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**THE INFLUENCE OF PARENTAL SUPPORT DIMENSIONS IN SHAPING THE
INTENTION TO CONTINUE THE FAMILY BUSINESS DAUGHTER
SUCCESSORS WITH SELF-EFFICACY AS A MEDIATOR**

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Abstract. *The intention to continue the family business can be influenced in particular by parents. This study discusses the influence of parental support dimensions including Instrumental Assistance (IA) and Career-related modeling (CRM) in forming the intention to continue a family business that focuses on female successors with self-efficacy as mediation. Through this research, it is expected to be able to provide the latest views, especially girls, when in the family business. The sampling technique used was a purposive sampling technique on 195 girls aged at least 18 years who had contributed to the family business. This research was tested using SmartPLS 3.0 and JASP software. Through this study, the findings of this study indicate that both Instrumental Assistance (IA) and self-efficacy play significant roles in shaping a daughter's inclination to achieve success within the context of a family business. Unlike the previous Career-Related Modeling (CRM) based on specific studies indicate that self-efficacy does not serve as a mediating factor in the relationship between Career-Related Modelling and a daughter's intention to succeed in the family business.*

Abstrak. Tujuan untuk melanjutkan bisnis keluarga dapat dipengaruhi khususnya oleh orang tua. Penelitian ini membahas tentang pengaruh dimensi dukungan orang tua meliputi Instrumental Assistance (IA) dan Career-related modeling (CRM) dalam membentuk niat untuk melanjutkan bisnis keluarga yang fokus pada penerus perempuan dengan efikasi diri sebagai mediasinya. Melalui penelitian ini diharapkan mampu memberikan pandangan terkini khususnya anak perempuan ketika terjun dalam bisnis keluarga. Teknik pengambilan sampel yang digunakan adalah teknik purposive sampling terhadap 195 anak perempuan berusia minimal 18 tahun yang pernah berkontribusi pada bisnis keluarga. Penelitian ini diuji dengan menggunakan software SmartPLS 3.0 dan JASP. Melalui penelitian ini, temuan penelitian ini menunjukkan bahwa baik Instrumental Assistance (IA) maupun self-efisiensi berperan penting dalam membentuk kecenderungan anak perempuan untuk mencapai kesuksesan dalam konteks bisnis keluarga. Berbeda dengan Career-Related Modeling (CRM) sebelumnya, berdasarkan penelitian tertentu menunjukkan bahwa self-efikasi tidak menjadi faktor mediasi dalam hubungan antara Career-Related Modeling dan niat anak perempuan untuk sukses dalam bisnis keluarga.

INTRODUCTION

Family Business is a company owned, run, and controlled by family members (Susanto, 2007). So that the essence in the ownership of family members is the majority in a company (Sudana & Aristina, 2017). According to a survey conducted by *Pricewaterhouse Coopers*, it is stated that more than 95% of Indonesia are family businesses with a total wealth of up to 134 trillion US dollars and contribute as much as 82.44% to gross domestic product (PWC, 2014; Venusita & Agustia, 2021). In addition, family businesses during the economic crisis in 1997-1998 and 2008 became a pillar in economic recovery in Indonesia (Padmalia, 2020). However, the many contributions made by family companies are not necessarily able to survive across generations, based on *Harvard Business Review* explained that 70% of family companies fail to continue their business to the second generation, while only 10% of family companies still play an active role until the third generation (Stalk & Foley, 2012).

The majority of family companies have long-term goals that involve family members. One of the problems in family businesses that results in repeated failures is the succession process (Tang & Hussin, 2020). To achieve a good succession process, it is necessary to choose the right successor, if the next generation interferes in the family business, the company will still exist and develop (Leach & Pedder, 2011).

When it comes to family company succession, there is an issue that is often debated by academics, namely related to *gender* that focuses on women. According to academic reports, only 24% of family businesses have a female CEO, in another study there was an increase of up to 9.5% in 2005 regarding the number of girls who became successors in family businesses (MassMutual, 2010; Alfano & Langowitz, 2002; Vera & Dean, 2005). In some cases the role of women is often taken seriously by some people, having the perception that men remain more competent than women. So that when women have played an active role, some will receive criticism (Halim, 2017).

As supporting data for the previous phenomenon, pre-survey data is needed. Pre-survey data was obtained from one of the universities in Indonesia, namely Ciputra University. Ciputra University has one of the programs, namely *family business*. In the program, there are fewer women than men. With the results of 32 female respondents showing pre-survey results, 46.43% want to continue the family business, 19.64% start a new business, 17.86% continue their studies and 16.07% become workers in the company. Female successor candidates who want to continue the family business found that 78.13% are due to parental influence, as well as support from family members. In addition, there is also a factor that all respondents have participated in family businesses with an average of min over 6 months. If according to the results of the pre-survey related to short answers emphasize that respondents want to continue the family business because of feelings of responsibility for the hard work of parents, encouragement factors from parents and families who entrust the company to respondents, and the desire of respondents when they see parents working and want to continue it. So the intentions/desires of women's successors are influenced by parents' encouragement to continue the family business.

Based on the literature, prospective successors have several characteristics, one of which is *self-efficacy* (Suhartanto, 2022). *Self-efficacy* is a belief in the ability to succeed in completing a specific task (Heslin & Klehe, 2006). Self-efficacy will affect the selection of career interests including founding intention, succession intention, and employee intention. When career interest selection refers to succession intention, i.e. participation in the family business, parents are the most influential factor. Parents are individuals who are entrusted with nurturing by using their appropriate knowledge and skills to give birth and raise offspring (Chan, 2004).

When children often hear about parents' problems related to their work, children will indirectly assume what their parents' work is like. Similarly, when children are raised in the middle of a family business, they will often be faced with challenges and opportunities related to their business careers (Zellweger *et al.*, 2011; Beck *et al.*, 2020). The role of parents in the family is very influential on the formation of children's character, this is because parents are the closest environment for children (Immanuel & Padmalia, 2016). According to the results of research, when the successor feels that the parents are satisfied with the results that the successor has done, the possibility of the successor joining the family business will be greater, so when the level of self-efficacy of the successor is met, the opportunity for the successor to join the family business will be greater (Beck *et al.*, 2020).

According to research on parent-child socialization, there are 2 dimensions of parental behavior: parental support and control. However, this study focuses on parental support, commonly referred to as parental support. Parental support significantly affects the growth and development of children. Because parental support is positively associated with high achievement, higher self-esteem to lower levels of depression in children and adolescents. (Garcia *et al.*, 2019). Based on research conducted by Turner and Lapan (2002) it is explained that several types of parental support will increase self-efficacy including Instrumental Assistance, Career - Related Modeling.

Therefore, this study shows that the intention to continue the family business of female successors is also related to parental support. This research is also related to previous research on parents that can influence the formation of beliefs to *self-efficacy* to continue the family business (Suhartanto, 2022; Garcia *et al.*, 2019).

However, family business research related to the intention of continuing family businesses that focus only on female successors does not have much literature. Therefore, this study contributes to knowing whether the self-efficacy of female successors can mediate the intention of continuing the family business and parental support.

LITERATURE REVIEW

A theory that can be relevant for research on the intention of continuing family businesses in female successors is the *Theory of Planned Behavior*. This theory is widely used in research on intentions and behavior, including in the context of business and family business succession. This theory was put forward by Ajzen (1991) and states that three main factors influence an individual's intention to perform a behavior:

1. **Attitude toward the behavior:** This includes an individual's evaluation of whether the behavior is good or bad in their view. In family business succession, this could mean how female successors assess the act of passing on the business.
2. **Subjective Norm:** It refers to an individual's perception of the views of important people in their lives about the behavior under consideration. In this case, the support and views of parents and other family members will play an essential role in shaping the intentions of the female successor.
3. **Perceived behavioral control:** This is an individual's perception of the extent to which they have control over the behavior they will perform. In this context, the self-efficacy of female successors (confidence in their ability to manage the business) can be an essential factor in influencing their intention to carry forward the family business.

This theory can be relevant in research on female successors' intention to continue the family business because it accommodates the psychological and social factors that influence their intentions

and actions. In addition, this theory also shows the importance of the element of self-efficacy as a factor that influences self-control of behavior.

The Relationship of Instrumental Assistance with Self-Efficacy

Instrumental Assistance includes behaviors that assist children and adolescents in career development (Turner *et al.*, 2003). Through family business, this behavior includes opportunities for potential successors to gain experience working through practical work and financial assistance for education and professional development (Garcia *et al.*, 2019).

H1: Instrumental Assistance toward self-efficacy

The Relationship of Career-Related Modeling with Self-Efficacy

Behavior when parents can be role models or can be referred to as role models for children related to future careers can be referred to as career-related modeling (Turner *et al.*, 2003). Not only related to future careers, but when parents achieve more success, the next generation will tend to see parents when working in the family business. Career-related modeling can be supported when parents involve children through the family business so that the next generation can learn directly the learning related to the family business. Because of this, it can also increase the confidence level of the next generation to continue the family business (Suhartanto, 2022).

H2: Career-Related Modeling toward Self-efficacy

Relationship of Instrumental Assistance with Family Business Daughter Intention through Self-Efficacy

Instrumental Assistance includes career decisions that prospective successors will take. Instrumental Assistance is positively related to succession intention because when parents have shown concern for the child's career development, the child will feel indebted to the parent by working in the family business to continue the family business (Garcia *et al.*, 2019). Similarly, previous research has shown that if parents provide instrumental assistance, they can play a role by forming a next-generation succession intention to continue the family business (Suhartanto, 2022).

H3: Instrumental Assistance toward Family Business Daughter Intention through Self-Efficacy.

The Relationship of Career-Related Modelling with Family Business Daughter Intention through Self-Efficacy

Previous research explains that parents influence children a lot as role models in career development to contribute through family businesses. So career interest in self-efficacy is strongly influenced by the learning process through parents (Bekx *et al.*, 2019). Similarly, entrepreneurship literature explains that the work of parents is very important in influencing role modeling that can increase children's interest in entrepreneurship (Hoffmann *et al.*, 2015)

H4: *Career-Related Modeling* toward *Family Business Daughter Intention* through *Self-Efficacy*.

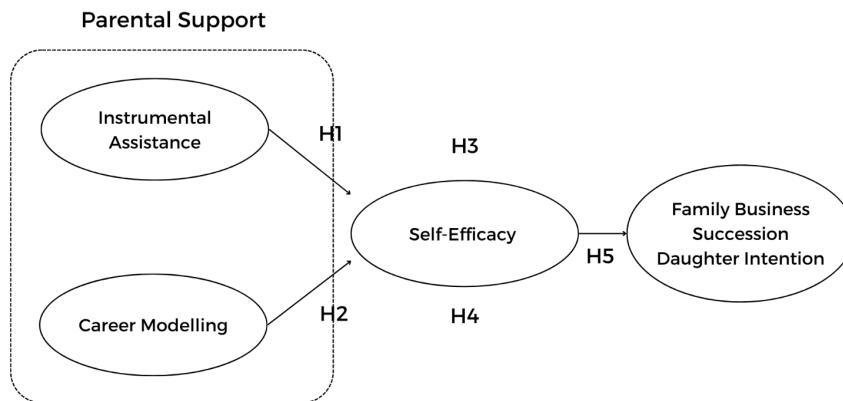
The Relationship of Self-Efficacy with Family Business Daughter Intention

If alluding to Intention, it is explained that Entrepreneurial Intention is influenced by three personalities, one of which is Self-Efficacy. As for Self-Efficacy is strongly influenced by previous experience or education (Indriyani, 2017). According to previous research, types of parental support can

increase self-efficacy and confidence: Instrumental Assistance and career-related Modeling. (Turner & Lapan, 2002). Self-efficacy and gender can intersect when parents, especially fathers, and daughters, share the same goals, potential female successors can become successors (Overbeke et al., 2015).

H5: Self-Efficacy Significantly Mediates Parental Support for Family Business Daughter Intention

Figure 1.
Analysis Model



Source : Processed by Author (2023).

RESEARCH METHOD

This study used primary data obtained directly by respondents without going through any intermediaries. Primary data will be taken using questionnaires filled out by respondents using the Likert scale. Using the Likert scale aims to measure a person's perceptions, attitudes, and opinions in a social phenomenon. The questionnaire consists of 7 Likert scales describing prospective female successors' perceptions, including strongly disagree, disagree, somewhat disagree, natural, somewhat agree, agree, and strongly agree (Budiaji, 2013).

Sampling through this study was carried out with the Hair formula. Hair explained that if the sample size is too large, it will be difficult to get good results, therefore it is recommended to have a sample size with a minimum of 5-10 observations on each parameter (Hair *et al.*, 2014). Based on this study using 10 out of 10 parameters set with 18 indicators and multiplied by 10. So in this study, it is necessary to collect a minimum of 180 randomly selected samples from prospective female successors. The population criteria in the sampling included women with a family business background aged at least 18 years and already involved in the family business.

The data analysis method used to test data validity using *Partial Least Square Structural Equation Modeling* (PLS-SEM) can be applied to small samples. *Structural Equation Modelling* (SEM) is a statistical method that is *cross-sectional*, linear and general. It has several aspects of *confirmatory*, namely factor analysis, pathways and regression. By using SEM can determine whether a model is valid or not as well as graphical modeling so that it can make it easier for users to read the output of the analysis results (Sarwono, 2010).

DATA ANALYSIS AND RESULT

The characteristics of respondents were analyzed based on the demographic characteristics of respondents, this study used 195 samples in the form of female successor questionnaires with the following criteria:

Table 1.
Questionnaire Data Processed

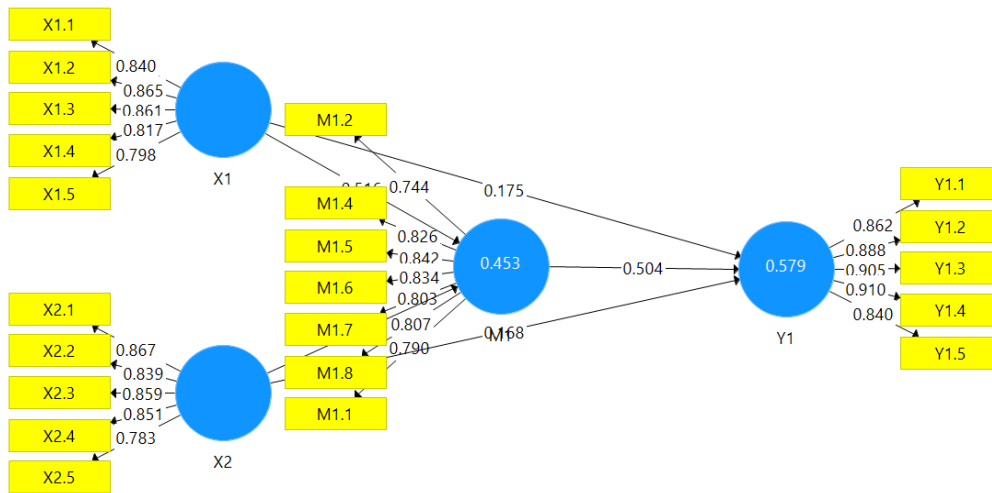
Characteristics of Respondents	Information	Percentage	
Age	18-24	47.5%	
	25-30	25.5%	
	31-35	15.5%	
	36-40	6.0%	
	41-45	3.5%	
	46-50	1.0%	
Domicile Island of Indonesia	Java	78.5%	
	Sumatra	11.5%	
	Kalimantan	5.0%	
	Sulawesi	2.5%	
	Bali	1.5%	
	Nusa Tenggara	1.0%	
	Job Status	Entrepreneur	18.5%
		Permanent Full-Time Workers	21.5%
Full-Time Contract Workers		14.0%	
College Student		18.5%	
Freelancer		4.0%	
Part-Time		5.5%	
Not Working (House Wife)		8.0%	
Looking for a Job		3.0%	
SES Grade	High-School Student	4.5%	
	Upper 1	23.0%	
	Upper 2	23.0%	
	Middle 1	21.0%	
	Middle 2	16.5%	

The criteria for taking the questionnaire include girls in Indonesia who have a family business background and are aged at least 18 years. The questionnaire results collected are dominated by 18 to 24-year-olds who come from Java island with full-time workers and entrepreneur jobs. In addition, SES grade (Socio-Economic Status) is a grouping of individuals through economic ability and social status. Through this study, demographic formation based on SES includes the category of SES Upper 1 (23.0%) with an average household expenditure level of more than Rp. 10 million, SES Upper 2 (23.0%) with an expenditure level of Rp. 6 - 10 million, SES middle 1 (21.0%) with an expenditure level of Rp. 5 - 6 million. SES middle 2 (16.5%) with an expenditure rate of Rp. 4 - 5 million, SES lower 1 (24.0%) with an expenditure rate of Rp. 3 - 4 million, and SES lower 2 (2.5%) with an expenditure rate of Rp. 2 - 3 million.

Testing Outer Model With SmartPLS 3.0

Figure 1.

Research Measurement Model



Source: SmartPLS 3.0 Program Output (2023).

The initial data analysis method used SmartPLS 3.0 with validity tests on each indicator declared valid when the loading factor value was above 0.7. Based on Figure 1, all indicators have a loading factor value above 0.7, so all indicators can be declared valid.

Table 2.

Cronbach's Alpha and Composite Reliability for each variable

Variable	Cronbach's Alpha	Composite Reliability	Conclusion
X1 (IA)	0,892	0,921	Reliable
X2 (CRM)	0,896	0,923	Reliable
M1 (SE)	0,911	0,929	Reliable
Y1 (FDI)	0,928	0,946	Reliable

Source: SmartPLS 3.0 Program Output (2023).

Through Table 1, a reliability test is carried out to determine a variable's reliability. To determine if the variable can be declared reliable when the value of Cronbach's alpha and composite reliability is above 0.70 (Hair *et al.*, 2017).

Testing Inner Model With SmartPLS 3.0

Table 3. R-square Value

Variable	R Square	R Square Adjusted
MI (SE)	0,453	0,447
Y1 (FDI)	0,579	0,572

Source: SmartPLS 3.0 Program Output (2023).

Based on testing, the inner model is evaluated based on the R-square on the dependent variable and the p-value of the total effect. If the R-square value is higher, there is a good model prediction, but it also determines the magnitude of the influence of the independent variable on the dependent variable. Based on the results of Table 3, the R-square value is higher, resulting in a good model prediction. In addition, it can be seen that the R-square value adjusted 0.447 so that independent variables including IA and CRM can explain the mediating variable, namely SE by 44.7%, while the rest by other variables outside the model. Similarly, the R-square adjusted value of 0.572 with the same independent variable can explain the dependent variable, namely FDI by 57.9%.

Table 3.

The Relationship	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	Hypothesis Test Results
IA-> SE	0,516	0,520	0,088	5,881	0,000	H1 accepted
CRM -> SE	0,184	0,187	0,089	2,075	0,038	H2 accepted
SE -> FDI	0,504	0,502	0,104	4,859	0,000	H5 accepted

Path Coefficient Test Results

Source : SmartPLS 3.0 Program Output (2023).

The path coefficient test can measure a significant level of hypothesis testing. Based on table 3 based on **H1** in the form of the effect of Instrumental Assistance (IA) on Self-Efficacy (SE) explains that IA has a direct influence with significant positive results on SE with a coefficient of 0.516 with a value of $|t \text{ stat}| = 5.881 > 1.64$ and $p.\text{value} = 0.000 < \alpha = 0.05$. So it can be interpreted that an increase of 1 point IA will increase SE by 0.516, assuming the other variables are constant. Similarly, **H2** in the form of the influence of Career-Related Modeling (CRM) on Self-Efficacy (SE) explains that CRM has a direct influence with significant positive results on SE with a coefficient of 0.184 with a value of $|t \text{ stat}| = 2.075 > 1.64$ and a value of $p.\text{value} = 0.038 < \alpha = 0.05$. So it can be interpreted that an increase of 1 point IA will increase SE by 0.184, assuming the other variables are constant. Just like the previous hypothesis, **H5** tested Self-Efficacy (SE) as a mediating variable on Family Business Succession Daughter Intention (FDI) with SE having a direct effect with significantly positive results on FDI with a coefficient of 0.504 with a value of $|t \text{ stat}| = 4.859 > 1.64$ and $p.\text{value} = 0.000 < \alpha = 0.05$. So it can be interpreted that an increase of 1 point SE will increase FDI by 0.504, assuming the other variables are constant, so that the first to third hypotheses can be accepted.

Table 4.

The Value of Indirect Influence

The Relationship	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	Hypothesis Test Results
IA -> SE -> FDI	0,260	0,259	0,063	4,164	0,000	H3 accepted
CRM -> SE -> FDI	0,093	0,095	0,050	1,850	0,065	H4 rejected

Source : SmartPLS 3.0 Program Output (2023).

Based on the value of indirect effect, it can examine the mediating effect of self-efficacy (SE) as in table 4. So that H3 includes Instrumental Assistance (IA) has an indirect influence on Family Business

Succession Daughter Intention (FDI) through Self-Efficacy (SE) with a coefficient of $0.516 * 0.504 = 0.260$, with a value of $|t \text{ stat}| = 4.164 > 1.64$ and a value of $p.\text{value} = 0.000 < \alpha = 0.05$. So an increase of 1 point of IA would increase FDI indirectly through SE by 0.260, assuming the other variables are constant so that this hypothesis can be accepted.

In the family business context, research has indicated that instrumental assistance can influence self-efficacy, which in turn can affect a daughter's intention to succeed in the family business. Consequently, this self-efficacy can subsequently impact a daughter's inclination to succeed within the family business. Instrumental assistance, as defined in the literature, pertains to providing practical support or aid to facilitate the attainment of specific objectives (Park & Lim, 2023; Waddington, 2023). Within this particular framework, instrumental assistance encompasses various forms such as training, education, and additional resources that facilitate the acquisition of requisite skills and knowledge by daughters involved in family enterprises, thereby enabling them to assume leadership roles within the business (Park & Lim, 2023).

Self-efficacy, also known as self-belief, is a psychological construct that pertains to an individual's confidence in their capacity to successfully execute tasks or attain particular objectives (Waddington, 2023). Within the realm of family businesses, self-efficacy can be subject to a range of factors, one of which is instrumental assistance. For example, daughters who undergo appropriate training or education may experience heightened self-assurance in their capacity to assume control and manage the familial enterprise (Park & Lim, 2023). A daughter's propensity to succeed in the family business can be influenced by a range of factors, one of which is self-efficacy. There is a positive correlation between daughters' self-efficacy level and their inclination to sustain the family business (Suhartanto, 2023).

In this particular scenario, the mediation can be classified as partial mediation. This implies that the provision of instrumental support impacts the desire to achieve success in the family business by enhancing self-efficacy and directly influencing succession intention. In essence, self-efficacy is a significant determinant in elucidating the impact of instrumental assistance on succession intention. However, it is important to acknowledge the existence of additional factors that contribute to this phenomenon (Pribadi & Agustiawan, 2021).

However, this does not apply to **H4** because Career-Related Modeling (CRM) does not have a direct influence on Family Business Succession Daughter Intention (FDI) through Self-Efficacy (SE) because although the value of $|t \text{ stat}| = 1.850 > 1.64$ but the value of $p.\text{value} = 0.065 > \alpha = 0.05$ so an increase of 1 point CRM does not increase FDI.

Career-related modeling is a cognitive process wherein individuals acquire and cultivate career-related behaviors and attitudes through observing others, particularly role models within their respective professional domains (Pignault *et al.*, 2023). This has the potential to significantly augment an individual's self-efficacy, a psychological construct denoting their belief in their capacity to execute tasks or attain particular objectives (Zammiti *et al.*, 2023).

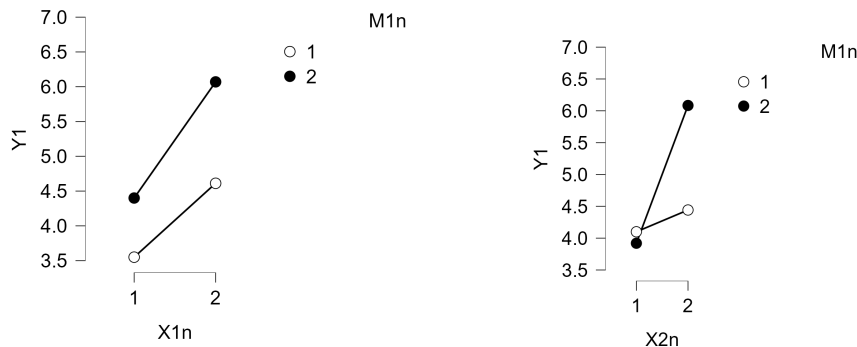
However, the results of this specific study indicate that self-efficacy does not serve as a mediating factor in the relationship between Career-Related Modelling and a daughter's intention to succeed in the family business. This implies that although Career-Related Modelling can improve self-efficacy, the resulting increase in self-efficacy may not directly correspond to a greater inclination for daughters to achieve success in the family business context. However, it seems that daughters' self-efficacy and intention for family business succession are influenced separately (Suhartanto, 2023).

To clarify, although self-efficacy plays a significant role in shaping a daughter's inclination to achieve success in the family business, it does not serve as a medium through which the influence of Career-Related Modelling on succession intention is transmitted (Zhu & Zhou, 2022). This implies that additional variables may influence the influence of Career-Related Modelling on a daughter's inclination to achieve success in the family business (Suhartanto, 2023; Zhu & Zhou, 2022).

Testing ANOVA with JASP

Figure 2.

ANOVA Two Way Interaction



Source :
JASP
Program
Output
(2023).

Based on Figure 2, it can be seen that X1 is Instrumental Assistance (IA) which is the behavior of parents toward children in helping career development (Zellweger *et al.*, 2011) based on the analysis if IA is high, it will have an impact on increasing Y2 as Family Business Succession Daughter Intention (FDI) and influenced by an increase in M1 as Self-Efficacy (SE). In summary, the findings of this study indicate that both instrumental assistance and self-efficacy play significant roles in shaping a daughter's inclination to achieve success within the context of a family business (Suhartanto, 2023). Hence, family enterprises must furnish suitable instrumental aid and promote the cultivation of self-efficacy to facilitate a prosperous transition of leadership (Park & Lim, 2023; Suhartanto, 2022).

Meanwhile, if it is related to X2 as Career-Related Modeling (CRM) in the form of parental linkage as a role model for children for career development that is learned based on observation (Zellweger *et al.*, 2011; Suhartanto, 2022), produce something different, where Y2 as Family Business Succession Daughter Intention (FDI) in high Career-Related Modeling (CRM) conditions will be accompanied by increased Self-Efficacy (SE). However, when CRM is low, it will be the opposite, increasing SE but decreasing FDI.

This discovery emphasizes the intricate nature of the factors that impact succession in family businesses and the necessity for additional research to comprehensively comprehend the dynamics involved. Furthermore, it underscores the significance of considering various autonomous factors that influence succession intention while formulating strategies for accomplishing successful succession in family businesses (Suhartanto, 2022; Zhu & Zhou, 2022).

CONCLUSION

Based on the results of data analysis through this study, there is a positive correlation between parental support dimensions consisting of Instrumental Assistance (IA) and Career-Related Modeling (CRM) with Self-Efficacy (SE). Through IA, there is a positive connection with the desire of girls to continue their family business, so not only with self-efficacy but can affect the increase in Family

Business Succession Daughter Intention (FDI). However, unlike before, Career-Related Modeling (CRM) positively correlates with Self-Efficacy (SE). However, due to other factors, it shows insignificant results when associated with Family Business Succession Daughter Intention (FDI). After more depth, it can be concluded that if CRM is low then the desire of girls to continue the family business will be low while self-efficacy will increase, other outside factors can influence this. Previous studies did not include gender elements and had samples with different backgrounds. This research sample comes from Indonesia so it has changed results, therefore for future research it is very important to pay attention to gender elements, especially women and what is behind the national dimension of a particular country. With the influence of specific national cultural dimensions will help family business owners find out what factors can encourage daughter success in continuing the family business.

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Appendix

Instrumental Assistance, Career-Related Modelling, Self-Efficacy and Family Business Succession Daughter Intention

Variable	
Instrumental Assistance (X1)	My parents talked about what I needed to learn to help the family business
	My parents taught me things that could be my debriefing in the family business
	My parents gave me assignments that could be a debriefing for my future career for the family business
	My parents allowed me to do activities outside the academy that taught me skills as a future debriefing for the family business
	My parents helped me to be proud of my work
Career-Related Modelling (X2)	My parents told me what work they did in the family business
	My parents told me about things that happened in the family business
	My parents have already taken me to participate in the family business
Self-Efficacy (M1)	My parents showed me where they worked in the family business
	My parents encouraged me to study as much as possible in the academy
	I was able to achieve most of the goals I had set for myself.
	When encountering difficult tasks, I am confident that I will complete them.
	In general, I think I can get results that are important to me.
	I believe I can succeed in almost any endeavor I make
	I will successfully overcome many challenges.
I am confident that I can work effectively in a variety of different tasks.	
Family Business Succession	Compared to other people, I can do most of the tasks within the family business very well.
	Even when things are tough, I can perform quite well.
	I am ready to do anything to take over the family business
	I am very serious about taking over the family business
	I have a strong intention to become the successor of the family business

Daughter	My professional goal is to become the successor of a female family business
Intention (Y1)	I will make every effort to start and run a family company
