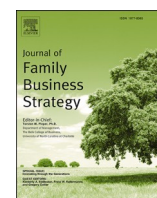


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Careers in family business: New avenues for careers and family business research in the 21st century

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ABSTRACT

The purpose of our special issue is to demonstrate how a careers perspective can contribute to the study of family businesses and bring to light how the family business context extends and challenges career theories and concepts. Inspired by the studies in our special issue and our review of previous research, we propose a conceptual model that leverages the concept of family embeddedness and intertwines it with career processes and outcomes. Building on the family embeddedness perspective, we propose several avenues for future research for family business and career scholars.

1. Introduction

Due to the inextricable link between the family and business, family enterprises offer a unique context to study careers. Career issues are complex in family businesses because of the complexity in managing the careers of both family and nonfamily employees. While business-owning families seek to develop family members' careers within the family business (e.g., Bloemen-Bekx, Van Gils, Lambrechts, & Sharma, 2019), at the same time they must work to attract, motivate and retain nonfamily employees (Querbach, Waldkirch, & Kammerlander, 2020; Tabor, Chrisman, Madison, & Vardaman, 2018). Those that are able to build businesses that offer beneficial and progressive career paths for both family and nonfamily employees are likely to gain their commitment and benefit from high-quality contributions of family and nonfamily employees alike (Ramos, Man, Mustafa, & Ng, 2014). However, those family businesses that are not able to create career opportunities that attract, motivate, and retain highly qualified family and nonfamily employees, are likely to suffer from high turnover, fairness issues, and poor job performance that ultimately harm the success of the family business (Barnett & Kellermanns, 2006; Eddleston, Kellermanns, & Kidwell, 2018; Khanin, Turel, & Mahto, 2012; Stewart, 2020; Tabor,

Chrisman, Madison, & Vardaman, 2018). As such, it is important to understand how family businesses manage a multitude of career issues across different levels including: (1) the individual level of career choice and development of the career profile, (2) the group/family level, in relation to the work–family balance, (3) the organizational level of career management, motivation, and promotion of employees, and (4) the individual/inter-organizational level of the boundaryless career path (e.g. Arthur & Rousseau, 1996; Eddleston & Powell, 2012; Sullivan & Baruch, 2009), including the entrepreneurial career option (Baù, Sieger, Eddleston, & Chirico, 2017; Meoli, Fini, Sobrero, & Wiklund, 2020).

Therefore, the integration of career studies in family business research may provide interesting and novel perspectives that explain why some family businesses are able to attract, motivate, and retain the highest quality family and nonfamily employees, while others struggle, thus suffering from expensive turnover costs, poor labor productivity, and in the worst case – become welfare institutions for ill-qualified family members. By applying a career theory lens to the study of family businesses, the field should gain insight on the career development and management of both family and nonfamily employees. Additionally, by studying family businesses, this research can answer calls by career scholars to investigate how a context alters career theories and

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frameworks (e.g. Cohen & Duberley, 2015; Duffy & Dik, 2009; Mayrhofer, Meyer, & Steyer, 2007; Meoli et al., 2020) and how factors originating in the family domain impact career issues (e.g. Greenhaus & Powell, 2012; Greenhaus & Kossek, 2014). The purpose of our special issue is to demonstrate how a careers perspective can contribute to the study of family businesses and bring to light how the family business context extends and challenges career theories and concepts.

2. Previous research on career issues and family businesses

The majority of family business research that has taken a careers perspective has focused on occupational choice and the personal development of family members, including the important topic of succession. For example, research has explored how the family business background impacts the careers choices and options of the next generation at different ages and different stages of individual development (Chalus-Sauvannet, Deschamps, & Cisneros, 2016; Murphy & Lambrechts, 2015). It has also investigated how different personalities and motivational profiles influence the career choices of the next generation (Kidwell, Eddleston, Cater, & Kellermanns, 2013; Zellweger, Sieger, & Halter, 2011). Findings from these studies suggest that family businesses are an ideal setting for career exploration by the younger next-generation family members, and that family members can alter their career paths in adulthood to adjust to the needs and expectations of the family business. This research also highlights how the interplay between family members' disposition and the family business context affects the healthy development of the next generation's career motives and expectations.

A key area of family business research related to occupational choice and personal development is succession planning (Minichilli, Nordqvist, Corbetta, & Amore, 2014; Schlepphorst & Moog, 2014; Strike, Berrone, Sapp, & Congiu, 2015). Given family businesses' interest in trans-generational continuity, preservation of the family legacy, and maintaining socio-emotional wealth (Gómez-Mejía, Haynes, Núñez-Nickel, Jacobson, & Moyano-Fuentes, 2007), understanding how to best groom a successor and manage the succession process is of the utmost importance to the field (Aronoff, McClure, & Ward, 2003; Handler, 1994). Research on succession planning and succession mechanisms in family businesses often focuses on incumbents' career horizons, retirement planning, and the development and selection of successors (e.g. Daspit, Holt, Chrisman, & Long, 2016). This area of research also explores primogeniture, gender discrimination, and the pros and cons of family versus nonfamily successors (e.g. Gagné, Marwick, Brun de Pontet, & Wrosch, 2019; Nelson & Constantinidis, 2017).

Recently, scholars have applied a work-family interface approach to the study of family firms (e.g. Jennings, Breitzkreuz, & James, 2013; Olson et al., 2003; Powell & Eddleston, 2013, 2017). In recognizing that both family business and work-family research study the intersection and spillover of the family and business/work domains, this research demonstrates how both fields of study can gain insight from the other. For example, such studies emphasize how a family can enrich a business through various sources of support and the effect of business ownership on family well-being (Jennings, Breitzkreuz, & James, 2013; Pittino et al., 2020; Powell & Eddleston, 2013, 2017). Studies in this vein also explore the experiences of copreneurs and how business-owning families manage conflict (e.g. Hedberg & Danes, 2012; Muske & Fitzgerald, 2006).

A significant attention has been also recently devoted to the development of relational processes within the family and their impact on stimulating the entrepreneurial spirit across generations (Basco, Calabrò, & Campopiano, 2019; Hanson, Hessel, & Danes, 2019; Kandade, Samara, Parada, & Dawson, 2020), as well as stimulating the next generation family members in committing and engaging with the family business activities as an antecedent to succession (Bloemen-Bekx et al., 2019; Mussolino, Cicellin, Iacono, Consiglio, & Martinez, 2019). These factors are significantly related to the psychological needs of family

members that motivate family firm identification (Elsbach & Pieper, 2019), as well as favor the development of psychological ownership feelings across generations (Rau, Werner, & Schell, 2019).

While most family business research applying careers theories and concepts focus on family members, studies are increasingly considering the careers and experiences of nonfamily employees. This research tends to focus on the formal and relational mechanisms that govern the assessment and promotion of nonfamily versus family employees (e.g. Barnett & Kellermanns, 2006; Hauswald, Hack, Kellermanns, & Patzelt, 2015), and particularly non-family managers and CEOs (e.g. Chrisman, Memili, & Misra, 2014; Salvato, Minichilli, & Piccarreta, 2011; Waldkirch, 2020; Waldkirch, Nordqvist, & Melin, 2018; Miller et al., 2014). In this line of research, the attention is mainly on the contrasting effects that family business features have on firm's career management systems and non-family employees' career progression and experiences. On the one hand, interpersonal bonds, relational and psychological contracting, and social exchanges favour long-term career commitment by non-family managers. However, on the other hand, family-centred idiosyncratic goals and perceived lack of fairness can lower non-family employees' organizational commitment, thus increasing their turnover intentions (e.g. Barnett & Kellermanns, 2006; Kotlar & Sieger, 2019).

Although our brief overview of previous research indicates that career theories and concepts have made their way into family business research, there are still many opportunities that remain. For example, research is needed that explores: the careers of family members' inside and outside the family business and how the family contributes to family members' career paths; how gender and diversity present unique career issues in family businesses; how career choices of non-family employees are affected by their different roles and the career paths of family employees; and how changes and challenges in the family domain affect career opportunities and trajectories in the family business. Many of these intriguing and important aspects are addressed in the articles of this special issue, which we discuss in the next section.

3. Introducing the articles in this special issue

The first article, *Successor selection in family business—A signaling game* by Sabina Schell, Julia De Groot, Petra Moog, and Andreas Hack, applies signaling theory to next generation career choices and intra-family CEO successors' selection and planning. Using a multiple case study approach including twelve German family businesses, the authors find that the signaling game of successors is quite unique in family businesses. In particular, while signaling of potential successors often occurs over a few months in nonfamily businesses, in family businesses signaling occurs over a much longer timeframe, starting in childhood. Their study revealed how family businesses evaluate signals beyond the traditional ones of education and training, by also looking for signals that indicate commitment to the business, emotional attachment, and fit with the business. These signals were evaluated in the family environment as well as in the family business. Schell et al. (2020) further discovered that family members send negative signals, often starting at a young age, when they want to alert their family to exclude them from the pool of potential successors. Accordingly, this study adds insight on how the family business can be an arena for career exploration for the next generation during childhood and adolescence (Murphy & Lambrechts, 2015), and shows the longer time frame of the signaling game in family business succession.

In the second article, *Daughters' careers in family business: Motivation types and family-specific barriers*, Anna Akhmedova, Rita Cavallotti, Frederic Marimon, and Giovanna Campopiano analyze the interplay between family-firm specific motivations and gender barriers for women aiming to attain a top executive position in their family's business. Using a configurational approach on a sample of 66 female next generation members, the authors find that family-specific barriers are intertwined with three types of motivation, i.e., intrinsic, extrinsic, and ethical, to predict the presence of women in top executive positions in family firms.

The authors identify three types of aspirational career paths that they label: “no barriers”, “challengers”, and “rational”, which correspond to alternative configurations of motivations and perceived family-specific barriers that affect daughters’ ability to achieve top executive positions. A further interesting finding is related to the important role of ethical motivation in promoting daughters’ career success. That is, those looking to contribute to their family and business while also being mindful of the family business’s ethical obligations to various stakeholders were found to achieve higher positions in their family’s business. [Akhmedova et al. \(2020\)](#) therefore contribute to our understanding of the glass ceiling in family businesses by demonstrating how the family business context generates specific gender barriers to career success, but also reinforces several forms of career motivation that support daughters’ career progression in their family’s business.

The third article is entitled *Indirect nepotism: Network sponsorship, social capital and career performance in show business families*. In this study, Yasaman Gorji, Michael Carney, and Rajshree Prakash focus on how family-based nepotism and career sponsorship promote the careers of family members. The authors distinguish between direct and indirect forms of nepotism. Direct nepotism reflects a traditional view of nepotism whereby family members receive preferential treatment without regard for their abilities. In contrast, indirect nepotism reflects the sponsorship of a third party after the family member has demonstrated competence in an occupational field. Based upon the social capital theory of network sponsorship ([Burt, 2000](#)), [Gorji et al. \(2020\)](#) consider the influence of show-business family social capital on relatives’ career performance in the Hollywood movie industry between the years 1970 and 2015, analyzing a sample of 150 show-business families and 3500 relationships among them. The findings show that the indirect form of nepotism is particularly beneficial to the career success of show-business family relatives in terms of quality and quantity of career outcomes. Further, the sponsorship associated with indirect nepotism was found to be especially helpful to female family members. This study therefore offers important implications for the conceptualization of the business family’s role in the career sponsorship of family members: families exercise “meritocratic” indirect nepotism when they engage in dynastic strategies designed to transmit an endowment of human, social, and cultural capital that enable the descendants to succeed in hypercompetitive labor markets.

The fourth article, *For whom are family-owned firms good employers? An exploratory study of the turnover intentions of blue- and white-collar workers in family-owned and non-family-owned firms* is by Nicole Gottschalck, Christina Guenther, and Franz Kellermanns. Focusing on the turnover intentions of non-family employees, this study investigates differences among and between blue- and white-collar workers with and without leadership responsibilities in family versus nonfamily businesses. The authors test their job embeddedness theory on a sample comprising 782 firms (394 family-owned firms, 388 non-family-owned firms) and 4245 non-family employees (44 % blue-collar workers; 51.71 % employed in family-owned firms). The results showed that turnover intentions of blue-collar workers with leadership responsibility are lower in family than nonfamily businesses. An opposite trend was observed for white-collar workers with leadership responsibility; that is, their turnover intentions were higher in nonfamily than family businesses. The findings by [Gottschalck et al. \(2020\)](#) draw attention to the need to differentiate among occupational ranks and leadership responsibilities when looking to understand the career experiences of nonfamily employees in family and nonfamily businesses. The awareness of such differences may help family businesses to better capitalize on their distinct social climate when designing retention strategies and when making career management choices in general.

4. Careers in family business. A family embeddedness perspective

The insights from the articles included in this special issue

significantly contribute to our understanding of the unique opportunities and challenges of career paths in family businesses. Our brief review of previous family business research with a careers perspective also highlights the need to develop a more comprehensive view of career phenomena in family businesses and the need to incorporate the family dimension in career studies in a more encompassing way. Inspired by the studies in our special issue and our review of previous research, we propose a conceptual model that leverages the concept of family embeddedness and intertwines it with career processes and outcomes ([Aldrich & Cliff, 2003](#)). To better illustrate the model, ideas and findings from the articles of this special issue are interpreted and classified according to the proposed conceptual dimensions and mechanisms. [Fig. 1](#) presents our conceptual framework for assessing careers in family business.

Following [Aldrich and Cliff \(2003\)](#), on the left-hand side of the framework, we identify the family systems’ characteristics divided into three types of factors: transitions, resources, and norms and values. These factors influence the career processes from an individual and organizational perspective (i.e., choice, challenges, adaptation, management, and internal or external development). The framework also shows that the career processes result in career outcomes for individuals, their family, and the family business (i.e., individual success, relational success, job turnover, entrepreneurial initiatives, and boundaryless career). In turn, the career outcome of the process might influence and alter the configuration of the family system, developing or consuming family’s resources, triggering specific family transitions, and potentially affecting the definition and formulation of a family’s norms and values.

Looking at the articles in this special issue, we can recognize significant contributions to the assessment of our theoretical framework as well as opportunities for future research that we share below. The left-hand side of the framework presents the family system factors that are reflected in multiple ways by the articles in the special issue. First, family transitions are seen as essential inputs in the development of the next generation and the selection of family CEOs. [Schell et al. \(2020\)](#) devote particular attention to incumbents’ and successors’ lifecycles, in the development of a signaling game within the family and business, and shedding attention to three lifecycle phases: childhood, education, and co-habitation. In the paper, two life events are particularly relevant to family transitions, namely retirement and death. Second, the important role of resources is apparent in the paper by [Gorji et al. \(2020\)](#). Looking at different forms of nepotism, the advantages of family sponsorship in leveraging a family’s social capital to promote a relative’s career success is evident. The third dimension, norms and values, is reflected in the article by [Akhmedova et al. \(2020\)](#). Although they do not focus explicitly on family governance, their study highlights several aspects related to informal norms and values within the family. For example, many family barriers that daughters face in their careers can be related to implicit family issues such as primogeniture, the invisibility of women’s contributions, unresolved work-family conflict, and the existence of an old boys’ network in the family business. Family values are also emphasized by [Schell et al. \(2020\)](#) as they point out the importance of having alignment between incumbents and successors, and how the communication of family values is part of the signaling game and its assessment of potential successors. Additionally, sharing family values is crucial for non-family employees, as indicated by [Gottschalck et al. \(2020\)](#). Their study suggested that non-family employees who share family values while exercising leadership develop a sense of person-organization fit with the family business that thereby lessens their turnover intentions. Taken together, the articles in our special issue highlight the critical role of the family system to the careers of family and nonfamily members in family businesses.

The central part of the model focuses on career processes. Defining careers as a process is an important element of our model, both from a theoretical and an empirical point of view. Careers reflect the continuous process of selection, responses to events, and choices. They evolve through time due to the capacity to overcome challenges, take

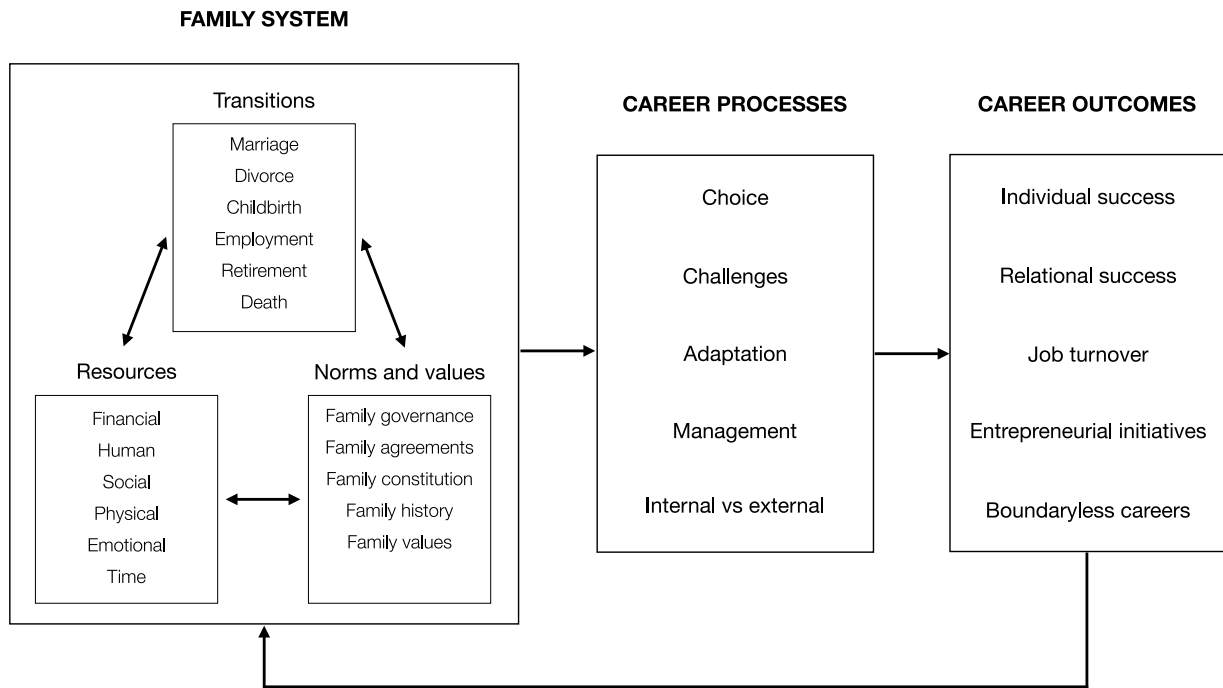


Fig. 1. A family embeddedness perspective of careers in family business.

advantage of opportunities, and adapt to different settings and conditions. Further, from a family business context, career processes can be internal or external to the family business. For example, the paper by Schell et al. (2020) addresses the choice of the CEO successor as a process characterized by a signaling game between the incumbent CEO, the family, and potential family successors. The challenges of career processes are represented by gender barriers that are faced by daughters as successors in the paper by Akhmedova et al. (2020). Further, this paper along with that by Schell et al. (2020) address the issue of deciding for an internal or external career by family members. As another example of career processes, adaptation is seen in the paper by Gottschalck et al. (2020), where the turnover intentions of blue- and white-collar workers in family businesses are strongly related to the possibility to exercise a leadership role in the organization.

The third part of our model focuses on *career outcomes*. We identified five career outcomes stemming from a family embeddedness perspective of career studies: individual success, relational success, job turnover, entrepreneurial initiatives, and boundaryless career. In this special issue, two papers devoted their attention to specific outcomes mentioned in this list. The paper by Gottschalck et al. (2020) discusses the turnover intention of non-family employees as being dependent on their capacity to adapt to the family firm within a job embeddedness perspective. In Gorji et al. (2020), two different career outcomes from our model are discussed for show-business family relatives' – their individual success and boundaryless careers. Beyond these specific examinations of career outcomes in our special issue, each of the papers recognized important career outcomes for family businesses related to family members' career success and relationships among family members. As such, all of the special issue papers highlight how career outcomes of family and nonfamily members are vital to the health of the family and the family business.

Finally, the model acknowledges the influence of career outcomes on the family system. That is, the careers of individuals associated with a family business ultimately affect the family system, creating a recursive cycle that reflects the family's embeddedness of family business careers. This cycle is likely to be even stronger when an individual is part of a family business where the overlaps between personal life, family life,

and business life of several family members are juxtaposed. This recursive cycle implies that the development of an individual career often affects other family members' personal and professional lives. Indeed, this is seen in family business succession, as portrayed in the papers by Akhmedova et al. (2020) and Schell et al. (2020) whereby family members need to adjust their career aspirations and choices to that of other family members. Thus, in the family business context, family members' careers are influenced by, and in turn, influence the careers of other family members while also being shaped by the complex elements of the family system.

5. Opportunities for future research

Our family embeddedness perspective of careers in family businesses offers many avenues for future research that will help to develop an emerging stream of research on careers in family businesses. Besides the valuable suggestions for future research offered by the authors of the papers included in this special issue, we now explore additional opportunities that could offer new insights to the field.

First, more career studies should recognize the importance of the *family system*. While the literature on careers has explored several links between family *transitions* and individual career choices and consequences, this has been largely overlooked in the family business field. Being a family member is often seen as an indicator of status in the family business without exploring how it affects career choices internal and external to the family business. Similarly, the role of in-laws is often discussed in practitioners-oriented outlets but is hardly addressed in research publications. Nonetheless, in-laws are significantly affected by family members' career choices, and their careers are also often influenced by their partners' family business. Additionally, the impact of divorce and blended families on the careers of family members has rarely been explored. These transitions and structural changes to a business-owning family are likely to affect the family system, thus shaping career processes of family members. Further, the same way family transitions affect the careers of family members, they are also expected to affect the dynamics of a family business. Thus, relevant questions are:

- How do family transitions impact the careers of family members? How are in-laws and blended family members affected?
- How do transitions in the family system affect the timing and pacing of a career process?
- How do the careers of family and nonfamily employees change and adapt to family transitions?

The role of *resources* is well documented in the entrepreneurship literature. Access to resources and the capacity of managing and disposing resources represents a fundamental asset for the development of entrepreneurial careers. Familiness represents a unique resource for family businesses; similarly, family capital is offered by the family as an endowment for its family members. Family business literature has partially addressed this dimension by looking at the development of family business successors, particularly how to nurture the next generations and prepare them for the succession process. However, what about those who are not chosen to be the successor? Thus, some open questions are:

- To what extent can family members orchestrate such resources for developing their careers within and outside the family business?
- What are the advantages and disadvantages of making family-based resources also available to nonfamily employees?
- How do changes in a family's resources affect the careers of family and nonfamily employees? How is the effect of resources on careers in family businesses complicated by issues related to blended families, divorce, retirement, children with special needs, and the role of spouses?

Norms and values correspond to the third defining factor of the family system. The impact of relational mechanisms and informal norms has often been seen as a foundational element of family businesses. Yet, the impact of norms and values has often been overlooked when considering the specific career choices made by family members. Practitioner-oriented articles emphasize the importance of defining the career paths of family members in accordance with family agreements and family constitutions that reflect the family's norms and values. Nonetheless, to the best of our knowledge, the impact of those norms and values on family members' careers has yet to be assessed. An emerging stream of research about HR practices in family businesses shows the importance of formalizing clear rules for employment and career progression of family and non-family employees. However, more research is needed on the mutual influence of the career development of both family and non-family employees. Therefore, we would like to know more about:

- The training, development, and mentoring of family and nonfamily employees in managerial and executive roles
- Career path opportunities and challenges of non-family employees, in-laws, and blended family members in family businesses
- How specific family norms and values affect the career processes of family and non-family members

Looking at the central part of our framework of careers in the family business context from a family embeddedness perspective, we focus our attention on the temporal perspective in terms of *career processes*. This focus calls for research designs that favor a longitudinal analysis of the phenomenon. Careers need to be studied from an evolutionary perspective that accounts for changes in the family system that take place over time. We therefore call for studies that observe an individual career in a different moment, from a quantitative perspective making use of panel data and from a qualitative perspective using multiple observations distributed over a wide temporal window. Adopting a longitudinal approach would allow researchers to explore how the family system impacts career processes and, in turn, career outcomes. It would also allow researchers to explore the recursive cycle of our model. This

would offer an ideal setting for observing challenges, adaptations, and career management, as well as exploring a sequence of career entries and exits in the family business, alternating internal and external work experiences. From this perspective, we also call attention to gender issues in family businesses, which could benefit from a longitudinal research design. For example, balancing transitions such as those related to the birth of a child and the related parental leave represent challenges that require adaptation both from an individual and an organizational point of view. Research should also explore the work-life balance of family and nonfamily employees and how, in turn, family businesses are best able to promote positive career outcomes. Some possible areas of inquiry include:

- How family businesses manage selection, training, promotion, and retention of family versus non-family employees
- Non-family managers' career paths during and after a family business succession
- Gender and diversity career issues that are unique to family firms

The right-hand side of our model presents the *career outcomes*. Adopting a longitudinal perspective on family business careers allows for assessing changes over time in family and nonfamily employees' career success, as well as the associated relational success, recognizing the factors affecting such consequences. Adopting a longitudinal approach would also allow researchers to better understand turnover in family businesses and outcomes related to the boundaryless career path within and outside the family business. These factors are affected by the family system and the career process dimensions and emerge as consequences of the career choices of family and non-family members. In order to better assess career outcomes in family businesses, we would like to see studies focusing on:

- How family business success and failure affect the careers of family and non-family employees and their relationships
- How family and non-family members assess the success of their careers in a family business
- How family members' experience a career inside and outside the family business and its affect on their relationships within the family business
- To what extent family and non-family members develop a boundaryless career and the role of family businesses in fostering a boundaryless career path

Finally, because our model suggests a recursive cycle, whereby career outcomes affect the *family system*, we offer the following questions for future research:

- How do career successes and failures of family members play a role in family system transitions such as divorce?
- How does a family member's career trajectory trigger changes in a family's norms and values?
- How do role models with positive career outcomes in the family business shape the family system? Do they encourage the development of particular resources? Foster changes in norms and values that support women's careers?

In conclusion, we would like to thank the authors for contributing their research to our special issue and for sharing important insights on careers in family businesses. We hope this special issue and our proposed model inspire additional studies aimed to deepen our understanding of careers in family businesses and how individual careers are affected by family embeddedness dynamics that evolve over time. We encourage the readers to engage with the research questions we shared in this article and we look forward to the development of this promising field of research.

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