2019:118). The trustworthiness, or validity and reliability, of any research refers to the overall impression of quality of the research design and

the believability of the research findings (Rose & Johnson, 2020:3). Trustworthiness is satisfied when the requirements of credibility, transferability, dependability, and confirmability are met (Hayashi, Abib, Hoppen, 2019:101). Table 3.3 outlines the actions taken in this research to ensure its trustworthiness. Credibility of the research concerns matters of internal validity, dependability with that of reliability, transferability with external validity, and confirmability relates to the objective reporting of findings (Gunawan, 2015:10).

Table 3.3: Ensuring trustworthiness in the current study

Trustworthiness criterion	Actions to be taken in this research
Credibility	The objective of this research was to identify the factors influencing the intention of the NextGen to join the family business. Identifying these factors by means of a SLR and archival research allowed the researcher to systematically and accurately identify and analyse all relevant data which could address this objective. Statistical analysis of the metrics of the journals in which the articles appeared provided for an understanding of the quantity and trends of research on this topic prior to the current study. Thematic analysis of the articles within the journals identified allowed for a comprehensive description of the phenomenon under study. The chosen databases for this research, Wos and Scopus, are widely used and provide an expansive range of relevant of credible literature.
Transferability	To ensure transferability of the research finding, Chapter One and Chapter Two provided a complete and extensive overview of the topic of this research ensuring the context in which the research problem evolved is understood.
Dependability	As advised by Panič et al. (2015:150), an in-depth description of the methodology is needed to ensure that replication of the search is possible. Table 3.2 outlined the phases used to undertake the SLR as well as the steps guiding the process in each of the six phases. Each of the described steps were strictly adhered to.
Confirmability	To ensure objective reporting of the findings, Hayashi et al. (2019:102) recommend the use of audit trails which verify that the findings correspond to the data collected. A PRIMA diagram to represent the audit trail was used.

Meeting the requirements of internal validity, or credibility, necessitates the use of what would be considered appropriate tools, processes, and data for the purpose of addressing the research problem. If a researcher can justify their research design with respect to the research problem, data collection and data analysis methods, and the reporting of the findings, the case for internal validity is met (Daniel, 2019:121). Like internal validity, reliability, or dependability, in qualitative research is met when the research adopts sound methods that are considered legitimate by the research community (Collingridge & Gantt, 2019:440). A test to assess the research reliability would be to ask the question: To what extent could another researcher replicate the current study based on the description of methods in this research? (Rose et al., 2020:5). Transferability, or external validity, is the extent to which the findings from one study

can be useful and applied to other similar situations and contexts (Daniel, 2019:121). To improve the external validity of research, a clear and comprehensive description of the context in which the research took place is needed (Hayashi et al., 2019:102). Confirmability of research applies to the analysis of the literature, and whether the conclusions drawn are supported by the data (Rose et al., 2020:5). To ensure that findings are objectively reported and value free, and not influenced by the researcher, the researcher must demonstrate that the findings originate from the data collected (Panič, Pržulj, Master, & Tchantouridze, 2015:150).

3.5 ETHICAL CONSIDERATIONS

Ethics in research are the ethical guidelines that promote quality, integrity, and transparency in the research process to limit behavioural misconduct (Sivasubramaniam, Dlabolová, Kralikova, & Khan, 2021:2). They aim to protect the rights of research participants and help to ensure the methodological approaches are appropriate to a study (McKenna & Gray, 2018:147). The current study involved desk research, where the collection of data was carried out without the involvement of people. Due to the nature of the collected data, in that it is not private, not of a personal nature, and was collected without the involvement of people, there is no requirement of special ethical clearance. However, in accordance with the ethical requirements of Nelson Mandela University, an ethics form (Form E) was signed by the researcher, his study leader, and the Head of the Department of Business Management. Form E is attached as Annexure A.

3.6 SUMMARY

Chapter Three described the research design and methodology adopted in this research with regards to the literature review and the empirical investigation. The various options, choices made and justification for choices with regards to the empirical investigation were elaborated on. Thereafter, the research strategy and the techniques and procedures for data collection and analysis were described in detail. Chapter Four, the empirical results chapter to follow, will present the results of implementing Phase Three to Phase Five as identified in Table 3.2.

CHAPTER 4

EMPIRICAL RESULTS

4.1 INTRODUCTION

Chapter Three described the research design and methodological choices adopted for this study. The phases of the SLR and their steps were also described, which resulted in the identification of 25 articles to be included in the empirical investigation. In Chapter Four, the results of the empirical investigation carried out are presented, beginning with the results of the descriptive analysis, followed by the results of the thematic analysis. In presenting these results Chapter Four addresses secondary objectives SO¹, SO², and SO³. The thematic analysis of the articles included in the SLR enabled the identification of the factors influencing the NextGen's decision on whether to enter the FB or not, and hence answers this study's research question.

4.2 DESCRIPTIVE ANALYSES

Several bibliometric indicators relating to both the articles and the journals in which they are published are summarised below. The 25 articles included in this SLR are summarised in Annexure D and labelled from A1 through A25. All data included in Annexure D was collected prior to the end of August 2024.

4.2.1 ARTICLES

Data collected with regards to the articles related to the number of authors and citations, the year of publication, as well as the underlying theories and methodological approaches used. The average number of authors per article is three, with two articles, A12 and A23, having a single author. The average number of citations across all articles is 79. Article A15 has received the most citations (1 101) to date and was published in 2010. The articles with the top five most citations are summarised in Table 4.1. Articles A13, A19, and A23, which were published in 2024, 2023, and 2020, respectively, have received zero citations thus far. From Table 4.1, it can be seen that the most recent publications have the fewest citations, and that the top cited articles appear in journals with impact factors between 3.7 and 10.5.

Table 4.1: Most cited articles

#	Article title	Authors	Year	Journal	citations
A15	Should I stay or should I go? Career choice intentions of students with family business background	Zellweger, Sieger and Halter (2010)	2010	Journal of Business Venturing	1 101
A16	Career choice intentions of adolescents with a family business background	Schröder, Schmitt-Rodermund and Arnaud (2011)	2011	Family Business review	298
A14	Perceived parental behaviors and next-generation engagement in family firms: A social cognitive perspective	Garcia, Sharma, De Massis, Wright and Scholes (2019)	2019	Entrepreneurship Theory and Practice	170
A17	Antecedents and consequences of adolescents' motivations to join the family business	Schröder and Schmitt-Rodermund (2013)	2013	Journal of Vocational Behavior	109
A7	Bringing context to the foreground: Explaining the early-stage career development of next-generation family business members	Mukesh and Bailey (2023)	2023	Journal of Family Business Strategy	104

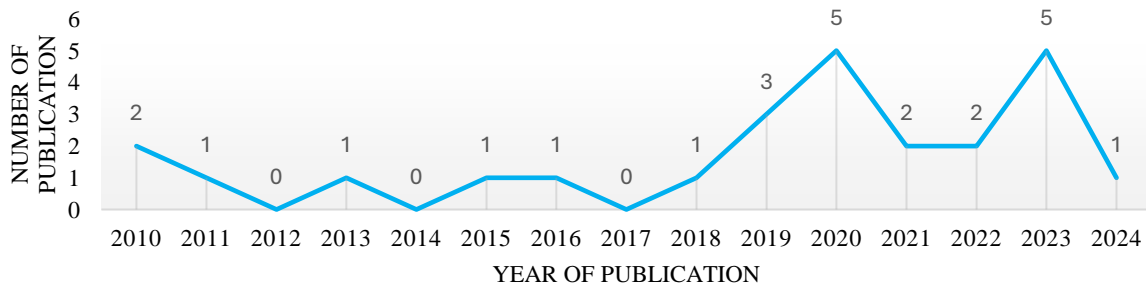
Amongst the articles included in this review, the most commonly adopted methodological approach was quantitative (19 articles), followed by a qualitative approach (five articles), and mixed methods, with a single article using this approach. The underlying theories used in the 25 articles and their frequency of use is represented in Table 4.2. The TPB and SCCT were most common, with seven articles making use of the TPB, and three articles using SCCT. Nine articles made no mention of an underlying theory. Thirteen other theories were also identified as being used.

Table 4.2: Underlying theories

Underlying theory	Frequency
TPB	7
SCCT	3
Entrepreneurial theory	2
Institutional theory	1
Developmental self-concept theory	1
Theory of vocational personalities in the work environment	1
Knowledge spillover theory	1
Theory of self-efficacy	1
Systems theory	1
Theory of role modelling	1
Social identity theory	1
Self-determination theory	1
Theory of personality functioning and change	1
Social learning theory	1

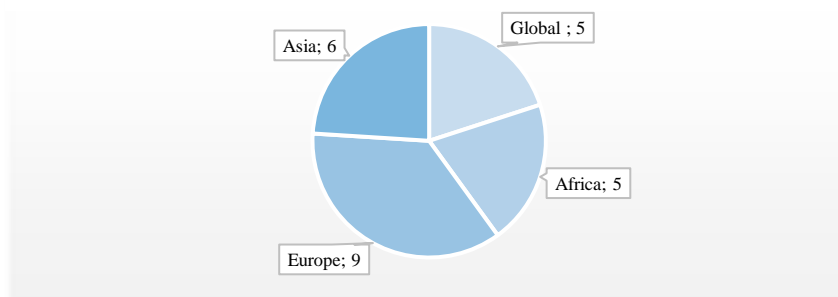
Data for the year of article publication and region in which the study was undertaken (location from where the data was retrieved), are presented in Figure 4.1 and Figure 4.2. Of the included articles, there were zero publications in the years of 2012, 2014, and 2017. The years 2020 and 2023 have the greatest number of publications with five each.

Figure 4.1: Number of included articles published per year



Five articles made use of the Global University Entrepreneurial Spirit Students' Survey (GUESSS) data. This data was collected in 2013 and 2014 across 34 countries with the aim of understanding student entrepreneurial and family business succession intentions (Da Silva & Ferreira, 2017:9; Torres et al., 2023:1462). Most articles (nine articles) are related to studies done in Europe. Of these nine, four articles conducted their study in Central Europe, three in Northern Europe, one in Eastern Europe, and one article throughout 18 countries across Europe. Six articles were based on research conducted in Asia, which includes three articles from both South and East Asia. Within Africa, three articles obtained their data from Southern Africa, with the remaining two articles obtaining their data in Western and Eastern Africa.

Figure 4.2: Regions of article publications



4.2.2 JOURNALS

The 25 articles included in this SLR have been published in 22 journals, labelled J1 through J22 (see Annexure E). Three journals, the Journal of Family Business Management, Family

Business Review, and Journal of Family Business Strategy have each published two of the articles, the remaining journals have each only published one article. The journal with the greatest impact factor was that of Technological Forecasting and Social Change, with a factor of 12.9, while the International Journal of Economics, Business and Accounting Research reported the lowest impact factor at 0.2. The average impact factor across all journals is 3.93. The impact factor of four journals, namely Covenant Journal of Entrepreneurship, The National Centre for Family Business, Journal of Contemporary Management, and Annals of Innovation and Entrepreneurship, could not be established. It is possible that they have no impact factor.

4.3 THEMATIC ANALYSIS

To identify the factors influencing the NextGen intention to join the family business or not, a thematic analysis was undertaken. Given that a deductive approach was adopted the Model of Job Choice was considered the most suitable framework for organising the factors identified. The Model of Job Choice categorises factors influencing career decisions into three groups, namely internal, interpersonal, and external factors. Several previous studies conducted on career choices, for example Purohit et al. (2020) and Akosah-Twumasi et al. (2018), have also made use of The Model of Job Choice to categorise their findings. The development of the three themes into which the various factors influencing the Nextgen's intention to join the family business or not, is summarised and discussed in the sections to follow.

4.3.1 THEME ONE: INTERNAL FACTORS

The internal dimension of the Model of Job Choice refers to the factors that influence the decision to act, or choose a certain career path, which originate from within an individual, such as interest, enjoyment, or personality traits (Akosah-Twumasi et al., 2018:2). The factors influencing the NextGen intention to enter the family business identified as being internal to the NextGen family member relate to their self-perception, outcome expectations of working in the family business, their dedication to and feeling of obligation toward the family business, their demographics, and entrepreneurial attributes, as well as their competence levels. The data structure showing how these factors were identified is presented in Table 4.3. Several factors within each of these broad categories of internal factors are identified and elaborated on in the sections that follow.

Table 4.3: Internal factors influencing NextGen intentions

Factors identified – initial concepts	1 st level codes	2 nd level codes	Theme
Self-efficacy (+) A1; Self-efficacy (+) A2; Self-efficacy (+) A4; Self-efficacy (+) A9; FB self-efficacy (+) A14; Entrepreneurial self-efficacy (+) A15; Perceived competence (+) A17	Self-efficacy	Self-perception	Internal
High self-esteem (-) A18; High self-esteem (*) A23	Self-esteem		
Locus of control (+&-) A9; Internal locus of control (-) A15	Locus of control		
Personality traits (higher agreeableness (-) & openness to new experiences (-)) A16; Positive attitude toward work (strong work ethic) (+) A18;	Amiable personality		
Positive outcome expectations (+) A2; Positive career expectations (+) A12; Perceived job rewards (+) A16; Parents' job characteristics (+) A2; Parents' successful entrepreneurial performance (+) A3; Perceived parental outcome (+) A11; Financial goals (+) A6	Job expectations	Outcome expectations and the FB	
Presumption of being the likely successor (+) A23; Successor confirmation (+) A23; Parents' succession preference (+) A16; Successor already selected (-) A13; Positive attitude towards succession (+) A20	Successor expectations		
Affective commitment (+) A3; FB commitment (+) A14; Affective commitment (+) A20; Affective commitment (+) A13 Calculative commitment (+) A13; Imperative commitment (+) A13	Commitment to the FB	Dedication to the FB	
FB interest (+) A13	Interest in the FB		
Parental expectations (+) A11	Parental expectations	Feelings of obligation to join the FB	
Obligation (+) A5; Obligation (+) A7; Normative commitment (+) A3; Normative commitment (+) A20; Normative commitment (+) A13; Family and peer pressure (+) A18; Family pressure (+) A23	Family (including parents) pressure		
Age (-) A3; Gender (+ more so for males) A3; Gender (+ more so for males) A7; Gender (+ more so for M) A16; Gender (+ more so for males) A23; Gender (+ more so for males) A24; Age (+) A24; Gender (+ more so for males) A13	Individual demographics	Demographic factors	
Marital status (-) A7	Family demographics		
Entrepreneurial intention (+) A4; Opportunity entrepreneurship (-) A8; Entrepreneurial drive (*) A13	Entrepreneurial motive	Entrepreneurial attributes	
Innovation motive (-) A9; Innovation motive (-) A15	Innovation motive		
High risk propensity (-) A6; Increased risk attitude (-) A18	Risk motive		

Factors identified – initial concepts	1 st level codes	2 nd level codes	Theme
Independence motive (-) A9; Independence motive (-) A15; Independence motive (-) A19; Escaping motive (-) A22; Independent attitude (-) A18; Clear future vision (-) A19; High achievement goals (-) A6	Independence motive		
leadership attitude and qualities (+) A18	Leadership attitude		
lack of technical know-how/expertise (-) A25; lack of NextGen talent (-) A13; Parents' succession preparation (+) A16	Skills level	Competence level	
University qualification (+) A3; Formal education (+) A6; Qualification level (*) A13	Qualification level		

4.3.1.1 Self-perception

Several factors relating to the self-perception of the NextGen have been identified as influencing their intention to join the family business, namely self-efficacy, self-esteem, internal locus of control, personality characteristics labelled amiable personality. Self-efficacy refers to the trust one has in one's ability to perform a task and includes the determination to achieve a particular outcome (Ntari et al., 2023:606). Seven articles (A1; A2; A4; A9; A14; A15; A17) identified that the self-efficacy of the NextGen family members positively influence their intention to join the family business. As such, the higher their level of self-efficacy in terms of the family business, the higher their intention of joining the family business is likely to be. Self-esteem was also identified in two articles (A18; A23) as significantly influencing the NextGen's intention to join the family business. Self-esteem refers to one's self-perception and desire for a unique identity (Rastogi et al., 2010:6). This influence was however negative, in that those with high levels of self-esteem were found to display lower intentions to join the family business (A18). Rastogi et al. (2010:8) explain that NextGen members with higher levels of self-esteem experience a desire to create a unique identity for themselves, which is more likely to be achieved outside the family business.

Locus of control refers to the perception of control that one has over outside variables (Vadnjaj et al. 2016:448). Two articles (A9; A15) identified locus of control as influencing the intentions of the NextGen to join the family business. These articles reported mixed results in that locus of control was found to have a positive (A9) and negative (A9; A15) influence. Vadnjaj et al. (2016:452) suggested that these contradictory influences could be the result of differing socio-economic conditions. They pointed out that higher levels of locus of control were often

associated with the desire for outside employment rather than entering the family business. However, in transitioning economies, the NextGen often perceive their parents as heroes leading to the belief that their locus of control needs can be better met within the family business (Vadnjal et al. 2016:452). Two studies (A16; A18) identified aspects relating to personality as influencing the NextGen intention to join the family business. For example, A16 reported that NextGen family members with an amiable personality (i.e., higher agreeableness and openness to new experiences) were less likely to have intentions of joining the family business, whereas those with a strong work ethic (A18) were more likely to join.

4.3.1.2 Outcome expectations of working in the family business

The findings show that the NextGen's intentions of entering the family business is also influenced by their outcome expectations upon entering. Outcome expectations are described as judgements about potential outcomes as a result of performing an activity (Ntari et al. 2023:607), and in this study include factors relating to job expectations and successor expectations. Six articles (A2; A3; A6; A11; A12; A16) identified factors relating to the job expectations of the NextGen upon entering the family business. Positive outcome expectations (A2), positive career expectations (A12), and perceived job rewards (A16) were identified as having a positive influence on the NextGen's intention to enter the family business. Job expectations are also determined by their parents' job characteristics (A2), parents' entrepreneurial performance (A3), and perceived parental outcomes (A11). These factors relate to the perceptions held by the NextGen in terms of their assessment of the quality of their parents' career, and the extent to which their parents are successful and satisfied with their job (Farrington et al., 2020:11; Ntari et al., 2023:605). These factors identified in A2, A3, and A11 were found to have a positive influence on the NextGen's intentions. The financial goals (A6) of the NextGen were also found to have a positive influence on their intention. Financial goals are monetary rewards that act as drivers and influence the intentions of the NextGen (Pittino et al., 2018:274). If it is believed by the NextGen that joining the family business will allow them to achieve their financial goals, they are more likely to have intentions of joining.

Successor expectations refer to the factors that influence the NextGen's expectations of becoming the likely successor, as well as their attitudes towards succession. The presumption of becoming the likely successor (A23), which refers to the extent to which the NextGen member believes they will be chosen to take over the family business (Seema, 2020b:40), was

found to positively influence intentions. Parents showing a preference towards a NextGen member being the successor (A16), or where a NextGen successor had already been confirmed (A23), also positively relates to intentions of joining. When a NextGen member has not been selected as the successor (A13), they are less likely to have the intention of joining. A positive attitude towards succession (A20), referring to a favourable assessment of entering the family business (Romaní et al., 2022:3), also positively increases their intention to join.

4.3.1.3 Dedication to the family business

Dedication to the family business by NextGen members was also found to increase their intentions of joining. Dedication is evident in both their commitment to (A14) and interest in the family business (A13). Affective, calculative, and imperative commitment were all found to positively influence the NextGen's intention to join the family business. Affective commitment (A3, A13, A20) refers to the connection that the NextGen has with the business, whereby they strongly identify with and see it as an extension of themselves, resulting in an emotional connection to the business (Hahn et al., 2021:2). Calculative commitment (A13) was found to have the strongest influence on intentions, and refers to the perception of potential loss of value that is associated with the family business should the NextGen member decide not to join. Imperative commitment (A13) refers to the commitment to the family business deriving from the self-doubt of being able to succeed outside the business (Clinton et al., 2024:29). The extent to which the NextGen are interested in the family business (A13) was also found to be influential, where the greater the interest the more likely the intention to join the family business.

4.3.1.4 Feelings of obligation to join the family business

Feelings of obligation (A5; A7), also referred to as normative commitment (A3; A13; A20), is a commitment to the family business resulting from the perception held by the NextGen that they are required to assist or join the family business (Murphy et al., 2015:42). A sense of obligation was found by all the articles to be positively related to intentions of joining. Parental expectations (A11), as well as family and peer pressure (A18; A23) were also identified as positively contributing to feelings of obligation, and therefore also positively influencing the intention of the NextGen to join the family business.

4.3.1.5 Demographic factors

Both individual and family demographics were found to influence the intentions of the NextGen to join the family business. The age of the NextGen family member was found to have both a negative (A3) and a positive influence (A24). Ljubotina et al. (2019:437) found that immediately upon finishing their studies, NextGen members have a desire to leave the family business environment, but later in life that they express a desire to return. The remaining individual demographic factors relate to the gender of the NextGen member. Several articles (A3; A7; A13; A16; A23; A24) reported that the gender of the NextGen influences their intention to join the family business, with males being more likely than females to join. With regard to family demographics, the marital status (A7) of NextGen members was found to influence their intention to join, with female NextGen being less likely to join than males. Article A7 was based on a study in India, which could partly explain these results. Mukesh et al. (2023:8) found that gender roles were strong, and that women observed their marital status as being a barrier for entering the family business.

4.3.1.6 Entrepreneurial attributes

Several entrepreneurial attributes were found to be related to the NextGen's intentions to join the family business, namely their entrepreneurial motive, innovative motive, risk motive, independence motive, and their leadership attitude. Having an entrepreneurial intention (A4), described as a cognitive state representing an antecedent to the commitment to the family business (van Rensburg et al., 2020:5), was found to positively influence the NextGen's intentions of joining. However, opportunity entrepreneurship (A8), described as the availability of career opportunities outside the family business was found to negatively influence their intention of joining (Muigai et al., 2023:3). The motivation to think of new ideas and the willingness to act on them (entrepreneurial drive, A13), was found to significantly influence the NextGen's intentions to join. Having an innovation motive (A9; A15) was also identified as influential and as having a negative influence on the NextGen's intentions. An innovation motive is described as the desire to accomplish something unique, often without the assistance of the family business (Vadnjaj et al., 2016:448). Having a greater risk propensity (A6) or a risk-taking attitude (A18) was found to negatively influence the intentions of joining. According to article A6, the alternative to joining the family business is often the creation of new ventures which are associated with higher risk, resulting in NextGen members with higher

levels of risk acceptance being more likely to pursue this alternative as opposed to joining the family business (Pittino et al., 2018:274). Having an independence motive (A9; A15; A18; A19) was also found to significantly influence intentions to join the family business. An independence motive describes the NextGen as having the desire for freedom, control, and flexibility (Zellweger et al., 2010:525), and as negatively influencing the NextGen's intentions to join the family business. Likewise, having a clear vision for one's future (A19), and high achievement goals (A6), as well as a strong escaping motive (A22), were all found to be negatively related to the NextGen's joining intentions. The leadership attitude and qualities of the NextGen (A18), referring to the extent to which the NextGen member possesses qualities aligned with working in and managing the family business, and the extent to which they believe success depends only on the individual (Rastogi et al., 2010:6), is positively related to their joining intentions.

4.3.1.7 NextGen competence levels

The competence of the NextGen relates to their skills level and the level of formal education. A lack of technical know-how/expertise (A25) and the lack of talent (A13), that would be needed to work in the family business (Aderemi et al., 2019:53), was found to negatively influence their intention of joining. Where the parents of the NextGen assisted and prepared (succession preparation, A16) the NextGen members for entering the business (Schröder *et al.*, 2011), these NextGen members displayed an increased intention to join. The extent of formal education (A6; A13) of the NextGen was also found to positively influence the intention of joining. The higher the level of education, the more likely they are to join the family business, with those that have a management qualification (A3), being most likely.

4.3.2 THEME TWO: INTER-PERSONAL FACTORS

The inter-personal dimension of The Model of Job Choice includes factors that influence behaviour resulting from socialisation with family members, peers, and educators (Akosah-Twumasi et al., 2018:2). The identified factors influencing the NextGen's intentions that relate to the interpersonal dimension of The Model of Job Choice are grouped and presented in Table 4.4. The groupings of identified factors include the support that the NextGen receives, their family heritage, the nature of relationships with family members, and factors relating to parental socialisation.

Table 4.4: Inter-personal factors influencing NextGen intentions

Factors identified – Initial concepts	1 st level codes	2 nd level codes	Theme
Parental support (+) A1; Verbal encouragement (-) A3; Perceived parental support (+) A14; Parental relational support (+) A17; Parental emotional support (*) A13; Supportive parental style (+) A2; Instrumental assistance (+) A3	Parental support	Support received	Inter-personal
Family support (+) A6; Family and friends support (+) A19	Support from others		
Country collectivist culture (+) A1; Culture (+) A2; Community (*) A23	Culture	Family heritage	
Family traditions (+) A7; Individual-context interaction (+) (A7)	Family traditions		
Perceived parent-offspring relational conflict (-) A21; Parent-offspring relational outcome expectations (-) A21; Parent-offspring relational self-efficacy (+) A21	Parent-child relationship	Relationships with family members	
Willingness to collaborate with family members (+) A19; Family relationship breakdown (-) A22; Perceived big-family relational conflict (-) A21; Big-family relational outcome expectations (-) A21; Big-family relational self-efficacy (+) A21	Family relationships		
Career-related modelling (+) A3; Parental role models (+&-) A7; Parental role model (-) A20; Parental entrepreneurial exposure (+) A8	Parental role modelling	Parental socialisation	
Parental identification (+) A2; Parental identification (+) A11	Parental identification		
Parental control (-) A7; Perceived parental control (+&-) A14; Parental control (+) A17	Parental control		

4.3.2.1 Support received by the NextGen

Parental support and support from others were identified as influential to the NextGen's intentions of joining the family business. Parental support refers to assistance that is provided to the NextGen by their parents, which can include verbal, emotional, instrumental, or relational support (Torres et al., 2023:1459). Parental support was identified by A1, A14, and A17 as having a positive influence on the NextGen's intention to join the family business. A13 also found the existence of a significant relationship between parental support and the NextGen's intentions. Verbal encouragement (A3) was found to have a negative influence on NextGen intentions of entering the family business. Hahn et al. (2021:6) explain that when NextGen members receive verbal encouragement, particularly that which relates to educational attainment, they often obtain skills and knowledge irrelevant to the family business context, which reduces their intention of entering. However, when the NextGen receive instrumental assistance (A3), which refers to parental support that promotes the acquisition of skills and

knowledge relevant to the family business as well as opportunities within the family business (Hahn et al., 2021:3), NextGen members displayed an increased intention to later join the family business. A supportive parental style (A2) was also found as influential and has a positive influence on NextGen intentions. It is described as the behaviours, attitudes, and values that direct parental interaction with the NextGen (Ntari et al., 2023:608). Support from others (A6; A19), being from family and friends, was also identified as influential and as having a positive influence on NextGen member intentions of entering.

4.3.2.2 Family heritage

The cultural context (A1; A2), which refers to learnt experiences, values, meaning, and knowledge that informs behaviour (Ntari et al., 2023:08), in which the NextGen live was found to influence their intentions. Especially where the culture is of a collectivist nature, NextGen members displayed an increased intention to join the family business (Torres et al., 2023:1468). The community (A23) in which the NextGen grew up was also found to be influential. Seema (2020b:48) found that depending on the community in which the family business operates, there may exist an underlying expectation that the NextGen join the business, in which case a positive relationship exists between the community and the NextGen's intentions to join. Family tradition (A7) and individual context interaction (A7), referring to the interaction of the NextGen with their social and family context (Mukesh et al, 2023:8), were also identified as having a positive influence on NextGen's intentions of joining the family business. Mukesh et al. (2023:5) found that a family tradition of entering the family business acts as an impetus for the NextGen members towards joining.

4.3.2.3 Family relationships

NextGen relationships with their parents and their extended family were found to influence their intentions of joining the family business. Perceived parent-offspring relational conflict (A21), described as the NextGen's perception of the existence of incompatibilities between themselves and their parents which includes feelings of tension, annoyance, and hostility (Wang et al., 2022:15), was found to negatively influence the NextGen's intentions of joining the family business. Likewise, parent-offspring relational outcome expectations (A21), which refers to the extent to which the NextGen members believe their relationships with their parents will deteriorate if they join the family business (Wang et al., 2022:15), also negatively related to

the NextGen's intentions to join. On the other hand, parent-offspring relational self-efficacy (A21) was found as having a positive influence on NextGen intentions, and is defined as the NextGen's belief in their ability to sustain or strengthen parent-child relationship (Wang et al., 2022:16). Perceived big-family relational conflict (A21), big-family relational outcome expectations (A21), also identified as family relationship breakdown (A23), and big-family relational self-efficacy (A21), were also identified as influential. These factors were found to have the same influence on NextGen intentions as do the parental aspect of these factors, being perceived parent-offspring relational conflict (negative influence), parent-offspring relational outcome expectations (negative influence) and parent-offspring relational self-efficacy (positive influence), referring however to the extended family of the NextGen, termed big-family. The willingness to collaborate with family members (A19) was identified as having a positive influence on NextGen intentions to enter the family business.

4.3.2.4 Parental socialisation

Parental socialisation refers to the interaction between the NextGen and their parents, and includes the factors parental role modelling, parental identification, and parental control. Career-related modelling (A3) was found to positively influence the NextGen members' intention of entering the family business. Career-related modelling occurs when parents share their work activities with the NextGen, which leads to the NextGen members indirectly experiencing the family business (Hahn et al., 2021:3). The factor parental role models (A7; A20), which refers to the extent to which the NextGen look up to their parents and assume values, beliefs, and habits of their parents (Romaní et al., 2022:5), was found to have both a positive and negative influence on NextGen intentions. The positive influence may originate from NextGen admiration of their parents and the desire to follow their parent's path. This admiration can, however, also lead to a negative self-evaluation on the part of the NextGen whereby they lack the belief that they will be able to achieve the same success as their parents in the family business, leading to the development of an independence motive and therefore a lower intention of joining (Mukesh et al., 2023:9). Similar to career-related modelling, parental entrepreneurial exposure (A8), which refers to NextGen exposure to parents who had or currently have ownership of a business (Muigai et al., 2023:8), was found to have a positive influence on NextGen intentions of joining the family business. Furthermore, parental identification (A2; A11) also has a positive influence. Parental identification is described as a psychological process whereby the NextGen feel a sense of similarity with and take on

characteristics of their parents (Farrington et al., 2020:6). Parental control (A7; A14; A17) was also identified as an influential factor. It refers to the parents' attempts to control the career-related decisions of the NextGen and can include forceful efforts at directing the NextGen towards complying with parental expectations (Schröder et al., 2013:477). Parental control (A7; A14; A17) was identified as potentially having both a negative and positive influence on NextGen intentions, depending on the size of its impact on other factors. Garcia et al. (2019:226) discovered that parental control tends to reduce NextGen self-efficacy and affective commitment towards the family business, lowering their intention to join. However, it was also found to positively affect NextGen calculative and normative commitment resulting in an increased intention to join the family business.

4.3.3 THEME THREE: EXTERNAL FACTORS

The external environment refers to factors that influence career choices that originate from the external environment surrounding an individual, such as the characteristics of the job or market-related factors (Purohit's et al., 2021:10). The external factors are those over which the NextGen has no control, but rather take as a given. Factors relating to work exposure, the family business itself, as well as economic factors were identified to influence their intentions of joining the family business. The data structure showing how these factors were identified is presented in Table 4.5.

Table 4.5: External factors influencing NextGen intentions

Factors identified – Initial concepts	1 st level codes	2 nd level codes	Theme
Involvement from a young age (+) A5; Early FB experience (+) A7; FB experience (+) A6; FB experience (+) A10; Work experience in FB (+) A22; Negative FB experiences (-) A22; FB experience (+) A24; Negative FB experiences (-) A25; FB experience (*) A13; Family business links (+) A7	Work exposure inside the family business	Work exposure	External
Experience outside the FB (-) A6	Work exposure outside family business		
Good corporation (FB's) reputation (+) A12	Reputation of the FB	Family business	
Organisational structure (+) A12	Organisational structure of the FB		
High GDP per capita (-) A24; High GDP per capita growth rate (-) A24; Government policies (*) A25; New business start-up time (+) A24	Business environment	Economic factors	

Youth unemployment rate (+) A24; Necessity entrepreneurship (+) A8; FB as “safety-net” (+) A22	Level of unemployment		
Lack of access to finance (-) A13; Inaccessibility of funds (-) A25	Access to funds		

4.3.3.1 Work exposure

Work exposure was found to occur through work experience within and outside the family business. Articles A5, A6, A7, A10, A22, and A24 found the existence of a positive relationship between family business experience and the NextGen members’ intention to join the family business. Where the NextGen, however, had negative experiences within the family business (A22; A25), this relationship was found to be negative. Article A7 further found that the intention to join the family business is partly due to social and emotional connections that are formed by the NextGen as a result of interaction with the business side of the family, which was termed family business links (Mukesh et al., 2023:7). Experience outside the family business (A6) was found to negatively relate to NextGen intentions. Pittino et al. (2018:281) state that limited external experience to the family business reduces the NextGen’s proactiveness and ability to identify outside opportunities, resulting in a higher likelihood of them entering the family business.

4.3.3.2 Family business

Two factors that relate to the family business itself were also found to influence intentions. A good business reputation (A12), referring to the general perceptions held about the business that impact upon its credibility (Supatn, 2020:113), was found to increase NextGen member intentions of joining. The organisational structure of the family business, which includes factors such as management quality, openness and action-orientated, long-term orientation, continuous improvement, and job quality (Supatn, 2020:113), was also found to influence intentions. Where the family business was well structured from an organisational perspective, the NextGen members showed increased intentions of joining.

4.3.3.3 Economic factors

Economic factors influencing the NextGen’s intentions to join the family business were identified as relating to the general business environment, the level of unemployment, and the NextGen’s access to funds. GDP per capita (A24) and the GDP per capita growth rate (A24) of a country were found to be significant. Where GDP and GDP per capita growth rate were both

high, NextGen members displayed an increased intention for either founding their own venture or seeking employment outside the family business. The start-up time of a new business (A24) was also found to be positively related to NextGen intentions, with a greater difficulty and lengthier time of starting a new business associated with NextGen members having increased intentions to join the family business. Government policies (A25), referring to the extent to which government policies, such as those relating to taxation that support family businesses (Aderemi et al., 2019:50), were also significant. Policies that support the management and ownership of a business positively influenced the NextGen's intentions to enter the family business. Likewise having a positive influence on NextGen intentions are youth unemployment rates (A24), with high rates of unemployment leading to an increased intention to enter the family business. Necessity entrepreneurship (A8) and the perception of the family business as a safety net (A22), was found to increase the NextGen intentions of entering the family business. The aforementioned factors allude to the NextGen making the choice to enter the family business because of the lack of outside opportunity where the business is seen as a backup plan (Telling et al., 2020:7) . Financing of the family business was also identified as significant, where the perceived lack of access to funds (A13; A25) for the financing of business operations had a negative influence on NextGen joining intentions.

4.4 SUMMARY

Chapter Four presented the empirical results of the systematic literature review. A descriptive account of the included articles and the journals within which they were published was provided. The results of the thematic analysis were also presented, whereby each of the factors identified as having a significant influence on NextGen intentions to join the family business were grouped within three themes, namely internal, inter-personal, or external factors. In Chapter Five that follows, an overview of this study is provided together with an outline of the achievement of this study's research objectives. The results from the thematic analysis and the factors identified as influencing the NextGen's intentions of entering the family business will be summarised and a conceptual framework is proposed. Recommendations for future research will be highlighted. In addition, the limitations of this study and its theoretical and practical contribution will be highlighted.

CHAPTER 5

SUMMARY, RECOMMENDATIONS, AND CONCLUSION

5.1 INTRODUCTION

Chapter Five is the final chapter for this study. Firstly, a brief overview of the study is provided, after which an indication is given in which chapters the research objectives have been achieved. Thereafter, the findings relating to the descriptive and thematic analysis are discussed. The study limitations and contributions are then outlined. This chapter concludes with a summary of this study.

5.2 OVERVIEW OF THIS STUDY

Chapter One introduced and provided a brief background to this study. This was followed by the problem statement and research objectives which introduced this study's research question, namely, what factors are responsible for influencing the NextGen as they form their intentions on whether or not to join the family business? The study scope was then presented, and key concepts were described. Chapter One concluded by highlighting the significance of this study and providing an outline of the forthcoming chapters. Chapter Two provided the literature overview in which various family business and related concepts were introduced and discussed. The family business was distinguished from other forms of businesses and their economic and social importance as well as the unique challenges they face, were described. A discussion on the NextGen family members and the challenges they face followed. Three theoretical framework underlying career choice were identified and described. Chapter Two concluded with a summary of common factors identified in the literature that influence career choice in general.

Chapter Three outlined the research design and methodology. The research paradigm, approach to theory development, methodological choice, time dimension, and data collection and analysis techniques adopted were identified and described. The steps taken when conducting the systematic literature review were outlined and the considerations to ensure rigour within this research were highlighted. Chapter Three concluded by explaining the ethical aspects considered. Chapter Four presented the empirical results obtained from the SLR. A total of 25 articles met the inclusion criteria. The results of the descriptive analysis of these articles and

the journals within which the articles were published, was then provided. The chapter proceeded with the thematic analysis, during which the factors identified as influencing the NextGen's intentions within the selected articles were identified and grouped according to The Model of Job Choice as internal, inter-personal, and external factors. Chapter Five will elaborate on these empirical results. This overview of the study provides confirmation of the primary, secondary, and methodological objectives being achieved. In Table 5.1, the relevant research objective, along with the chapter in which it was achieved, is provided.

Table 5.1: Accomplishment of research objectives per chapter

Primary research objective:		Chapter
The primary objective of this study was to undertake a systematic literature review on the factors influencing the NextGen's intentions to join the family business.		Chapter 4
Secondary research objectives:		
SO ¹	To descriptively analyse the journal publications focussing on factors influencing the NextGen intention to join the family business.	Chapter 4
SO ²	To descriptively analyse the theories and methodologies used in research focussing on the factors influencing the NextGen intention to join the family business.	Chapter 4
SO ³	To comprehensively summarise the factors influencing NextGen intentions to join the family business.	Chapter 4 & 5
SO ⁴	To provide a conceptual framework of factors influencing the NextGen family member's intention to join the family business.	Chapter 5
SO ⁵	To identify avenues for future research in the context of NextGen's intentions to join the family business.	Chapter 5
Methodological research objectives		Chapter
MO ¹	To conduct a literature overview on the nature and importance of family businesses, the role of the NextGen, as well as factors influencing career choices.	Chapter 2
MO ²	To determine the best suited research methodology to address the primary and secondary objectives.	Chapter 3
MO ³	To develop the theoretical frameworks that will guide the collection and analysis of the data.	Chapter 2
MO ⁴	To collect the data from academic journals that are relevant to the primary objective.	Chapter 4
MO ⁵	To analyse the collected data in accordance with appropriate methods.	Chapter 4
MO ⁶	To provide conclusions and recommendations for future research.	Chapter 5

5.3 DISCUSSION OF EMPIRICAL FINDINGS AND RECOMMENDATIONS

In this section, the empirical results relating to the descriptive and thematic analysis are discussed in terms of addressing the research objectives set out for this study. Additionally, recommendation are provided within the discussion of the empirical results.

5.3.1 DESCRIPTIVE FINDINGS RELATING TO JOURNAL PUBLICATIONS

The descriptive analyses set out to describe the articles focussing on factors influencing the NextGen intention to join the family business in terms of number of authors, total citations, years of article publication, regions in which the studies took place, as well as theories and methodologies used in the research. The average number of authors per article was three and the average number of citations was 79, with 1 100 being the highest number of citations. The average impact factor across all journals is 3.93 but the impact factor of several journals could not be established. Vieira and Gomes (2010:1) explain that the total citations of an article are often used to assess the articles importance and can act as an indication of its overall contribution to a field of study. Worth noting, is that the five most cited articles included in this SLR appear in journals with an average impact factor of 6.7. It might be inferred that there is a connection between the impact factor of the publishing journal and the number of article citations, and hence an articles' contribution to the literature, whereby articles published in higher ranking journals are likely to receive more citations. Based on this observation, it is recommended that to increase the knowledge and contribution of research on the NextGen to the field of family business research, authors should strive to publish in high impact journals.

The 25 articles included in the SLR were published between 2010 and 2024, with 15 of these articles being published since 2020. This increase in publication activity suggests a growing research interest in NextGen family members among family business scholars. Although most research on NextGen family members has taken place in Europe, a more or less equal number of articles have been published research from regions such as Asia and Africa. Undertaking research in different countries is important for understanding the NextGen member's intentions in different cultural contexts. As reported by Mukesh et al. (2023), cultural factors significantly influence the intentions of the NextGen to join the family business.

A quantitative methodological approach and two underlying theories were most common, namely the TPB and SCCT. The use of thirteen other theories were also noted, but nearly a third of articles included in the review made no mention of an underlying theory. None of the articles made use of The Model of Job Choice, as this study does. Overall, the use of a wide variety of theoretical foundations used across the 25 articles can be considered beneficial to research on the NextGen, as it allows for research to be conducted from multiple perspectives and through different disciplinary lenses. Future research on NextGen members should make

use of unutilised theoretical perspectives to explain the NextGen and their intentions. Shaw, Tangirala, Vissa and Rodell (2018:1) explain that one benefit of cross-disciplinary theory integration is that it promotes the advancement of knowledge relating to the field under study and allows for the development of new insights. More research on NextGen family members using qualitative methods would also be advantageous given that qualitative research promotes interaction between research participants and the researcher, and hence allows for a more in-depth understanding of the research question at hand (Kwadwo Antwi et al., 2015:219).

5.3.2 FACTORS INFLUENCING THE NEXTGEN'S INTENTION TO JOIN THE FAMILY BUSINESS

As described in Chapter Four, three themes of factors were identified as influencing the NextGen's intention to join the family business, namely, internal, inter-personal, and external themes. These themes align with The Model of Job Choice theoretical framework. The various factors categorised under each theme are summarised in Table 5.2, achieving the SO³ of this study. Table 5.2 also highlights whether the factor is reported as having a positive or negative influence, or both, on intention to join the family business. In the discussion that follows, where applicable, comparisons are made between the factors identified as influencing the intention to join the family business and those factors commonly found to influence career choices in general. These factors were identified in Table 2.5.

Table 5.2: Summary of factors influencing the NextGen's intention

Sub-factors	Factors	Themes
Self-efficacy (+)	Self-perception	Internal
Self-esteem (-)		
Locus of control (+ & -)		
Amiable personality (+ & -)		
Job expectations (+)	Outcome expectations and the FB	
Successor expectations (+ & -)		
Commitment to the FB (+)	Dedication to the FB	
Interest in the FB (+)		
Parental expectations (+)	Feeling of obligations to join the FB	
Family (including parents) pressure (+)		
Individual demographics (+ & -)	Demographic factors	
Family demographics (-)		
Entrepreneurial motive (+ & -)	Entrepreneurial attributes	
Innovation motive (-)		
Risk motive (-)		
Independence motive (-)		
Leadership attitude (+)	Competence level	
Skills level (+ & -)		
Qualification level (+)		

Sub-factors	Factors	Themes
Parental support (+ & -)	Support received	Inter-personal
Support from others (+)		
Culture (+)	Family heritage	
Family traditions (+)		
Parent-child relationship (+ & -)	Relationships with family members	
Family relationships (+ & -)		
Parental role modelling (+ & -)	Parental socialisation	
Parental identification (+)		
Parental control (+ & -)		
Work exposure inside the FB (+ & -)	Work exposure	
Work exposure outside the family business (-)		
Reputation of FB (+)	Family business	
Organisational structure of the FB (+)		
Business environment (+ & -)	Economic factors	
Level of unemployment (+)		
Access to funds (-)		

5.3.2.1 Internal factors

In general, the factors relating to the self-perceptions that the NextGen have, have a negative influence on their intentions to join the family business. Although some studies reported a positive or no influence, high levels of self-esteem and locus of control were found to generally have a negative influence on intentions to join the family business. The finding relating to high locus of control is supported by Vadjal et al. (2016:448), who also reported that individuals with a family business background and high levels of locus of control were more likely to choose an alternative career than joining the family business. In contrast, ample evidence was found that self-efficacy has a positive influence on intentions, meaning that NextGen members who are confident in their ability to work in the family business or of taking managerial leadership in the family business are more likely to join (Garcia et al., 2019:227). It is well supported in the career choice literature (e.g. Amani et al., 2016; Blotnick et al., 2018) that self-efficacy, an individuals' belief in their ability to perform a behaviour (Ntari et al., 2023:606), has a positive influence on career choices.

The factors relating to outcome expectations and the family business were all found to positively influence the NextGen intentions of joining the family business, except in the case where a NextGen member has already been selected as a potential successor, and it was not the NextGen member in question. Having knowledge of not been the chosen successor is likely to drive these NextGen members to seek career opportunities elsewhere. In contrast, when the NextGen have positive outcome expectations of joining the family business, which can

originate from the observation of their parents and their entrepreneurial success, NextGen members are observed to perceive the family business as an attractive career path leading to increased intentions to join (Hahn et al., 2021:3). Outcome expectations are the beliefs that the NextGen have about the likely consequence of a behaviour (Ayodele, 2019:157), and have also been reported in various studies (e.g., Chan et al., 2016; Kantamneni et al., 2016) as influencing career choice in general.

Also found to have an overwhelmingly positive influence on the intention to join the family business was the dedication of the NextGen to the family business, which includes forms of commitment, such as affective, calculative, and imperative commitment, as well as high levels of interest in the family business. Likewise, where the NextGen members perceived a sense of obligation to join, identified to originate from parental expectations and family and peer pressures, NextGen members again demonstrated increased intentions to join the family business. This sense of obligation was found to be highly persuasive, even in cases where the NextGen members had already chosen alternative careers to the family business. For example, Murphy et al. (2015) identified cases where NextGen members either altered their career paths or left their career altogether to cater to the needs of the family business. These social pressures, also referred to as subjective norms, have been extensively highlighted in the career choice literature as impacting on career decisions (see Table 2.5).

Demographic factors, relating to both the NextGen and their family, were found to have both a positive and negative influence on intentions. In total, only three demographic factors were identified in the articles included in the SLR, namely the age, gender, and marital status of the NextGen members. It was found that age could either positively or negatively influence intention to join. All of the articles publishing research on the influence of gender focussed on the differences between male and female in terms of intentions to join the family businesses, with all findings highlighting that males demonstrate stronger intentions than females. Schröder et al. (2011:313) explain that the gender difference in joining intentions has at least two explanations, being that female NextGen members are more likely than male NextGen members to see a career outside the family business as desirable, and it is often the case that the female NextGen are overlooked as potential successors in favour of their male counterparts. Only one article in the SLR studied the impact of marital status and found it to adversely impact the joining intentions of especially female NextGen members. Important to the finding of marital

status is the cultural context in which it was studied, which was found to adversely impact on female NextGen's joining intentions to a greater extent than male NextGen members.

Factors relating to the entrepreneurial attributes of the NextGen were found to more often than not contribute to increased intentions to seek career opportunities outside the family business. Where NextGen members perceive entrepreneurial opportunities outside the family business, it was found they are less likely to join. Additional attributes found to reduce their joining intentions are those relating to their innovation motive, risk motive, and independence motive. These findings demonstrate that NextGen members with high innovation and independence motive are less likely to join the family business. Similarly, NextGen members with a high propensity for risk and high achievement goals were also found to be less likely of joining the family business. Pittino et al. (2018:283) found that where NextGen members have a high-risk propensity combined with high financial goals, strong independence motives would develop leading them away from the family business. In contrast, where NextGen members were found to have high levels of entrepreneurial intentions and leadership qualities, they were more likely to join the family business. van Rensburg et al. (2020:9) found that high entrepreneurial intentions were associated with increased commitment, whereby NextGen members were willing to invest their own time and resources to ensure growth of the family business.

The competence level of the NextGen, consisting of factors relating to their skills and qualification level, was also found to influence the intentions of the NextGen. Skills level was found to have a positive influence in some studies and a negative influence in others. Where the NextGen member lack or perceive that they lack the knowledge and talent needed for joining the family business, they are less likely to have the intentions of joining. However, it has been reported that if parents take measures to prepare and equip the NextGen with relevant the relevant skills and know-how, NextGen members displayed an increased intention to join (Schröder et al., 2011:312). Formal education was also found to influence the NextGen's intentions, where the higher the level of their education the more likely they are to join. Pittino et al. (2018:273) states that formal education improves on the general human capital of the NextGen and therefore their ability to contribute to the family business. They also found that certain university degrees acquired by the NextGen, namely business administration, law, and engineering, were important contributors to the family business's management needs.

5.3.2.2 Inter-personal factors

Support received by the NextGen was found to originate from parents and friends. Support of all forms, namely verbal, emotional, and instrumental, whether real or perceived, or from parents or friends, positively influenced the NextGen's joining intentions. Support, especially from parents, increases the NextGen's engagement with the family business and their self-efficacy, which in turn results in greater commitment (Garcia et al., 2019:226). The factors relating to family heritage, culture, and family traditions, also positively influenced NextGen intentions. This was especially the case where the cultural context is one that is collectivist in nature, and where the family has a long tradition of passing the business on to the next generation. Mukesh et al. (2023:5) note that family traditions of passing the business onward are embedded in the NextGen's cognitive processes where they perceive the passing of the family business to the NextGen as a social norm.

Relationships with family members were also found to influence the intentions of the NextGen to join the family business. These included the relationships between the NextGen and their parents (parent-child relationship), family relationships in general, and relationships with their extended family. When the NextGen members perceive a good relationship with their parents and the family in general, they believe that joining the family business would not introduce tension or jeopardise the quality of these relationships, and as a result they are more likely to intend on joining the family business (Wang et al., 2022:16). In contrast, when poor relationships are perceived, they are less likely to join the family business. An increased willingness on the part of the NextGen to collaborate with family members was also found to have a positive influence on the intention to join.

The factors relating to parental socialisation, namely parental role modelling and parental control, were found to have both a positive and negative influence on NextGen intentions. In terms of parental role modelling, the direction of this influence is explained by Mukesh et al. (2023:9) as depending on the manner in which the NextGen evaluates the success of the parental role model. They explain that successful parental role modelling may influence the NextGen's desire to be similar to their parents and to follow in their path, whereas unsuccessful parental role modelling could lead to the opposite. However, they suggest that an independence motive could create a desire to achieve success similar to that of their parents but outside the family business. Similarly, parental control was also found to have both a positive and negative

influence on intentions. Parental control is found by Garcia et al. (2019:226) to increase the normative and calculative commitment of NextGen members towards the family business, but to then reduce family business self-efficacy which serves to lower the NextGen's intentions of joining. Parental identification was found to positively influence intentions of the NextGen. The more the NextGen identify with their parents, meaning they have similar career interests, attitudes, behaviours, and values, the greater the desire of NextGen members to replicate their parents career path within the family business (Ntari et al., 2023:615).

5.3.2.3 External factors

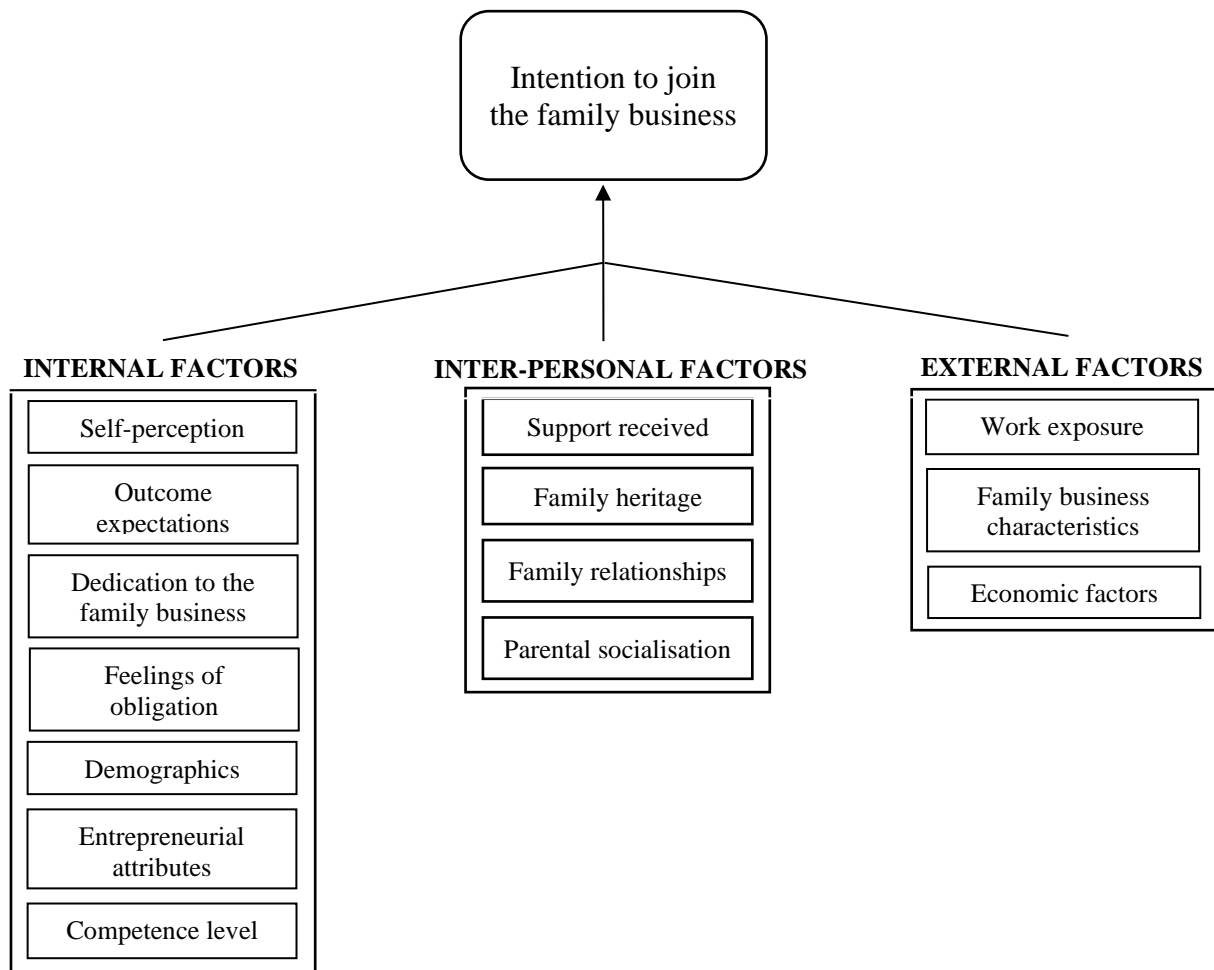
Work exposure was found to both positively and negatively influence the intentions of the NextGen, depending on the nature of this exposure. The findings show that when work exposure occurs inside the family business, the NextGen are more likely to develop intentions to join. These joining intentions could be the result of them having an emotional attachment to or a sense of obligation towards the family business. Mukesh et al. (2023:7) explain that the NextGen's emotional attachment to the family business grows as they gain exposure to it, resulting in a greater commitment and therefore intention to join. Another explanation is provided by Murphy et al. (2015:42), who explain that over-exposure to the family business may lead to NextGen members developing a vocational identity deficit, or a lack of direction and understanding of their abilities, leading to an increased likelihood of entering the family business. When NextGen family members are exposed to work outside the family business however, they are less likely to join. Pittino et al. (2018:283) explains that experience outside the family business improves the NextGen's human capital and therefore their expected rewards of pursuing career choices outside the family business.

Aspect relating to the family business itself were also found to influence intentions. In particular, where the business had a good corporate reputation and an orderly organisational structure, NextGen members display increased joining intentions. Both the reputation and the organisational structure were found to influence the extent to which the NextGen members identify with the family business, with greater identification resulting in a higher intention to join (Supatn, 2020:116). NextGen identification could result from, for example, value congruence between them and the family business, with the reputation of the business as an indicator of its impact on the community (Supatn, 2020:112).

NextGen intentions to join the family business are also influenced by economic factors such as the overall business environment, the prevailing levels of unemployment, and access to funds. High GDP per capita and a GDP per capita growth rate were observed to lower NextGen intentions of entering the family business. Ljubotina et al. (2019:438) explain that students in countries with a high GDP are more likely to select careers that allow for more time to be spent on leisure activities and with family. They report that students living in countries with more favourable economic conditions displayed an increased desire for outside employment compared to joining the family business. NextGen intentions were also found to be influenced by government policies, especially those relating to small businesses and access to finance, that could act as a deterrent to entering the family business. Similar findings in the literature relating to career choices deterrents and limiting factors are evident, where these impeding factors can be financial, social, or environmental in nature (e.g. Mishkin et al., 2016; Owusu et al., 2018). A positive influence on joining intentions was found in relation to high youth unemployment rates, where NextGen members are more likely to join the family business, which is seen as a secure career in times of economic volatility and uncertainty (Ljubotina et al., 2019:439). When economic conditions are poor and unemployment is high, the NextGen members are seen to view the family business as a safety net (Ljubotina et al., 2019:438). A lack of access to funds was also found to negatively influence NextGen joining intentions. Aderemi et al. (2019:57) reported that NextGen members perceive limited financial assistance, especially from the government, a barrier to joining and taking on a leadership role in the family business.

5.3.3 CONCEPTUAL FRAMEWORK OF FACTORS INFLUENCING THE NEXTGEN'S INTENTIONS TO JOIN THE FAMILY BUSINESS

Based on the summary of factors provided in Section 5.3.2, a conceptual framework is provided in Figure 5.1, and thus achieving SO⁴. The conceptual framework shows the various internal, inter-personal, and external sources from which the individual factors that influence NextGen intentions originate.

Figure 5.1: Conceptual framework of factors influencing NextGen intentions

5.3.4 AVENUES FOR FUTURE RESEARCH IN THE CONTEXT OF NEXTGEN'S INTENTIONS

To address SO⁵, namely, to identify avenues for future research in the context of NextGen's intentions to join the family business, several avenues for future research in this context are presented. Firstly, future research could focus on influential factors that have not yet been explored in the context of NextGen family business joining intentions, but which have been considered in the literature of career choices in general. Table 2.5 highlights the most commonly occurring factors found to influence career choices in general, yet some of these factors were not considered across the articles included in this study. For example, although the impact of NextGen motives were recognised by various articles in this study, Table 2.5 identifies financial motives as influencing career choices. Financial motives are financial considerations, such as the financial security and salary ranges that can be expected from a career, that job seekers look

for when making career decisions (Ayodele, 2019:154). NextGen members may also consider their financial motives when deciding on whether to join the family business or not. When considering their financial motive, they will evaluate the family business's capability of fulfilling their financial goals. Further, career prestige was identified in Table 2.5 as a factor influencing career choice. However, career prestige was not investigated as a factor influencing intentions within the articles analysed for this study. Career prestige is the status that one receives from having pursued a given career (Tetteh et al., 2022:727), and may likewise influence NextGen intentions to join the family business. Secondly, as outlined in Table 5.2, various factors are found to have both a positive and negative influence on NextGen intentions. Reasons for this could be due to, for example, the cultural context in which the study took place. As stated previously, cultural factors associated with the NextGen's surrounding environment could have a significant influence on their intentions to join the family business and could be an important variable impacting on the family business continuity (Torres et al., 2023:1454). Therefore, future research could seek to understand what circumstances and cultural backgrounds of NextGen members result in a factor having either a positive or negative influence on their intentions. Additionally, various factors were identified as being non-significant in terms of influencing the joining intentions of the NextGen (see Annexure D). These factors should not be ignored in future research but could instead be investigated in different cultural settings. Gaining a comprehensive understanding of the factors that influence the NextGen's intentions of joining the family business requires that not only should all potential influences be identified, but also that context and culture be accounted for.

Further research should also consider time frame given for data collection. The articles included in this SLR all undertook cross-sectional data collection. Cross-sectional research involves the collection of data at a single point in time (Cummings, 2017:2). This data collection method does however have drawbacks, perhaps the most significant being its inability to allow for definitive conclusions regarding casual relationships between variables (Cummings, 2017:3). There is therefore the potential to better understand the NextGen's intention to join the family business by using longitudinal studies. Longitudinal studies provide for a better understanding of casual relationships (Spector, 2019:1), implying that more informative conclusions can be drawn about the factors influencing NextGen member's joining intentions. A longitudinal approach may also assist in understanding the incremental development of NextGen joining intentions.

Lastly, an avenue for future research, closely related to this study, could be to undertake a SLR of the factors influencing the NextGen's intentions of becoming the family business successor. NextGen succession intentions refer to the intentions to assume responsibility and take on a leadership role in the family business (Torres et al., 2023:1456), in contrast to their joining intentions. Future research could investigate if, and to what extent, the factors that influence joining intentions differ to those that influence succession intentions.

5.4 LIMITATIONS OF THIS STUDY

The limitations of this study must be considered for an appropriate evaluation of its findings. Firstly, only 25 articles were included in the SLR. These articles were sourced from Google Scholar, WoS, and Scopus. Although these articles were sufficient for the purpose of identifying the factors influencing the NextGen, additional databases from which journal publications could be sourced could have ensured a more trustworthy representation of the current field of research on the NextGen and might have provided for additional insight into the factors influencing their intentions. Secondly, no discussion was provided regarding the interplay between the identified factors, and the mediating role one factor could have on another, and therefore its influence on NextGen intentions. Furthermore, the focus was on factors influencing, whereas several factors identified as having no influence were not investigated further. This study also focused only on the joining intentions of NextGen members. Given the potential similarities between the NextGen's joining intentions and their succession intentions, this study may have neglected to identify factors from the literature focussing on NextGen succession intentions that were in fact factors also influence joining intentions. In addition, this study made use of only one theoretical framework. An alternative theoretical framework, such as those used to study career choices in general and identified in Table 2.4, may have provided a better framework into which factors influencing NextGen intentions could have been grouped.

5.5 CONTRIBUTIONS OF THIS RESEARCH

Research on NextGen family members has thus far been limited within the family business literature (Torres et al., 2023:1470). Specifically, knowledge is scarce regarding the how they make career decisions, and how their family business background plays a mediating role in the formation of these career decisions (Murphy et al., 2015:33). By identifying and summarising the factors influencing the intentions of the NextGen to join the family business, this study

contributes to the literature by addressing this scarcity. Furthermore, the Model of Job Choice was also found to underpin and describe the factors identified as influencing the NextGen' joining intentions, highlighting the value of this theoretical model in different contexts.

Moreover, this study also has practical implications in that the findings can be used by family business owners that strive to increase the likelihood of their businesses' continuity through their children (NextGen) joining the family business. Understanding the factors which influence the NextGen joining intentions will allow for the incumbent owners to create an environment conducive to increasing the NextGen intentions of joining the family business.

5.6 CONCLUSION

This study undertook a SLR on journal publications focussing on NextGen family business members, specifically aiming to gain a greater understanding of the factors influencing their intentions to join the family business. The findings show that NextGen member's joining intentions are influenced by various factors that are internal, inter-personal, and external in nature, and different factors may positively or negatively influence intentions. Understanding these factors and how they influence NextGen intentions is important for incumbent owners of a family business if they wish to improve the chances of family business continuity through passing it on to the NextGen.

REFERENCES

- Abutabenjeh, S. and Jaradat, R. (2018), “Clarification of research design, research methods, and research methodology: A guide for public administration researchers and practitioners”, *Teaching Public Administration*, SAGE Publications Inc., Vol. 36 No. 3, pp. 237–258, doi: 10.1177/0144739418775787.
- Achtenhagen, L., Haag, K., Hultén, K. and Lundgren, J. (2022), “Torn between individual aspirations and the family legacy – individual career development in family firms”, *Career Development International*, Emerald Group Holdings Ltd., Vol. 27 No. 2, pp. 201–221, doi: 10.1108/CDI-06-2020-0156.
- Aderemi, H.O. and Awotona, O.A. (2019), “Disposition of Graduates towards Family Business Succession: An Empirical Evidence From Southwestern Nigeria”, *Covenant Journal of Entrepreneurship (CJoE)*, Vol. 3, SE.
- Ahmad, S., Wasim, S., Irfan, S., Gogoi, S., Srivastava, A. and Farheen, Z. (2019), “Qualitative v/s. Quantitative Research- A Summarized Review”, *Journal of Evidence Based Medicine and Healthcare*, Level Up Business Center, Vol. 6 No. 43, pp. 2828–2832, doi: 10.18410/jebmh/2019/587.
- Ajzen, I. (2011), “The theory of planned behaviour: Reactions and reflections”, *Psychology and Health*, September, doi: 10.1080/08870446.2011.613995.
- Ajzen, I. (2020), “The theory of planned behavior: Frequently asked questions”, *Human Behavior and Emerging Technologies*, John Wiley and Sons Inc, Vol. 2 No. 4, pp. 314–324, doi: 10.1002/hbe2.195.
- Akosah-Twumasi, P., Emeto, T.I., Lindsay, D., Tsey, K. and Malau-Aduli, B.S. (2018), “A Systematic Review of Factors That Influence Youths Career Choices—the Role of Culture”, *Frontiers in Education*, Frontiers Media S.A., 19 July, doi: 10.3389/educ.2018.00058.
- Alavi, M., Archibald, M., McMaster, R., Lopez, V. and Cleary, M. (2018), “Aligning theory and methodology in mixed methods research: Before Design Theoretical Placement”, *International Journal of Social Research Methodology*, Routledge, Vol. 21 No. 5, pp. 527–540, doi: 10.1080/13645579.2018.1435016.

- Amani, J. and Mkumbo, K. (2016), “Predictors of Career Intentions among Undergraduate Students in Tanzania”, *Journal of Education and Human Development*, American Research Institute for Policy Development, Vol. 5 No. 3, doi: 10.15640/jehd.v5n3a12.
- Aspers, P. and Corte, U. (2019), “What is Qualitative in Qualitative Research”, *Qualitative Sociology*, Springer New York LLC, Vol. 42 No. 2, pp. 139–160, doi: 10.1007/s11133-019-9413-7.
- Astrachan, J.H., Binz Astrachan, C., Campopiano, G. and Baù, M. (2020), “Values, Spirituality and Religion: Family Business and the Roots of Sustainable Ethical Behavior”, *Journal of Business Ethics*, Springer, 1 May, doi: 10.1007/s10551-019-04392-5.
- Ayodele, T.O. (2019), “Career choice of real estate students in Nigeria: The explaining influences in comparative perspective”, *Property Management*, Emerald Group Holdings Ltd., Vol. 37 No. 1, pp. 154–176, doi: 10.1108/PM-02-2018-0013.
- Birdthistle, N. and Hales, R. (2023), “The family business - meaning and contribution to global economies. Attaining the 2030 Sustainable Development Goal of Good Health and Well-Being”, Emerald Publishing, pp. 13–25, doi: 10.1108/978-1-80455-209-420231002.
- Blotnicky, K.A., Franz-Odenaal, T., French, F. and Joy, P. (2018), “A study of the correlation between STEM career knowledge, mathematics self-efficacy, career interests, and career activities on the likelihood of pursuing a STEM career among middle school students”, *International Journal of STEM Education*, Springer, Vol. 5 No. 1, doi: 10.1186/s40594-018-0118-3.
- Boell, S.K. and Cecez-Kecmanovic, D. (2015), “On being ‘systematic’ in literature reviews in IS”, *Journal of Information Technology*, Palgrave Macmillan Ltd., 28 June, doi: 10.1057/jit.2014.26.
- Bouzgarrou, H. and Navatte, P. (2013), “Ownership structure and acquirers performance: Family vs. non-family firms”, *International Review of Financial Analysis*, Elsevier Inc., Vol. 27, pp. 123–134, doi: 10.1016/j.irfa.2013.01.002.
- Bozer, G., Levin, L. and Santora, J.C. (2017), “Succession in family business: multi-source perspectives”, *Journal of Small Business and Enterprise Development*, Emerald Group Holdings Ltd., Vol. 24 No. 4, pp. 753–774, doi: 10.1108/JSBED-10-2016-0163.

- Brown, S.D., Lent, R.W., Telander, K. and Tramayne, S. (2011), "Social cognitive career theory, conscientiousness, and work performance: A meta-analytic path analysis", *Journal of Vocational Behavior*, Vol. 79 No. 1, pp. 81–90, doi: 10.1016/j.jvb.2010.11.009.
- Calabrò, A., Minichilli, A., Amore, M.D. and Brogi, M. (2018), "The courage to choose! Primogeniture and leadership succession in family firms", *Strategic Management Journal*, John Wiley and Sons Ltd, Vol. 39 No. 7, pp. 2014–2035, doi: 10.1002/smj.2760.
- Caputo, A., Marzi, G., Pellegrini, M.M. and Rialti, R. (2018), "Conflict management in family businesses: A bibliometric analysis and systematic literature review", *International Journal of Conflict Management*, Emerald Group Holdings Ltd., Vol. 29 No. 4, pp. 519–542, doi: 10.1108/IJCMA-02-2018-0027.
- Carney, M., Duran, P., van Essen, M. and Shapiro, D. (2017), "Family firms, internationalization, and national competitiveness: Does family firm prevalence matter?", *Journal of Family Business Strategy*, Elsevier Ltd, Vol. 8 No. 3, pp. 123–136, doi: 10.1016/j.jfbs.2017.06.001.
- Carr, J.C., Chrisman, J.J., Chua, J.H. and Steier, L.P. (2016), "Family Firm Challenges in Intergenerational Wealth Transfer", *Entrepreneurship: Theory and Practice*, Blackwell Publishing Inc., 1 November, doi: 10.1111/etap.12240.
- Castleberry, A. and Nolen, A. (2018), "Thematic analysis of qualitative research data: Is it as easy as it sounds?", *Currents in Pharmacy Teaching and Learning*, Elsevier Inc., 1 June, doi: 10.1016/j.cptl.2018.03.019.
- Chalus-Sauvannet, M.C., Deschamps, B. and Cisneros, L. (2016), "Unexpected Succession: When Children Return to Take Over the Family Business", *Journal of Small Business Management*, Blackwell Publishing Ltd, Vol. 54 No. 2, pp. 714–731, doi: 10.1111/jsbm.12167.
- Chan, C.C., Chen, S.C., Lin, Y.W., Liao, T.Y. and Lin, Y.E. (2016), "Social Cognitive Perspective on Factors Influencing Taiwanese Sport Management Students' Career Intentions", *Journal of Career Development*, SAGE Publications Inc., Vol. 45 No. 3, pp. 239–252, doi: 10.1177/0894845316681643.
- Chen, L., Pratt, J.A. and Cole, C.B. (2016), "Factors influencing students' major and career selection in systems development: An empirical study", *Journal of Computer Information*

- Systems*, Taylor and Francis Inc., Vol. 56 No. 4, pp. 313–320, doi: 10.1080/08874417.2016.1164005.
- Chirico, F., Salvato, C., Byrne, B., Akhter, N. and Arriaga Múzquiz, J. (2018), “Commitment Escalation to a Failing Family Business”, *Journal of Small Business Management*, Blackwell Publishing Ltd, Vol. 56 No. 3, pp. 494–512, doi: 10.1111/jsbm.12316.
- Cieślik, J. and van Stel, A. (2017), “Explaining university students’ career path intentions from their current entrepreneurial exposure”, *Journal of Small Business and Enterprise Development*, Emerald Group Publishing Ltd., Vol. 24 No. 2, pp. 313–332, doi: 10.1108/JSBED-09-2016-0143.
- Cislaghi, B. and Heise, L. (2020), “Gender norms and social norms: differences, similarities and why they matter in prevention science”, *Sociology of Health and Illness*, Blackwell Publishing Ltd, Vol. 42 No. 2, pp. 407–422, doi: 10.1111/1467-9566.13008.
- Clarke, V. and Braun, V. (2017), “Thematic analysis”, *Journal of Positive Psychology*, Routledge, 4 May, doi: 10.1080/17439760.2016.1262613.
- Clauß, T., Kraus, S. and Jones, P. (2022), “Sustainability in family business: Mechanisms, technologies and business models for achieving economic prosperity, environmental quality and social equity”, *Technological Forecasting and Social Change*, Elsevier Inc., 1 March, doi: 10.1016/j.techfore.2021.121450.
- Clinton, E., Faherty, C., Cowley-Cunningham, M., Smyth, I., Murphy, L., Lyons, R. and McGeown, J. (2024), “To Join or Not to Join? Understanding the Succession Intentions of Next-generation Family Business Members”, *The National Centre for Family Business*.
- Collingridge, D.S. and Gantt, E.E. (2019), “The Quality of Qualitative Research*”, *American Journal of Medical Quality*, SAGE Publications Inc., Vol. 34 No. 5, pp. 439–445, doi: 10.1177/1062860619873187.
- Collins, L. and O’Regan, N. (2011), “Editorial: The evolving field of family business”, *Journal of Family Business Management*, Emerald Group Publishing Ltd., 22 April, doi: 10.1108/20436231111122245.
- Cummings, C. (2017a), “Cross-Sectional Design”, *The SAGE Encyclopedia of Communication Research Methods*, SAGE Publications, Inc, doi: 10.4135/9781483381411.n118.

- Cummings, C.L. (2017b), “Cross-Sectional Design”, *The SAGE Encyclopedia of Communication Research Methods*, SAGE Publications, Inc, doi: 10.4135/9781483381411.n118.
- Daniel, B.K. (2019), “Using the TACT framework to learn the principles of rigour in qualitative research”, *Electronic Journal of Business Research Methods*, Academic Publishing Limited, Vol. 17 No. 3, pp. 118–129, doi: 10.34190/JBRM.17.3.002.
- Das, R., Jain, K.K. and Mishra, S.K. (2018), “Archival research: a neglected method in organization studies”, *Benchmarking*, Emerald Group Publishing Ltd., doi: 10.1108/BIJ-08-2016-0123.
- Daspit, J.J., Chrisman, J.J., Ashton, T. and Evangelopoulos, N. (2021), “Family Firm Heterogeneity: A Definition, Common Themes, Scholarly Progress, and Directions Forward”, *Family Business Review*, SAGE Publications Inc., Vol. 34 No. 3, pp. 296–322, doi: 10.1177/08944865211008350.
- Daspit, J.J., Holt, D.T., Chrisman, J.J. and Long, R.G. (2016), “Examining Family Firm Succession From a Social Exchange Perspective: A Multiphase, Multistakeholder Review”, *Family Business Review*, SAGE Publications Inc., Vol. 29 No. 1, pp. 44–64, doi: 10.1177/0894486515599688.
- Davidavičienė, V. (2018), “Research Methodology: An Introduction”, pp. 1–23, doi: 10.1007/978-3-319-74173-4_1.
- Diéguez-Soto, J., López-Delgado, P. and Rojo-Ramírez, A. (2015), “Identifying and classifying family businesses”, *Review of Managerial Science*, Springer Verlag, 30 July, doi: 10.1007/s11846-014-0128-6.
- Donald, I.J., Cooper, S.R. and Conchie, S.M. (2014), “An extended theory of planned behaviour model of the psychological factors affecting commuters’ transport mode use”, *Journal of Environmental Psychology*, Academic Press, Vol. 40, pp. 39–48, doi: 10.1016/j.jenvp.2014.03.003.
- European Commission. (2009), “European Commission Enterprise And Industry Directorate-General Promotion Of SMEs’ Competitiveness. Final Report Of The Expert Group Overview Of Family-Business-Relevant Issues: Research, Networks, Policy Measures And Existing Studies.”

- Evert, R.E., Martin, J.A., McLeod, M.S. and Payne, G.T. (2016), “Empirics in Family Business Research: Progress, Challenges, and the Path Ahead”, *Family Business Review*, SAGE Publications Inc., Vol. 29 No. 1, pp. 17–43, doi: 10.1177/0894486515593869.
- Fang, H.C., Memili, E., Chrisman, J.J. and Tang, L. (2021), “Narrow-Framing and Risk Preferences in Family and Non-Family Firms”, *Journal of Management Studies*, Blackwell Publishing Ltd, Vol. 58 No. 1, pp. 201–235, doi: 10.1111/joms.12671.
- Farrington, S.M., Venter, E. and Beck, S.B. (2020), “Parental Influences on the next generation’s intention to join their family business”, *Journal of Contemporary Management*, Journal of Contemporary Management, Vol. 17 No. 2, pp. 74–101, doi: 10.35683/jcm19051.65.
- Fife, S.T. and Gossner, J.D. (2024), “Deductive Qualitative Analysis: Evaluating, Expanding, and Refining Theory”, *International Journal of Qualitative Methods*, SAGE Publications Inc., Vol. 23, doi: 10.1177/16094069241244856.
- Frederiksen, L., Phelps, S. and Kimmons, R. (2018), “Introduction to Literature Reviews.”
- Garcia, P.R.J.M., Sharma, P., Massis, A. De, Wright, M. and Scholes, L. (2018), “Perceived parental behaviors and next-generation engagement in family firms: A social cognitive perspective”, *Entrepreneurship: Theory and Practice*, SAGE Publications Ltd, Vol. 43 No. 2 Special Issue, pp. 224–243, doi: 10.1177/1042258718796087.
- Garcia, P.R.J.M., Sharma, P., De Massis, A., Wright, M. and Scholes, L. (2019), “Perceived parental behaviors and next-generation engagement in family firms: A social cognitive perspective”, *Entrepreneurship: Theory and Practice*, SAGE Publications Ltd, Vol. 43 No. 2 Special Issue, pp. 224–243, doi: 10.1177/1042258718796087.
- Gati, I. and Kulcsár, V. (2021), “Making better career decisions: From challenges to opportunities”, *Journal of Vocational Behavior*, Academic Press Inc., Vol. 126, doi: 10.1016/j.jvb.2021.103545.
- Gedajlovic, E., Carney, M., Chrisman, J.J. and Kellermanns, F.W. (2012), “The Adolescence of Family Firm Research: Taking Stock and Planning for the Future”, *Journal of Management*, Vol. 38 No. 4, pp. 1010–1037, doi: 10.1177/0149206311429990.
- van Gils, A., Dibrell, C., Neubaum, D.O. and Craig, J.B. (2014), “Social issues in the family enterprise”, *Family Business Review*, SAGE Publications Inc., 1 September, doi: 10.1177/0894486514542398.

- Gorgievski, M.J., Stephan, U., Laguna, M. and Moriano, J.A. (2017), "Predicting Entrepreneurial Career Intentions: Values and the Theory of Planned Behavior", *Journal of Career Assessment*, SAGE Publications Inc., Vol. 26 No. 3, pp. 457–475, doi: 10.1177/1069072717714541.
- Gunawan, J. (2015), "Ensuring Trustworthiness In Qualitative Research", *Belitung Nursing Journal*, Belitung Raya Foundation, Vol. 1 No. 1, pp. 10–11, doi: 10.33546/bnj.4.
- Habibur Rahman, Md., Sanguino Galván, R. and Barroso Martínez, A. (2017), "Impact of Family Business on Economic Development: A Study of Spain's Family-owned Supermarkets", *Journal of Business and Management Sciences*, Science and Education Publishing Co., Ltd., Vol. 5 No. 4, pp. 129–138, doi: 10.12691/jbms-5-4-4.
- Hahn, D., Spitzley, D.I., Brumana, M., Ruzzene, A., Bechthold, L., Prügl, R. and Minola, T. (2021), "Founding or succeeding? Exploring how family embeddedness shapes the entrepreneurial intentions of the next generation", *Technological Forecasting and Social Change*, Elsevier Inc., Vol. 173, doi: 10.1016/j.techfore.2021.121182.
- Hayashi, P., Abib, G. and Hoppen, N. (2019), "Validity in qualitative research: A processual approach", *Qualitative Report*, Peace and Conflict Studies, Vol. 24 No. 1, pp. 98–112, doi: 10.46743/2160-3715/2019.3443.
- Hernández-Linares, R., Sarkar, S. and Cobo, M.J. (2018), "Inspecting the Achilles heel: a quantitative analysis of 50 years of family business definitions", *Scientometrics*, Springer Netherlands, Vol. 115 No. 2, pp. 929–951, doi: 10.1007/s11192-018-2702-1.
- Hernández-Linares, R., Sarkar, S. and López-Fernández, M.C. (2017), "How has the family firm literature addressed its heterogeneity through classification systems? An integrated analysis", *European Journal of Family Business*, Universidad de Malaga, 1 July, doi: 10.1016/j.ejfb.2017.06.003.
- Hiebl, M.R.W. (2012), "Risk aversion in family firms: what do we really know?", *Journal of Risk Finance*, Emerald Group Publishing Ltd., 28 December, doi: 10.1108/15265941311288103.
- Imenda, S. (2014), "Is There a Conceptual Difference between Theoretical and Conceptual Frameworks?", *Journal of Social Sciences*, Kamla Raj Enterprises, Vol. 38 No. 2, pp. 185–195, doi: 10.1080/09718923.2014.11893249.

- Jaskiewicz, P., Neubaum, D.O., De Massis, A. and Holt, D.T. (2020), “The Adulthood of Family Business Research Through Inbound and Outbound Theorizing”, *Family Business Review*, SAGE Publications Inc., 1 March, doi: 10.1177/0894486520904461.
- Javadi, M. and Zarea, K. (2016), “Understanding Thematic Analysis and its Pitfall”, *Journal of Client Care*, Lexis Publisher, Vol. 1 No. 1, doi: 10.15412/j.jcc.02010107.
- Jimenez-Castillo, L. and Hoy, F. (2018), “Origins of family business research”, *The Palgrave Handbook of Heterogeneity among Family Firms*, Palgrave Macmillan, pp. 19–39, doi: 10.1007/978-3-319-77676-7_2.
- Kandel, B. (2020), *Qualitative Versus Quantitative Research*, *1-Marsyangdi Journal*, Vol. 1.
- Kankam, P.K. (2019), “The use of paradigms in information research”, *Library and Information Science Research*, Elsevier Ltd, 1 April, doi: 10.1016/j.lisr.2019.04.003.
- Kantamneni, N., McCain, M.R.C., Shada, N., Hellwege, M.A. and Tate, J. (2016), “Contextual Factors in the Career Development of Prospective First-Generation College Students: An Application of Social Cognitive Career Theory”, *Journal of Career Assessment*, SAGE Publications Inc., Vol. 26 No. 1, pp. 183–196, doi: 10.1177/1069072716680048.
- Kraus, S., Breier, M. and Dasí-Rodríguez, S. (2020), “The art of crafting a systematic literature review in entrepreneurship research”, *International Entrepreneurship and Management Journal*, Springer, Vol. 16 No. 3, pp. 1023–1042, doi: 10.1007/s11365-020-00635-4.
- Kume, A. and Jaupi, F. (2023), *Dilemma of Intergenerational Family Business among Albanian Students*.
- Kwadwo Antwi, S. and Hamza, K. (2015), *Qualitative and Quantitative Research Paradigms in Business Research: A Philosophical Reflection*, *European Journal of Business and Management Wwww.Iiste.Org ISSN*, Vol. 7, Online.
- Law, P.K. (2010), “A theory of reasoned action model of accounting students’ career choice in public accounting practices in the post-Enron”, *Journal of Applied Accounting Research*, Vol. 11 No. 1, pp. 58–73, doi: 10.1108/09675421011050036.
- Leaptrott, J. and McDonald, J.M. (n.d.). *The Conflict between Work and Family Roles: The Effects on Managers’ Reliance on Information Sources in Dealing with Significant Workplace Events*.

- Lee, P.C., Lee, M.J. (MJ) and Dopson, L.R. (2019), “Who Influences College Students’ Career Choices? An Empirical Study of Hospitality Management Students”, *Journal of Hospitality and Tourism Education*, Routledge, Vol. 31 No. 2, pp. 74–86, doi: 10.1080/10963758.2018.1485497.
- Lent, R.W. and Brown, S.D. (2019), “Social cognitive career theory at 25: Empirical status of the interest, choice, and performance models”, *Journal of Vocational Behavior*, Academic Press Inc., Vol. 115, doi: 10.1016/j.jvb.2019.06.004.
- Li, S. and Wang, H. (2018), “Traditional Literature Review and Research Synthesis”, *The Palgrave Handbook of Applied Linguistics Research Methodology*, Palgrave Macmillan, pp. 123–144, doi: 10.1057/978-1-137-59900-1_6.
- Linnenluecke, M.K., Marrone, M. and Singh, A.K. (2020), “Conducting systematic literature reviews and bibliometric analyses”, *Australian Journal of Management*, SAGE Publications Ltd, 1 May, doi: 10.1177/0312896219877678.
- Ljubotina, P., Bojnec, Š. and Vadnjal, J. (2019), “Macroeconomic factors forming family businesses heir’s career choice intention”, *Acta Oeconomica*, Akademiai Kiado Rt., Vol. 69 No. 3, pp. 425–444, doi: 10.1556/032.2019.69.3.5.
- Lovino, F. and Tsitsianis, N. (2020), “The Methodology of the Research”.
- Lumpkin, G.T. and Bacq, S. (2022), “Family business, community embeddedness, and civic wealth creation”, *Journal of Family Business Strategy*, Elsevier Ltd, Vol. 13 No. 2, doi: 10.1016/j.jfbs.2021.100469.
- Lussier, R.N. and Sonfield, M.C. (2012), “Family businesses’ succession planning: A seven-country comparison”, *Journal of Small Business and Enterprise Development*, Vol. 19 No. 1, pp. 7–19, doi: 10.1108/14626001211196370.
- Lyons, R., Ahmed, F.U., Clinton, E., O’Gorman, C. and Gillanders, R. (2024), “The impact of parental emotional support on the succession intentions of next-generation family business members”, *Entrepreneurship and Regional Development*, Routledge, Vol. 36 No. 3–4, pp. 516–534, doi: 10.1080/08985626.2023.2233460.
- Maciejewska, A., Kuzak, Ł., Sobieraj, J. and Metelski, D. (2022), “The Impact of Opencast Lignite Mining on Rural Development: A Literature Review and Selected Case Studies Using Desk Research, Panel Data and GIS-Based Analysis”, *Energies*, MDPI, Vol. 15 No. 15, doi: 10.3390/en15155402.

- De Massis, A., Frattini, F., Majocchi, A. and Piscitello, L. (2018), “Family firms in the global economy: Toward a deeper understanding of internationalization determinants, processes, and outcomes”, *Global Strategy Journal*, Wiley-Blackwell Publishing Ltd, Vol. 8 No. 1, pp. 3–21, doi: 10.1002/gsj.1199.
- McKenna, L. and Gray, R. (2018), “The importance of ethics in research publications”, *Collegian*, Elsevier B.V., 1 April, doi: 10.1016/j.colegn.2018.02.006.
- Memili, E., Fang, H., Chrisman, J.J. and De Massis, A. (2015), “The impact of small- and medium-sized family firms on economic growth”, *Small Business Economics*, Kluwer Academic Publishers, Vol. 45 No. 4, pp. 771–785, doi: 10.1007/s11187-015-9670-0.
- Mensah, R.O. and Acquah, A. (2020), “Discourses on Conceptual and Theoretical Frameworks in Research: Meaning and Implications for Researchers”, doi: 10.46769/jais.011972146583600143.
- Mishkin, H., Wangrowicz, N., Dori, D. and Dori, Y.J. (2016), “Career Choice of Undergraduate Engineering Students”, *Procedia - Social and Behavioral Sciences*, Elsevier BV, Vol. 228, pp. 222–228, doi: 10.1016/j.sbspro.2016.07.033.
- Moore, R. and Burrus, J. (2018), “Predicting STEM Major and Career Intentions With the Theory of Planned Behavior”, *Career Development Quarterly*, Wiley Blackwell, Vol. 67 No. 2, pp. 139–155, doi: 10.1002/cdq.12177.
- Moreno-Menéndez, A.M. and Casillas, J.C. (2021), “How do family businesses grow? Differences in growth patterns between family and non-family firms”, *Journal of Family Business Strategy*, Elsevier Ltd, Vol. 12 No. 3, doi: 10.1016/j.jfbs.2021.100420.
- Moser, T. (2021), *Family Business Research: A Literature Review*.
- Muigai, S.W., Mungai, E. and Velamuri, R. (2023), “Intergenerational transmission of entrepreneurship: An East African perspective of SME owner’s choice of joining the family business or independent own founding”, *Cogent Business and Management*, Cogent OA, Vol. 10 No. 1, doi: 10.1080/23311975.2023.2195023.
- Mukesh, H.V. and Bailey, A. (2023), “Bringing context to the foreground: Explaining the early-stage career development of next-generation family business members”, *Journal of Family Business Strategy*, Elsevier Ltd, Vol. 14 No. 4, doi: 10.1016/j.jfbs.2023.100572.
- Munn, Z., Peters, M.D.J., Stern, C., Tufanaru, C., McArthur, A. and Aromataris, E. (2018), “Systematic review or scoping review? Guidance for authors when choosing between a

- systematic or scoping review approach”, *BMC Medical Research Methodology*, BioMed Central, Vol. 18 No. 1, doi: 10.1186/s12874-018-0611-x.
- Murphy, L. and Lambrechts, F. (2015), “Investigating the actual career decisions of the next generation: The impact of family business involvement”, *Journal of Family Business Strategy*, Elsevier Ltd, Vol. 6 No. 1, pp. 33–44, doi: 10.1016/j.jfbs.2014.10.003.
- Neubaum, D.O. (2018), “Family Business Research: Roads Travelled and the Search for Unworn Paths”, *Family Business Review*, SAGE Publications Inc., 1 September, doi: 10.1177/0894486518792948.
- Ntari, L. and Deliwe, A.P. (2023), “Parental influence on next-generation family members in South African Black-owned family businesses”, *Journal of Family Business Management*, Emerald Publishing, doi: 10.1108/JFBM-06-2023-0076.
- Nugent, G., Barker, B., Welch, G., Grandgenett, N., Wu, C.R. and Nelson, C. (2015), “A Model of Factors Contributing to STEM Learning and Career Orientation”, *International Journal of Science Education*, Routledge, Vol. 37 No. 7, pp. 1067–1088, doi: 10.1080/09500693.2015.1017863.
- O’Halloran, K.L., Tan, S., Pham, D.S., Bateman, J. and Vande Moere, A. (2018), “A digital mixed methods research design: Integrating multimodal analysis with data mining and information visualization for big data analytics”, *Journal of Mixed Methods Research*, SAGE Publications Inc., Vol. 12 No. 1, pp. 11–30, doi: 10.1177/1558689816651015.
- Osei, H.V., Tepprey, E. and Mensah, P.O. (2023), “Effects of cognitive-person factors on career choice of tertiary students: the moderating role of chance events”, *Journal of Applied Research in Higher Education*, Emerald Publishing, Vol. 15 No. 4, pp. 919–932, doi: 10.1108/JARHE-04-2022-0115.
- Osorio Tinoco, F., Bayon, M.C. and Murillo Vargas, G. (2022), “Entrepreneurial career choice intentions among secondary students in Colombia: the role of entrepreneurial exposure”, *International Journal of Emerging Markets*, Emerald Group Holdings Ltd., Vol. 17 No. 1, pp. 277–298, doi: 10.1108/IJOEM-10-2019-0872.
- Owusu, G.M.Y., Obeng, V.A., Ofori, C.G., Ossei Kwakye, T. and Bekoe, R.A. (2018), “What explains student’s intentions to pursue a certified professional accountancy qualification?”, *Meditari Accountancy Research*, Emerald Group Holdings Ltd., Vol. 26 No. 2, pp. 284–304, doi: 10.1108/MEDAR-06-2016-0065.

- Panič, A., Pržulj, N., Master, W. and Tchantouridze, L. (2015), *Peer-Reviewed Academic Journal Innovative Issues and Approaches in Social Sciences*.
- Parada, M.J. and Dawson, A. (2017), “Building family business identity through transgenerational narratives”, *Journal of Organizational Change Management*, Emerald Group Publishing Ltd., Vol. 30 No. 3, pp. 344–356, doi: 10.1108/JOCM-10-2016-0200.
- Patel, M. and Patel, N. (2019), “descriptive research”.
- Payne, G.T. (2018), “Reflections on Family Business Research: Considering Domains and Theory”, *Family Business Review*, SAGE Publications Inc., 1 June, doi: 10.1177/0894486518776550.
- Pejić-Bach, M. and Cerpa, N. (2019), “Editorial: Planning, conducting and communicating systematic literature reviews”, *Journal of Theoretical and Applied Electronic Commerce Research*, Universidad de Talca, doi: 10.4067/S0718-18762019000300101.
- Pittino, D., Visintin, F. and Lauto, G. (2018), “Fly Away From the Nest? A Configurational Analysis of Family Embeddedness and Individual Attributes in the Entrepreneurial Entry Decision by Next-Generation Members”, *Family Business Review*, SAGE Publications Inc., Vol. 31 No. 3, pp. 271–294, doi: 10.1177/0894486518773867.
- Porfirio, J.A., Felício, J.A. and Carrilho, T. (2020), “Family business succession: Analysis of the drivers of success based on entrepreneurship theory”, *Journal of Business Research*, Elsevier Inc., Vol. 115, pp. 250–257, doi: 10.1016/j.jbusres.2019.11.054.
- Pounder, P. (2015), “Family business insights: an overview of the literature”, *Journal of Family Business Management*, Emerald Group Publishing Ltd., 13 April, doi: 10.1108/JFBM-10-2014-0023.
- Purohit, D., Jayswal, M. and Muduli, A. (2020), “Factors influencing graduate job choice – a systematic literature review”, *European Journal of Training and Development*, Emerald Group Holdings Ltd., doi: 10.1108/EJTD-06-2020-0101.
- Ramadani, V., Memili, E., Palalić, R. and Chang, E.P.C. (2020), “Nature of Family Business”, pp. 1–28, doi: 10.1007/978-3-030-47778-3_1.
- Rastogi, S. and Agrawal, R. (2010), “Intention of offspring to join the family enterprise: a study of Indian businesses”, *Annals of Innovation & Entrepreneurship*, Informa UK Limited, Vol. 1 No. 1, p. 5603, doi: 10.3402/aie.v1i1.5641.

- Rautamäki, H. and Römer-Paakkanen, T. (2016), *The next Generation's Commitment and Willingness to Continue the Family Business: Reflecting on Potential Successors' Experiences and Pondering*, *Int. J. Entrepreneurship and Small Business*, Vol. 27.
- van Rensburg, L.J.J. and Tjano, R.N. (2020), "The relationship of self-efficacy and entrepreneurial intentions on the commitment of the next generation in family-owned agribusinesses", *Acta Commercii*, AOSIS (pty) Ltd, Vol. 20 No. 1, doi: 10.4102/ac.v20i1.742.
- Rizvi, S., Rienties, B. and Khoja, S.A. (2019), "The role of demographics in online learning: A decision tree based approach", *Computers and Education*, Elsevier Ltd, Vol. 137, pp. 32–47, doi: 10.1016/j.compedu.2019.04.001.
- Roccas, S. and Sagiv, L. (2017), *Values and Behavior: Taking a Cross Cultural Perspective*, *Values and Behavior: Taking a Cross Cultural Perspective*, Springer International Publishing, doi: 10.1007/978-3-319-56352-7.
- Rodriguez Serna, L., Nakandala, D. and Bowyer, D. (2022), "Why do eligible successors withdraw from the succession process in family businesses? A social exchange perspective", *Journal of Family Business Management*, Emerald Publishing, Vol. 12 No. 4, pp. 999–1019, doi: 10.1108/JFBM-04-2021-0036.
- Romaní, G., Soria-Barreto, K., Honores-Marín, G., Ruiz Escorcía, R. and Rueda, J. (2022), "Not Like My Parents! The Intention to Become a Successor of Latin American Students with Entrepreneur Parents", *Sustainability (Switzerland)*, MDPI, Vol. 14 No. 3, doi: 10.3390/su14031193.
- Rose, J. and Johnson, C.W. (2020), "Contextualizing reliability and validity in qualitative research: toward more rigorous and trustworthy qualitative social science in leisure research", *Journal of Leisure Research*, Taylor and Francis Inc., Vol. 51 No. 4, pp. 432–451, doi: 10.1080/00222216.2020.1722042.
- Rovelli, P., Ferasso, M., De Massis, A. and Kraus, S. (2022), "Thirty years of research in family business journals: Status quo and future directions", *Journal of Family Business Strategy*, Elsevier Ltd, doi: 10.1016/j.jfbs.2021.100422.
- Roy, R., Akhtar, F. and Das, N. (2017), "Entrepreneurial intention among science & technology students in India: extending the theory of planned behavior", *International*

- Entrepreneurship and Management Journal*, Springer New York LLC, Vol. 13 No. 4, pp. 1013–1041, doi: 10.1007/s11365-017-0434-y.
- Sacristán-Navarro, M. and Cabeza-García, L. (2019), “When family firm corporate governance fails: the case of El Corte Inglés”, *Journal of Family Business Management*, Emerald Group Holdings Ltd., Vol. 10 No. 2, pp. 97–115, doi: 10.1108/JFBM-02-2019-0010.
- Saleem, N. (2021), *Title: Career Choices of Family Members and Immigrants’ careerimmigrants’ career Decisions in Family Businesses Author: Nazish Saleem Tutor.*
- Sauer, P.C. and Seuring, S. (2023), “How to conduct systematic literature reviews in management research: a guide in 6 steps and 14 decisions”, *Review of Managerial Science*, Springer Science and Business Media Deutschland GmbH, 1 July, doi: 10.1007/s11846-023-00668-3.
- Schoenfeld, J., Segal, G. and Borgia, D. (2017), “Social cognitive career theory and the goal of becoming a certified public accountant”, *Accounting Education*, Routledge, Vol. 26 No. 2, pp. 109–126, doi: 10.1080/09639284.2016.1274909.
- Schröder, E. and Schmitt-Rodermund, E. (2013), “Antecedents and consequences of adolescents’ motivations to join the family business”, *Journal of Vocational Behavior*, Vol. 83 No. 3, pp. 476–485, doi: 10.1016/j.jvb.2013.07.006.
- Schröder, E., Schmitt-Rodermund, E. and Arnaud, N. (2011), “Career choice intentions of adolescents with a family business background”, *Family Business Review*, Vol. 24 No. 4, pp. 305–321, doi: 10.1177/0894486511416977.
- Seema, M. (2020a), “An Exploratory Study on Needs and Problems of Young Successors of Family Businesses”, *International Journal of Advances in Engineering and Management (IJAEM)*, Vol. 2 No. 5, p. 687, doi: 10.35629/5252-0205687697.
- Seema, M. (2020b), “Entrepreneurial Intentions of the Progeny of Family Businesses”, *SUMEDHA JOURNAL OF MANAGEMENT*, SUMEDHA JOURNAL OF MANAGEMENT, CMR College of Engineering & Technology, Vol. 9 No. 2, p. 36, doi: 10.46454/sumedha/9.2.2020.4.
- Shaanika, I.N. (2022), “The Use of Mixed-Methods as a Research Strategy in Information Systems Studies”, *ICSIT 2022 - 13th International Conference on Society and Information*

- Technologies, Proceedings*, International Institute of Informatics and Cybernetics, IIC, pp. 50–55, doi: 10.54808/ICSIT2022.01.50.
- Shaw, J.D., Tangirala, S., Vissa, B. and Rodell, J.B. (2018), “New ways of seeing: Theory integration across disciplines”, *Academy of Management Journal*, Academy of Management, 1 February, doi: 10.5465/amj.2018.4001.
- Short, J.C., Sharma, P., Lumpkin, G.T. and Pearson, A.W. (2016), “Oh, the Places We’ll Go! Reviewing Past, Present, and Future Possibilities in Family Business Research”, *Family Business Review*, SAGE Publications Inc., 1 March, doi: 10.1177/0894486515622294.
- Siaba, S. and Rivera, B. (2024), “The evolution of the field of family business research over a decade (2012–2022)”, *Small Business Economics*, Springer, doi: 10.1007/s11187-023-00866-z.
- Siddaway, A.P., Wood, A.M. and Hedges, L. V. (2018), “How to Do a Systematic Review: A Best Practice Guide for Conducting and Reporting Narrative Reviews, Meta-Analyses, and Meta-Syntheses”, doi: 10.1146/annurev-psych-010418.
- Da Silva, A. and Ferreira, M. (2017), *INTENÇÃO DE CARREIRA EMPREENDEDORA DE ESTUDANTES: REVISÃO DE LITERATURA E ESTUDOS*.
- Sivasubramaniam, S., Dlabolová, D.H., Kralikova, V. and Khan, Z.R. (2021), “Assisting you to advance with ethics in research: an introduction to ethical governance and application procedures”, *International Journal for Educational Integrity*, BioMed Central Ltd, Vol. 17 No. 1, doi: 10.1007/s40979-021-00078-6.
- Sławecki, B. (2017), “Paradigms in qualitative research”, *Qualitative Methodologies in Organization Studies*, Vol. 1, Springer International Publishing, pp. 7–26, doi: 10.1007/978-3-319-65217-7_2.
- Sniehotta, F.F., Presseau, J. and Araújo-Soares, V. (2014), “Time to retire the theory of planned behaviour”, *Health Psychology Review*, January, doi: 10.1080/17437199.2013.869710.
- Spector, P.E. (2019), “Do Not Cross Me: Optimizing the Use of Cross-Sectional Designs”, *Journal of Business and Psychology*, Springer New York LLC, Vol. 34 No. 2, pp. 125–137, doi: 10.1007/s10869-018-09613-8.
- Stewart, A. and Hitt, M.A. (2012), “Why Can’t a Family Business Be More Like a Nonfamily Business?: Modes of Professionalization in Family Firms”, *Family Business Review*, Vol. 25 No. 1, pp. 58–86, doi: 10.1177/0894486511421665.

- Supatn, N. (2020), "Career Choice on Family Business: A Case of Generation Y Whose Family Owns a Family Business", *Review of Integrative Business and Economics Research*.
- Swank, J.M. and Jahn, S.A.B. (2018), "Using Sand Tray to Facilitate College Students' Career Decision-Making: A Qualitative Inquiry", *Career Development Quarterly*, Wiley Blackwell, Vol. 66 No. 3, pp. 269–278, doi: 10.1002/cdq.12148.
- Tandra, O.S., Santoso, W., Hartono, W., Hongdiyanto, C. and Ongkowijoyo, G. (2022), "THE EFFECT OF ENTREPRENEURSHIP EDUCATION AND FAMILY BUSINESS BACKGROUND ON THE INTENTION TO CONTINUE THE FAMILY BUSINESS AS THE NEXT GENERATION ON FAMILY BUSINESS STUDENTS IN CIPUTRA UNIVERSITY", *Business and Accounting Research (IJEBA) Peer Reviewed-International Journal*, Vol. 6.
- Telling, R. and Goulding, P.J. (2020), "Retaining the adolescent workforce in family businesses", *Journal of Family Business Management*, Emerald Group Publishing Ltd., doi: 10.1108/JFBM-04-2019-0025.
- Tetteh, L.A., Agyenim-Boateng, C., Kwarteng, A., Muda, P. and Sunu, P. (2022), "Utilizing the social cognitive career theory in understanding students' choice in selecting auditing as a career: evidence from Ghana", *Journal of Applied Accounting Research*, Emerald Group Holdings Ltd., Vol. 23 No. 3, pp. 715–737, doi: 10.1108/JAAR-03-2021-0079.
- Thomas, P., John, D. and Thomas, L. (2024), "Factors influencing career decision of undergraduate and postgraduate students: an Indian context", *Higher Education, Skills and Work-Based Learning*, Emerald Publishing, Vol. 14 No. 1, pp. 95–108, doi: 10.1108/HESWBL-09-2022-0189.
- Thomé, A.M.T., Scavarda, L.F. and Scavarda, A.J. (2016), "Conducting systematic literature review in operations management", *Production Planning and Control*, Taylor and Francis Ltd., 3 April, doi: 10.1080/09537287.2015.1129464.
- Tornikoski, E. and Maalaoui, A. (2019), "Critical reflections – The Theory of Planned Behaviour: An interview with Icek Ajzen with implications for entrepreneurship research", *International Small Business Journal: Researching Entrepreneurship*, SAGE Publications Ltd, Vol. 37 No. 5, pp. 536–550, doi: 10.1177/0266242619829681.
- Torres, P., Augusto, M. and Quaresma, R. (2023), "The influence of institutional and in-group collectivism practices on next-generation engagement in the family business",

- International Journal of Entrepreneurial Behaviour and Research*, Emerald Publishing, Vol. 29 No. 7, pp. 1453–1476, doi: 10.1108/IJEBR-06-2022-0526.
- Tsagem, Y. (2018), *CAREER CHOICE: DECIDING WHAT AND WHERE YOU WANT TO BE!*
- Tully, P. and Carr, N. (2021), “Obstacles and possibilities in archival research: archives as a data source for leisure scholars in lockdown”, *Leisure Studies*, Routledge, doi: 10.1080/02614367.2021.1933575.
- Ugwu, C.I., Ekere, J.N. and Onoh, C. (2018), *RESEARCH PARADIGMS AND METHODOLOGICAL CHOICES IN THE RESEARCH PROCESS*, *Information Science and Technology*, Vol. 14.
- Vadnjaj, J. and Ljubotina, P. (2016), “Professional trilemma of students with family business experience”, *Kybernetes*, Emerald Group Publishing Ltd., Vol. 45 No. 3, pp. 446–460, doi: 10.1108/K-08-2014-0162.
- Váradi, J., Kerekes, R., Pótfi, M. and Radócz, J.M. (2024), “Determining factors in the career choice of music high school students”, *International Journal of Educational Research Open*, Elsevier Ltd, Vol. 6, doi: 10.1016/j.ijedro.2024.100321.
- Venter, E., Boshoff, C. and Maas, G. (2005), “The influence of successor-related factors on the succession process in small and medium-sized family businesses”, *Family Business Review*, Vol. 18 No. 4, pp. 283–303, doi: 10.1111/j.1741-6248.2005.00049.x.
- Ventresca, M. and Mohr, J. (2017), *The Blackwell Companion to Organizations, First Edition. Edited.*
- Vieira, E.S. and Gomes, J.A.N.F. (2010), “Citations to scientific articles: Its distribution and dependence on the article features”, *Journal of Informetrics*, Vol. 4 No. 1, pp. 1–13, doi: 10.1016/j.joi.2009.06.002.
- Wang, D. and Zhang, Z. (2022), “Disassembling the influences of perceived family relational conflict on business family offspring’s intrapreneurial intentions”, *International Entrepreneurship and Management Journal*, Springer, Vol. 18 No. 1, pp. 153–189, doi: 10.1007/s11365-021-00747-5.
- Webb, T.L., Sniehotta, F.F. and Michie, S. (2010), “Using theories of behaviour change to inform interventions for addictive behaviours”, *Addiction*, Vol. 105 No. 11, pp. 1879–1892, doi: 10.1111/j.1360-0443.2010.03028.x.

- Wen, L., Yang, H. (Chris), Bu, D., Diers, L. and Wang, H. (2018), “Public accounting vs private accounting, career choice of accounting students in China”, *Journal of Accounting in Emerging Economies*, Emerald Group Publishing Ltd., Vol. 8 No. 1, pp. 124–140, doi: 10.1108/JAEE-09-2016-0080.
- Zellweger, T., Sieger, P. and Halter, F. (2010), “Should I stay or should I go? Career choice intentions of students with family business background”, *Journal of Business Venturing*, Vol. 26 No. 5, pp. 521–536, doi: 10.1016/j.jbusvent.2010.04.001.
- Zheng, G., Bui, T.D., Hoang, H.T., Hang Nguyen, P.T. and Tran-Chi, V.L. (2022), “Factors Influencing Career Choice Among Social Work Graduates”, *Journal of Educational and Social Research*, Richtmann Publishing Ltd, Vol. 12 No. 3, pp. 62–69, doi: 10.36941/jesr-2022-0066.
- Zhou, H., He, F. and Wang, Y. (2017), “Did family firms perform better during the financial crisis? New insights from the S&P 500 firms”, *Global Finance Journal*, Elsevier B.V., Vol. 33, pp. 88–103, doi: 10.1016/j.gfj.2017.01.001.

ANNEXURE A: ETHICS FORM



FACULTY OF BUSINESS AND ECONOMIC SCIENCES
DEPARTMENT OF BUSINESS MANAGEMENT
ETHICAL CONSIDERATION FOR HONOURS TREATISE

INSTRUCTIONS

- Should be completed by study leader and student.
- Must be signed off by the student, study leader and HoD.
- Submit completed form to Ms Kim Alexander.
- Please ensure that a summary of the research methodology section of the treatise is attached to this form (*Complete Annexure A*).
- *Please note that by following this ethics route, the study will NOT be allocated an ethics clearance number.*

SECTION A – STUDENT ACKNOWLEDGMENT

- The student acknowledges that their research project is for academic qualification purposes only. As such, the research report or any sections thereof *may not be published*.
- The student also acknowledges that their research project *will be a desktop study* and will *make use of publicly available documents or secondary data*. No human subjects will be involved in the study as primary sources of data.

Secondary data, in this instance, refers to data that was collected and processed by someone else for some other purpose but is now being used by the researcher for another reason (Tripathy, 2013). Research utilising secondary data that both exists and has been collected in a public, academic database, for example Google Scholar, is considered desktop research, and generally does not require full ethical approval (Creswell & Poth 2017).

SECTION B – STUDENT AND RESEARCH PROJECT DETAILS

Student name & surname	Dylan Marc de Klerk
Student number	224103083
Title of treatise	Factors influencing next generation's intention to join the family business: A systematic literature review.
Qualification	BCom Honours Business Management
Department	Business Management
Study leader	Professor S.M Farrington

ANNEXURE A: ETHICS FORM (continued)

SECTION C – ETHICS CRITERIA

	<i>(Please tick the appropriate block)</i>	YES	NO
1.	Is there any risk of harm, embarrassment or offence, however slight or temporary, to the participant, third parties or to the communities at large?		✓
2.	Is the study based on a research population defined as 'vulnerable' in terms of age, physical characteristics and/or disease status?		✓
2.1	Are subjects/participants/respondents of your study:		
2.1.1	Children under the age of 18?		✓
2.1.2	NMU staff?		✓
2.1.3	NMU students?		✓
2.1.4	The elderly/persons over the age of 60?		✓
2.1.5	A sample from an institution (e.g. hospital/school)?		✓
2.1.6	Handicapped (e.g. mentally or physically)?		✓
3.	Does the data that will be collected require consent of an institutional authority for this study? (An institutional authority refers to an organisation that is established by government to protect vulnerable people)		✓
3.1	Are you intending to access participant data from an existing, stored repository (e.g. school, institutional or university records)?		✓
4.	Will the participant's privacy, anonymity or confidentiality be compromised?		✓
4.1	Are you administering a questionnaire/survey that:		
4.1.1	Collects sensitive/identifiable data from participants?		✓
4.1.2	Does not guarantee the anonymity of the participant?		✓
4.1.3	Does not guarantee the confidentiality of the participant and the data?		✓
4.1.4	Will offer an incentive to respondents to participate, i.e. a lucky draw or any other prize?		✓
4.1.5	Will create doubt whether sample control measures are in place?		✓
5.	Do you wish to publish any research output (i.e. article) from this study?		✓

Please note that if ANY of the questions above have been answered in the affirmative (YES) the student will need to complete the full ethics clearance form (MEOS REC-H application) and submit it with the relevant documentation to the Faculty RECH (Ethics) committee.

The student hereby certifies that he/she has given his/her research careful ethical consideration and full ethics approval is not required.

ANNEXURE A: ETHICS FORM (continued)**SECTION D – INFORMATION TO BE INCLUDED INTO THE RESEARCH REPORT**

(The section below should be edited and aligned to the specifics of the study)

1. ETHICAL CONSIDERATIONS

This study will follow the ethical research considerations that apply to all research in the social sciences, which are defined as moral rules and professional codes of conduct to the collection, analysis, reporting, and publication of information about research subjects (Pietilä, Nurmi, Halkoaho & Kyngäs, 2020:49). The research will, at all times, adhere to the following ethical considerations:

1.1 Informed Consent

Where data is freely available on the Internet, books or other public forum, permission for further use and analysis is implied, however, the ownership of the original data must be acknowledged (Tripathy, 2013).

1.2 Anonymity and Confidentiality

To ensure privacy and to protect individuals or institutions within the secondary data, a privacy plan or protocol will be in place to protect the confidentiality of the users. This may include removing identifiable information, securely storing the data and removing any sensitive information prior to distribution of the outcome of the study (where needed).

1.3 Action and Competence of Researchers

The study will be undertaken in an ethically correct manner. Under no circumstances would the researcher in this study make judgments about data, falsify data or plagiarise.

1.4 Respect of Intellectual Property

Intellectual property is the creation arising from intellectual activity, and this study will acknowledge and reference all ideas and sources used in the study.

1.5 Beneficence

The study topic being researched is for degree purposes only and will not be published.

1.6 Non-Maleficence

Non-maleficence makes sure that what is being done is not harmful and that harm is not done by omitting care or treatment. This study will make sure that no harm will come to anyone connected to the study. This body of work and the documents consulted will also adhere to the Protection of Personal Information Act (PoPIA). POPIA governs the collection, processing and sharing of personally identifiable information (PII).

1.7 Applying for ethical consideration

The researcher will apply for ethical consideration from the *Department of Business Management* (Nelson Mandela University) to have the right to research within the intended domain. The research process, in particular data collection, may only be conducted once ethical clearance has been granted, i.e., the ethics form has been signed by the student, the study leader and the Head of Department.

ANNEXURE A: ETHICS FORM (continued)

SECTION E – SIGNATURES AND DATES



 STUDENT

25 April 2024
 DATE



 STUDY LEADER

25 April 2024

 DATE



 HEAD OF DEPARTMENT

25/04/2024
 DATE

REFERENCES

- Cilliers, L. & Viljoen, K. (2021). A framework of ethical issues to consider when conducting internet-based research. *South African Journal of Information Management*, 23(1).
- Creswell, J.W. & Poth, C.N. (2017). *Qualitative inquiry and research design: Choosing among five approaches*, Sage, London.
- Pietilä, A. M., Nurmi, S. M., Halkoaho, A. & Kyngäs, H. (2020). Qualitative research: Ethical considerations. In *The application of content analysis in nursing science research*, Cham. Springer, 49-69.
- Tripathy, J.P. (2013). Secondary Data Analysis: Ethical Issues and Challenges. *Iran Journal of Public Health*. 42(12): 1478–1479.

ANNEXURE B: LEARNING AGREEMENT



FACULTY OF BUSINESS AND ECONOMIC SCIENCES

LEARNING AGREEMENT BETWEEN SUPERVISOR(S) AND POSTGRADUATE STUDENT FOR FULL RESEARCH QUALIFICATIONS

The aim of this learning agreement is to provide postgraduate students and their supervisors an opportunity to develop a sound and productive working plan. This document should be read in conjunction with the following Nelson Mandela University Policy documents:

- The General Prospectus
- Faculty of Business and Economic Sciences Prospectus
- Masters and Doctoral Degree Policy (M & D Policy)
- Code of Conduct for Researchers
- University Code of Ethics Policy
- Policy on Intellectual Property
- Promotion of Academic Integrity and Prevention of Plagiarism

These documents are available on the Nelson Mandela University's website

(<http://my.mandela.ac.za/default.asp?id=308&IRCno=>) and are available on request from Ms Lindie van Rensburg (lindie@mandela.ac.za).

The Faculty of Business and Economic Sciences requires all postgraduate students and their supervisor(s) to complete a learning agreement within TWO months of the commencement of the research degree programme. Postgraduate students and their supervisor(s) should discuss the issues outlined in this agreement, to have clarity and consistency regarding the conduct of the Postgraduate student and supervisor(s). Should a co-supervisor be appointed, he/she should be part of the discussion process.

The postgraduate student and supervisor should keep a copy of this learning agreement, including a copy send to Ms Lindie van Rensburg (lindie@mandela.ac.za).

PART A: DETAILS OF POSTGRADUATE STUDENT, SUPERVISOR(S) AND QUALIFICATION

NAME & SURNAME:	Dylan De Klerk
STUDENT NUMBER:	224103083
QUALIFICATION:	BCom Honours Business Management
FIRST YEAR OF REGISTRATION:	2024
DEPARTMENT:	Business Management
SUPERVISOR:	Professor S. Farrington
CO-SUPERVISOR	

ANNEXURE B: LEARNING AGREEMENT (continued)**PART B: ROLES AND RESPONSIBILITIES OF THE POSTGRADUATE STUDENT AND SUPERVISOR(S)****POSTGRADUATE STUDENT:**

As a postgraduate candidate, the student is expected to apply him- or herself to meeting the following reasonable responsibilities.

The postgraduate Student accepts and undertake the following responsibilities as outlined in the M & D Policy (Rule 5.3):

RULE	DESCRIPTION	INITIAL
5.3.1	Complete all the required components of the academic programme as stipulated.	D.M.D.K
5.3.2	Plan and execute the research study as agreed to with the guidance of the supervisor (and co-supervisor, where applicable).	D.M.D.K
5.3.3	Ensure that the research proposal is submitted for approval within the stipulated timeframe in accordance with the university's rules (6 months for Master's degree & 12 months for Doctoral degree).	N/A
5.3.4	Adhere to the principles of accepted safety and health standards, ethical research practice as per Nelson Mandela University Code of Conduct for Researchers (IRC 404.01), Policy on Research Ethics (IRC 404.02), specific codes of the discipline (where applicable) and conventions regarding plagiarism as per Nelson Mandela Policy for the Promotion of Academic Integrity and Prevention of Plagiarism (IRC 305.04).	D.M.D.K
5.3.5	Make regular appointments with supervisor(s) to update supervisor(s) on progress or any difficulties encountered in executing the academic project as planned to ensure timeous remedial action where required.	D.M.D.K
5.3.6	Keep written record of supervision sessions and the decisions agreed to.	D.M.D.K
5.3.7	Submit regular outputs from the academic project to ensure effective guidance and input by supervisor(s).	D.M.D.K
5.3.8	Ensure that written work submitted has been proofread and of an acceptable academic standard.	D.M.D.K
5.3.9	Ensure that the necessary amendments or revisions decided upon with supervisor(s) are made regularly and resubmitted as agreed for further guidance.	D.M.D.K
5.3.10	Take responsibility for the final production of the treatise/dissertation/thesis for examination and final submission in accordance with university or faculty-specific rules	D.M.D.K
5.3.11	Submit a manuscript to the supervisor prior to the time of the approval of examiner reports (for purpose of awarding the doctoral degree).	D.M.D.K
5.3.12	Renew annual registration for the academic programme within the periods as stipulated by the university.	D.M.D.K
General	The postgraduate student has read all the relevant strategic and policy documents related to their relevant qualification.	D.M.D.K
General	The postgraduate student has familiarised him- or herself with the internet-based plagiarism detection service; Turnitin software.	D.M.D.K
General	The postgraduate student endeavours to partake in workshops and training related to the research project	D.M.D.K

SUPERVISOR / CO-SUPERVISOR:

The responsibilities outlined below are reasonable expectations of academics or any other persons who are undertaking the supervision of master's and doctoral candidates.

The supervisor(s) accepts and undertake the following responsibilities as outlined in the M & D Policy (Rule 5.2):

RULE	DESCRIPTION	INITIAL
5.2.1	Manage the administrative aspects related with candidate's studies according to Nelson Mandela University rules.	SMF
5.2.2	Liaise and co-operate with the HOD/DOS and/or the Executive Dean and relevant academic support units to ensure that the student is able to access basic resources	SMF

ANNEXURE B: LEARNING AGREEMENT (continued)

	(such as library, laboratory space, chemicals, accessing bursaries and scholarships where the student meets the criteria, etc.) reasonably required by a postgraduate candidate	
5.2.3	Clarify respective roles of student, supervisor, and co-supervisor (where relevant) to ensure that student and supervisor (s) are clear about channels of communication as well as expectations. Preferably such clarification should be contained in a supervisory or learning agreement	SMF
5.2.4	Confer or make contact with the student regularly (minimum once an academic term) to provide academic guidance to ensure the development and mastery of research skills and competencies relevant to the discipline and the specific study, and to ensure adherence to university requirements and/or discipline standards.	SMF
5.2.5	Monitor progress of the student and submit reports on student progress as required by the university and by relevant scholarship funding bodies.	SMF
5.2.6	Keep a record of supervision sessions and provide feedback, within the timeframe agreed upon, to enable student progress.	SMF
5.2.7	Supervisors must maintain an adherence to accepted safety and health standards, as well as ethical research practice as per Nelson Mandela University Code of Conduct for Researchers (IRC 404.01), Policy on Research Ethics (IRC 404.02), specific codes of the discipline (where applicable) and conventions regarding plagiarism as per Nelson Mandela Policy for the Promotion of Academic Integrity and Prevention of Plagiarism (IRC 305.04) and advise their students to maintain these standards as well.	SMF
5.2.8	Provide the relevant information to the student so that the candidate submits the treatise/dissertation/thesis for examination and final submission in accordance with university or faculty-specific rules (see Addendum 8 for format guidelines).	SMF
5.2.9	Advise the student regarding the submission of declaration of manuscript at the time of approval of examiner reports for the purposes of awarding of doctoral degrees (for doctoral degrees only).	N/A
General	The supervisor(s) to consult Turnitin report submitted by the student to the internet-based plagiarism detection service; Turnitin software.	SMF
General	The supervisor assists the student with the ethics application.	SMF

PART C: TERMS OF LEARNING AGREEMENT

FREQUENCY OF COMMUNICATION		
	YES	NO
The contact details of the supervisor(s) were provided to the postgraduate student.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Specify frequency and communication channel for meetings (i.e. telephone, email, face-to-face).	At least once every two weeks, more if needed via telephone and Teams.	
In case of the appointment of a co-supervisor(s), how will meetings and communication between all be organised?	Both supervisors will be included in all emails; both supervisors will be invited to feedback meetings.	
Specify who is responsible for scheduling meetings and how far in advance these meetings should be scheduled.	Both Student and Supervisors, 4 days prior.	
Specify the procedure for changing the meeting date and time.	An email will be sent to be excused and reschedule.	
Specify frequency and duration of meetings (approx.).	Once every two to three weeks or as needed, up to two hours or as needed.	
Specify who will set the agenda and take notes.	Student or supervisor will set agenda, depending on purpose of meeting. Student will take notes.	
Clarify whether there will be any expectation regarding regular email communication.	No. Communication will take place as and when needed.	
Indicate the availability of communication of supervisor during period of research and/or ordinary leave.	As needed. To be arranged between student(s) and supervisor(s).	
List the roles, responsibilities of supervisor, co-supervisor(s) and student.	Specific responsibilities of the supervisor and co-supervisor for research supervision.	

ANNEXURE B: LEARNING AGREEMENT (continued)

	<p>The supervisor(s) will be able to advise the student/candidate (to be used interchangeably) on the:</p> <ul style="list-style-type: none"> • Scope of the project; • Relevance of secondary information sourced by student; • Feasibility of the study; • Timeframes for completion of each section of the study; • Validity and reliability of the data collected; • Research methodology chosen; and • Final presentation of the treatise/thesis/dissertation. <p>The supervisor(s) is NOT responsible for:</p> <ul style="list-style-type: none"> • Providing students with research problems, proposals, methodology and content; • Providing students with literature articles on the research topic; • Rewriting or editing student submissions; • Reading more than two drafts of a chapter; • Assisting students with collecting data; or • Sourcing financial assistance for the study. <p>In addition, the supervisor(s) will:</p> <ul style="list-style-type: none"> • Insist that students maintain satisfactory academic levels. • Provide students with valuable feedback ASAP but undertake to do so within two weeks of receipt of submissions, unless special circumstances prevent feedback from being provided within this timeframe. Where a supervisor is not able to provide feedback within two weeks the candidate will be informed in good time. • Will acknowledge receipt of submissions made. • Will check emails and WhatsApp messages every other day during office hours, this excludes recess/leave periods. <p>Specific responsibilities of the student/candidate for research supervision</p> <ul style="list-style-type: none"> • The student(s) takes full responsibility for all aspects of the research process. • The student(s) agrees to be fully committed and dedicated to completing the research to the best of their ability. • The student(s) will ensure that any submission is of the highest technical, linguistic and academic level. • The student(s) will arrange for all their work to be proofread before submitting to their supervisor(s). This includes both the component parts (the research proposal, theory chapters, questionnaire development, the methodology chapters) and the FINAL draft of the treatise. • The student(s) will draft a research schedule after taking personal commitments and the unavailability of supervisors during academic recess periods, into account. • The student(s) agrees to adhere to all deadlines, including both the deadlines set by the research institution and those that the student(s) has indicated on the research schedule. • The concept plagiarism and its different forms and formats is clearly understood by the student(s) and the student(s) undertakes to NOT make himself/herself guilty thereof in any form or format. • The student(s) agrees that all chapters of the research will be submitted to the plagiarism checker Turnitin and if it is found that the research or part thereof has been plagiarised, it is understood that this could lead to having to redo the research and could possibly lead to disciplinary action.
--	--

ANNEXURE B: LEARNING AGREEMENT (continued)

	<ul style="list-style-type: none"> The student(s) will ensure that all deliverables and outputs adhere to the report writing conventions of NMU and it's the student's responsibility to familiarise herself/himself with these conventions on their own. The student(s) acknowledges that the supervisor(s) has many other responsibilities and that treatise submissions and meeting scheduling will be done in due time to allow him/her a minimum of two weeks before a response will be expected. The student(s) will check emails and WhatsApp messages every other day during office hours, this excludes recess/leave periods. 				
Comments: Issues concerning publication from thesis/dissertation and withdrawal by supervisor(s)	<ul style="list-style-type: none"> Supervisor(s) must be cited as joint author(s) of any articles published or papers presented at conferences. Should the candidate not submit research results for publication within the stipulated period of one year, the supervisor(s) shall be entitled to proceed with publication with due recognition of the candidate's contribution as a co-author. <p>The supervisor(s) retain the right to withdraw from the supervisory process should:</p> <ul style="list-style-type: none"> The candidate not complete the proposal within the allotted time. The candidate demonstrates an inability to work independently. The candidate does not adhere to the conditions of this learning agreement. 				
RESEARCH PLAN / TIMEFRAME					
Specify the research plan and timeframe	Period for work	Chapter	Drafts due for chapters	Date to be finalised	
		Chapter 1	2 April	6 April	
		Chapter 2	22 April	2 May	
		Collect data and Chapter 3	20 May	24 May	
		Chapter 4	19 August	25 August	
		Chapter 5/Chapter 1	14 September	18 September	
		Full treatise	20 September	30 September	Submit for examinations
		Full treatise	Revisions	21 October	Final submission to external moderator
Specify how changes to the research plan / timeframe will be dealt with.	Timeframe will be adapted as needed, with satisfactory justification from the candidate.				
Was the postgraduate student informed of the timeframes regarding the submissions of research proposals as per the M & D Policy (Rule 5.1.5.1 & 5.1.5.2)?	YES <input type="checkbox"/>		NO <input checked="" type="checkbox"/>		
Specify remedial action if schedule is not adhered to?	<ul style="list-style-type: none"> Student(s) needs to provide acceptable reasons for not adhering to a schedule as set out and should negotiate a new timeframe with the supervisor(s). 				

ANNEXURE B: LEARNING AGREEMENT (continued)

	<ul style="list-style-type: none"> • Student(s) needs to know that the supervisor(s) may not be able to fit in a new time schedule on short notice when the student(s) has failed to stick to the schedule. • After a student(s) failed to meet a deadline 3 times or where the progress as indicated in the progress report is deemed to be objectively insufficient on TWO or more occasions, it will be at the discretion of the supervisor(s) to determine what action needs to be taken to continue with the studies or will recommend a discontinuation of the study. • Lack of compliance will be reported to the HOD. 	
Comments		
SUBMISSION OF WRITTEN MATERIAL AND FEEDBACK		
Specify how often written work should be submitted to the supervisor(s).	Once every two weeks to three weeks.	
Specify the timeframe for feedback.	One to two weeks depending on the workload of the supervisor.	
Specify remedial action if feedback agreement is not adhered to?	<p>Student and supervisor will discuss action to be taken when needed.</p> <ul style="list-style-type: none"> • Student(s) needs to inform the supervisor(s) that he/she disagrees/not satisfied with the feedback within two weeks after receiving feedback. • A discussion on the disagreements must take place with the supervisor(s). • If the student(s) does not implement the suggested recommendations, the supervisor(s) will request a full explanation of the reasons for not doing so in writing within 14 days of receiving the feedback. • If remedial action was not implemented on THREE occasions, the supervisor(s) has the discretion to withdraw as supervisor(s) from the study. 	
ETHICS APPROVAL		
	YES	NO
The postgraduate student was informed that all research projects require ethical approval?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
The postgraduate student was informed that it is his/her responsibility to apply for ethics? N/A	<input checked="" type="checkbox"/>	<input type="checkbox"/>
The postgraduate student was informed that data collection cannot commence before ethical approval was obtained (i.e. the approval letter containing the <i>Rec-H number</i> , signed by the Faculty Ethics Chair and the Declaration signed by the PRP)? N/A	<input checked="" type="checkbox"/>	<input type="checkbox"/>
The postgraduate student was directed to the Rec-H Website to access ethics application and supporting documents? N/A - Form E completed	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Comments:		
INTELLECTUAL PROPERTY		
	YES	NO
The postgraduate student was informed that all intellectual property resulting from research conducted for postgraduate degrees, including all publications, is governed by the Intellectual Property Policy (IRC 401.01)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
The student was informed that the intellectual property rights resulting from a postgraduate's research shall vest in the University	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Comments:		
ANNUAL PROGRESS REPORT		
	YES	NO

ANNEXURE B: LEARNING AGREEMENT (continued)

Student and supervisor(s) are aware that annual progress reports should be submitted by 1 October for each year of registration?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Student and supervisor(s) are aware that failure to submit annual progress report will result in a student to be blocked from registration for the following academic year? N/A	<input type="checkbox"/>	<input type="checkbox"/>
EXPECTATON REGARDING SUBMISSION FOR EXAMINATION		
	YES	NO
The postgraduate student was informed that when the research project nears completion, he/she must inform Faculty Academic Administration in writing of his/her intention to submit it for examination. Such notice must be given at least three months before the prospective date of submission. The postgraduate student understand that it remains his/her responsibility to submit the intention to submit form. N/A	<input type="checkbox"/>	<input checked="" type="checkbox"/>
The postgraduate student was informed that should he/she not submit the research project by the submission dates indicated in the General Prospective, graduation is not guaranteed and the postgraduate student will have to re-register for the academic year.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Comments:		
FUNDING OF RESEARCH PROJECT		
Specify who will be responsible for the cost related to the research.	The postgraduate student.	
Indicate any scholarships and bursaries with timeframes, and how this might affect studies and research.		
Comments:		

The STUDENT and the SUPERVISOR confirms that:

1. They have read and understood this Learning Agreement,
2. They agree to accept its content for the duration of the study period as per the qualification stipulated above.

SIGNATURES:

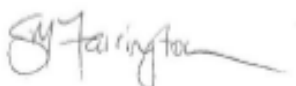
Student:



21 April 2024

Date:

Supervisor: Prof SM Farrington



22 April 2024

Date:

ANNEXURE C: GENERATIVE AI AND AI-ASSISTED TECHNOLOGIES IN WRITING PROCESS – USAGE DECLARATION

According to Nelson Mandela University's Institutional Position Statement on the use of Generative Artificial Intelligence (D_71_24_(2024-02-07), the following are considered recommended uses and unacceptable uses of AI by students and staff.

Recommended uses:

- Search engine
- Enhancing understanding
- Gaining insights
- Gathering information
- Clarifying concepts
- Critically evaluating information

Unacceptable uses:

- Copy and paste generated intellectual work.
- Claiming a generated product (text, image, creation) as your own.
- Generating information for assessments, projects, and assignments, unless this is explicitly instructed by the academic, who has provided clear guidelines in the form of permissions and prohibitions as to the appropriate use thereof as part of an assessment designed around the use of AI.
- Used for unfair advantage – when you are determined to deceive and do not use something in an appropriate manner.
- Making use of AI and not appropriately referencing the sources represented in the generated text, image and/or other product.
- Makes use of AI and does not ensure that the sources represented in the generated text, image and/or other product are accurate and represent the actual work of existing sources.
- Generating information via AI that may or may not represent the intellectual work of another person, people or AI and thereafter making further use of AI to disguise this information and then present it as one's own.
- When you do not follow permissions and prohibitions provided in assessment guidelines.
- When you are not transparent about its use, do not reference and acknowledge your sources.

Student declaration:

During the undertaking of preparing and writing this mini treatise,

I Dylan de Klerk [NAME AND SURNAME], with student number

224103083, declare that *I have not used AI in an unacceptable manner as described by Nelson Mandela University's Institutional Position Statement on the use of Generative Artificial Intelligence.*

**ANNEXURE C: GENERATIVE AI AND AI-ASSISTED TECHNOLOGIES IN
WRITING PROCESS – USAGE DECLARATION (continued)**

I further declare that *I have used* [NAME TOOL(s) / SERVICE] *in order to* [REASON(s)].

I *also acknowledge* that I am ultimately responsible and accountable for the contents of this mini treatise.

SIGNATURE STUDENT:



DATE:

1 October 2024

[NOTE: Students must declare in their mini treatise the use of AI and AI-assisted technologies in the process of writing their treatise by completing this declaration statement. This statement must be included as an Appendix/Annexure in their mini treatise. AI and AI-assisted technologies do not include basic tools for checking grammar, spelling, references etc. Should AI and AI-assisted technologies not have been used in the process of writing, *not applicable (N/A)* can be entered where the NAME of the AI and the REASON used is requested. Using AI and AI-assisted technologies in their mini treatise without completing this declaration amounts to academic dishonesty. Students should note that the use of AI is detected by Turnitin and in addition to this declaration a Turnitin report is required as an Appendix/Annexure to their mini treatise

ANNEXURE D: INCLUDED ARTICLES

	Article	Authors	Citations	Methodology	Underlying theory	Region	Journal	Factors identified
A1	The influence of institutional and in-group collectivism practices on next-generation engagement in the family business	Torres, Augusto, and Quaresma (2023)	4	Quantitative	TPB; Institutional theory	Global (Guesss data; GLOBE data)	International Journal of Entrepreneurial Behavior & Research	Parental support (+); Self-efficacy (+); Country collectivist culture (+)
A2	Parental influence on next-generation family members in South African Black-owned family businesses	Ntari and Deliwe (2023)	2	Quantitative	Developmental self-concept theory; SCCT; theory of vocational personalities in the work environment	Southern Africa	Journal of Family Business Management	Supportive parental style (+); Parental identification (+); Self-efficacy (+); Culture (+); Positive outcome expectations (+); Parent-child relationship (NS); Parents' job characteristics (+)
A3	Founding or succeeding? Exploring how family embeddedness shapes the entrepreneurial intentions of the next generation	Hahn, Spitzley, Brumana, Ruzzene, Bechthold, Prügl, and Minola (2021)	14	Quantitative	Knowledge spillover theory	Global (Guesss data)	Technological Forecasting and Social Change	Affective commitment (+); Normative commitment (+); Parents' entrepreneurial performance (+); Instrumental assistance (+); Career-related modelling(+); Verbal encouragement (-); Emotional support (NS) ; Age (-); Gender (+ more so for males); University qualification (+)
A4	The relationship of self-efficacy and entrepreneurial intentions on the commitment of the next generation in family-owned agribusinesses	van Rensburg and Tjano (2020)	5	Quantitative	Theory of self-efficacy; TPB	Southern Africa	Acta Commercii	Self-efficacy (+) ; Entrepreneurial intention (+)
A5	Investigating the actual career decisions of the next generation: The impact of	Murphy and Lambrechts (2015)	66	Qualitative	Unknown	North Europe	Journal of Family Business Strategy	Involvement from a young age (+); Obligation (+)

ANNEXURE D: INCLUDED ARTICLES

	Article	Authors	Citations	Methodology	Underlying theory	Region	Journal	Factors identified
	family business involvement							
A6	Fly Away From the Nest? A Configurational Analysis of Family Embeddedness and Individual Attributes in the Entrepreneurial Entry Decision by Next-Generation Members	Pittino, Visintin, and Lauto (2018)	41	Quantitative	Unknown	Central Europe	Family Business review	Family support (+); FB experience (+); High achievement goals (-); Financial goals (+); High risk propensity (-); Formal education (+); Experience outside the FB (-)
A7	Bringing context to the foreground: Explaining the early-stage career development of next-generation family business members	Mukesh and Bailey (2023)	104	Qualitative	Systems theory	South Asia	Journal of Family Business Strategy	Family tradition (+); Family business links (+); Early FB experience (+); Obligation (+); Individual-context interaction (+); Gender (+ more so for males); Marital status (-); Parental role models (+&-); Parental control(-)
A8	Intergenerational transmission of entrepreneurship: An East African perspective of SME owner's choice of joining the family business or independent own founding	Muigai, Mungai, and Velamuri (2023)	1	Quantitative	Entrepreneurial theory	Eastern Africa	Cogent Business and Management	Parental entrepreneurial exposure (+); Grandparents' entrepreneurial status (+); Necessity entrepreneurship (+); Opportunity entrepreneurship (-)
A9	Professional trilemma of students with family business experience	Vadnjaj and Ljubotina (2016)	7	Quantitative	TPB; Theory of role modelling	Central Europe	Kybernetes	Locus of control (+&-); Self-efficacy (+); Independence motive (-); Innovation motive (-)
A10	The Effect of Entrepreneurship Education and Family Business Background on the Intention To Continue	Tandra, Santoso, Hartono, Hongdiyanto, and	3	Quantitative	Unknown	East Asia	International Journal of Economics, Business and Accounting	Entrepreneurship education (NS); FB experience (+)

ANNEXURE D: INCLUDED ARTICLES

	Article	Authors	Citations	Methodology	Underlying theory	Region	Journal	Factors identified
	The Family Business as The Next Generation on Family Business Students In Ciputra University	Ongkowijoyo (2022)					Research (IJEBA)	
A11	Parental Influences on the next generation's intention to join their family business	Farrington, Venter, and Beck (2020)	4	Quantitative	TPB	Southern Africa	Journal of Contemporary Management	Parent's job characteristics (NS); Perceived parental outcome (+); Parent-child relationship (NS); Parental identification (+); Parental expectations (+); Early business exposure (NS); Parental style (NS)
A12	Career Choice on Family Business: A Case of Generation Y Whose Family Owns a Family Business	Supatn (2020)	5	Quantitative	Unknown	East Asia	Review of Integrative Business and Economics Research	Positive career expectations (+); Good corporation reputation (+); Organisational structure (+)
A13	To Join or Not to Join? Understanding the Succession Intentions of Next-generation Family Business Members	Clinton, Faherty, Cowley-Cunningham, Smyth, Murphy, Lyons, and McGeown (2024)	0	Qualitative	unknown	North Europe	The National Centre for Family Business	FB interest (+); FB experience (*); Qualification level (*); Entrepreneurial drive (*); Birth order (NS); gender (+ more so for males); Lack of NextGen talent (-); Successor already selected (-); Lack of access to finance(-); Parental emotional support (*); Affective, Normative, Calculative, and Imperative commitment (+)
A14	Perceived Parental Behaviors and Next-Generation Engagement in Family Firms: A Social Cognitive Perspective	Garcia, Sharma, De Massis, Wright, and Scholes (2019)	170	Qualitative	SCCT	Global (Guesss data)	Entrepreneurship Theory and Practice	Perceived parental support (+); Perceived parental control (+&-); FB self-efficacy (+); FB commitment (+)

ANNEXURE D: INCLUDED ARTICLES

	Article	Authors	Citations	Methodology	Underlying theory	Region	Journal	Factors identified
A15	Should I stay or should I go? Career choice intentions of students with family business background	Zellweger, Sieger, and Halter (2010)	1101	Quantitative	TPB	Global	Journal of Business Venturing	Internal locus of control (-); Entrepreneurial self-efficacy (+); Independence motive (-); Innovation motive (-)
A16	Career Choice Intentions of Adolescents With a Family Business Background	Schröder, Schmitt-Rodermund, and Arnaud (2011)	298	Quantitative	TPB; Social identity theory	Central Europe	Family Business Review	Gender (+ more so for M); First-born child (NS); Age (NS); Personality traits Agreeableness (-) & openness (-); FB identification (NS); Perceived job rewards (+); Parents' succession preference (+); Parents' succession preparation (+)
A17	Antecedents and consequences of adolescents' motivations to join the family business	Schröder and Schmitt-Rodermund (2013)	109	Quantitative	Self-determination theory	Central Europe	Journal of Vocational Behaviour	Parental control(+); Parental relational support (+); Perceived competence (+)
A18	Intention of offspring to join the family enterprise: a study of Indian businesses	Rastogi and Agrawal (2010)	17	Quantitative	Theory of personality functioning and change; Social learning theory	South Asia	Annals of Innovation and Entrepreneurship	Family and peer pressure (+); High self-esteem (-); Attitude toward work (+); Increased risk attitude (-); Attitude towards social responsibility (NS); Leadership attitude and qualities (+); Independent attitude (-); Team worker (NS)
A19	Dilemma of Intergenerational Family Business among Albanian Students	Kume and Jaupi (2023)	0	Quantitative	Unknown	Eastern Europe	International Journal of Euro-Mediterranean Studies	Clear future vision (-); Willingness to collaborate with family members (+); Family and friend support (+); Independence motive (-)

ANNEXURE D: INCLUDED ARTICLES

	Article	Authors	Citations	Methodology	Underlying theory	Region	Journal	Factors identified
A20	Not Like My Parents! The Intention to Become a Successor of Latin American Students with Entrepreneur Parents	Romaní, Soria-Barreto, Honores-Marín, Ruiz Escorcía, and Rueda (2022)	11	Quantitative	TPB	Global (Guesss data)	Sustainability	Positive attitude towards succession (+); Subjective norms (NS); PBC (NS); Affective commitment (+); Normative commitment (+); Parental role model (-)
A21	Disassembling the influences of perceived family relational conflict on business family offspring's intrapreneurial intentions	Wang and Zhang (2022)	13	Mixed methods	SCCT	East Asia	International Entrepreneurship and Management Journal	Perceived parent-offspring relational conflict (-); Parent-offspring relational outcome expectations (-); Parent-offspring relational self-efficacy (+); Perceived big-family relational conflict (-); Big-family relational outcome expectations (-); Big-family relational self-efficacy (+)
A22	Retaining the adolescent workforce in family businesses	Telling and Goulding (2020)	3	Qualitative	Unknown	North Europe	Journal of Family Business Management	Work experience in FB (+); Negative FB experiences (-); Family relationship breakdown (-); "safety-net"(+); Escaping motive (-)
A23	Entrepreneurial Intentions of the Progeny of Family Businesses	Seema (2020b)	0	Quantitative	Unknown	South Asia	Sumedha Journal of Management	Gender (+ more so for M); Age (NS); Education level (NS); Nature of FB (NS); Primogeniture (NS); Presumption of being the likely successor (+); Successor confirmation (+); Community (*); Family pressure (+); High self-esteem (*)

ANNEXURE D: INCLUDED ARTICLES

	Article	Authors	Citations	Methodology	Underlying theory	Region	Journal	Factors identified
A24	Macroeconomic Factors Forming Family Businesses Heir's Career Choice Intention	Ljubotina, Bojnec, and Vadnjal (2019)	2	Quantitative	Entrepreneurship theory	Greater Europe (spanning 18 countries)	Acta Oeconomica	High GDP per capita (-); High GDP per capita growth rate (-); Youth unemployment rate (+); Number of siblings (NS); Gender (+ more so for M); Age (+); FB experience (+); New business start-up time (+)
A25	Disposition of Graduates towards Family Business Succession: An Empirical Evidence From Southwestern Nigeria	Aderemi and Awotona (2019)	3	Quantitative	Unknown	West Africa	Covenant Journal of Entrepreneurship (CJoE)	Inaccessibility of funds (-); Lack of technical know-how/expertise (-); Negative FB experiences (-); Government policies (*)

ANNEXURE E: JOURNALS

	Journal	Impact factor	Articles included	Year of first publication	Total journal citations
J1	Journal of Family Business Management	3.6	2	2011	1 631 ^a
J2	Family Business Review	6.6	2	1988	6 971 ^b
J3	Journal of Family Business Strategy	6.0	2	2010	4 278 ^c
J4	International Journal of Entrepreneurial Behavior & Research	6.58	1	1995	10174 ^b
J5	Technological Forecasting and Social Change	12.9	1	1969	31 548 ^b
J6	Sustainability	3.3	1	2009	181 393 ^d
J7	Acta Commercii	0.4	1	2001	192 ^e
J8	Cogent Business and Management	3.0	1	2014	8 696 ^f
J9	Kybernetes	2.3	1	1972	8 832 ^a
J10	International Journal of Economics, Business and Accounting Research	0.2	1	2017	No data
J11	Entrepreneurship Theory and Practice	10.5	1	1976	21 063 ^g
J12	Journal of Business Venturing	6.6	1	1985	20 739 ^b
J13	Journal of Vocational Behavior	3.7	1	1971	27 465 ^b
J14	International Journal of Euro-Mediterranean Studies	0.25	1	2008	49 ^e
J15	International Entrepreneurship and Management Journal	0.62	1	2005	9 406 ⁱ
J16	Sumedha Journal of Management	2.57	1	2012	252 ^h
J17	Acta Oeconomica	0.4	1	1966	962 ^b
J18	Review of Integrative Business and Economics Research	1.2	1	2012	199 ^e
J19	Covenant Journal of Entrepreneurship	unknown	1	2017	No data
J20	The National Centre for Family Business	unknown	1	2013	No data
J21	Journal of Contemporary Management	unknown	1	2004	No data
J22	Annals of innovation and entrepreneurship	unknown	1	2010	No data

- a: 2011 - 2023
b: 1999 - 2023
c: 2010 - 2023
d: 2009 - 2023
e: 2019 - 2023
f: 2014 - 2023
g: 2004 - 2023
h: 2012 - 2023
i: 2006 - 2023
j: 2012 - 2023

ANNEXURE F: MENDELEY SCREENSHOT

All References / TREATISE Q Search ≡ Filters ☰ View

<input type="checkbox"/>	AUTHORS	YEAR	TITLE
<input type="checkbox"/>	☆ Siaba, Sabela; Rivera, Berta	2024	The evolution of the field of family business research over a decade
<input type="checkbox"/>	☆ Gedajlovic, Eric; Carney, Michael; Chrisman, James...	2012	The Adolescence of Family Firm Research: Taking Stock and Planni
<input type="checkbox"/>	☆ Zellweger, Thomas; Sieger, Philipp; Halter, Frank	2010	Should I stay or should I go? Career choice intentions of students wi
<input type="checkbox"/>	☆ Bozer, Gil; Levin, Leon; Santora, Joseph C.	2017	Succession in family business: multi-source perspectives
<input type="checkbox"/>	☆ Diéguez-Soto, J.; López-Delgado, P.; Rojo-Ramírez,...	2015	Identifying and classifying family businesses
<input type="checkbox"/>	● ☆ Boell, Sebastian K.; Cecez-Kecmanovic, Dubravka	2015	On being 'systematic' in literature reviews in IS
<input type="checkbox"/>	☆ Lussier, Robert N.; Sonfield, Matthew C.	2012	Family businesses' succession planning: A seven-country comparisc
<input type="checkbox"/>	☆ Calabrò, Andrea; Minichilli, Alessandro; Amore, Mari...	2018	The courage to choose! Primogeniture and leadership succession in
<input type="checkbox"/>	☆ Schröder, Elke; Schmitt-Rodermund, Eva; Arnaud, ...	2011	Career choice intentions of adolescents with a family business backg
<input type="checkbox"/>	☆ Murphy, Linda; Lambrechts, Frank	2015	Investigating the actual career decisions of the next generation: The
<input type="checkbox"/>	● ☆ Venter, Elmarie; Boshoff, C.; Maas, G.	2005	The influence of successor-related factors on the succession proces
<input type="checkbox"/>	● ☆ De Massis, Alfredo; Frattini, Federico; Majocchi, Ant...	2018	Family firms in the global economy: Toward a deeper understanding
<input type="checkbox"/>	☆ Zhou, Haoyong; He, Fan; Wang, Yangbo	2017	Did family firms perform better during the financial crisis? New insigh

ANNEXURE G: TURNITIN REPORT

ORIGINALITY REPORT

18%

SIMILARITY INDEX

13%

INTERNET SOURCES

13%

PUBLICATIONS

5%

STUDENT PAPERS

PRIMARY SOURCES

1

hdl.handle.net

Internet Source

3%

2

vital.seals.ac.za:8080

Internet Source

2%

3

busman.mandela.ac.za

Internet Source

1%

4

Submitted to Nelson Mandela Metropolitan
University

Student Paper

1%

5

www.researchgate.net

Internet Source

<1%

6

repository.out.ac.tz

Internet Source

<1%

7

Ho-Don Yan, Fu-Lai Tony Yu. "The Routledge
Companion to Asian Family Business -
Governance, Succession, and Challenges in
the Age of Digital Disruption", Routledge,
2021

Publication

<1%