

GANPAT UNIVERSITY									
FACULTY OF MANAGEMENT STUDIES									
Programme		Master of Business Administration				Branch/Spec.		Entrepreneurship	
Semester		III				Version		1.0.0.0	
Effective from Academic Year			2021-22			Effective for the batch Admitted in			June 2020
Subject code		IIIA06FBM		Subject Name		FAMILY BUSINESS MANAGEMENT			
Teaching scheme						Examination scheme (Marks)			
(Per week)	Lecture(DT)		Practical(Lab.)		Total		CE	SEE	Total
	L	TU	P	TW					
Credit	4	0	0	0	4	Theory	60	40	100
Hours	4	0	0	0	4	Practical	-	-	
Pre-requisites:									
Learning Outcome:									
<p>Upon successful completion of this course, students will be able to have:</p> <ul style="list-style-type: none"> <li>IIIA06FBM.CO1: Understand the unique dynamics, complexities, and value systems that define family business structures and operations.</li> <li>IIIA06FBM.CO2: Apply family business models and governance frameworks to improve organizational performance and decision-making.</li> <li>IIIA06FBM.CO3: Analyze professional management practices, conflict dynamics, and strategies for trans-generational value creation in family firms.</li> <li>IIIA06FBM.CO4: Evaluate succession planning processes, ownership transitions, and stewardship approaches for sustainable family business continuity.</li> </ul>									
Theory syllabus									
Unit	Content								Hr
1	Family Business Management – Basics: Uniqueness & Dynamics – People, Women in Family Business, Systems & Life Cycles, Structural Management of the Family Business, Family Complexity, Culture and Value Systems, Business Complexity, Effects of Complexity on the Family Business Structure.								15
2	Family Business Models- Captain Model, Emperor Model, Family Team Model, Professional Family Model, Corporation Model, Family Investment Group (FIG) Model, Comparative Analysis of the Models, Mindset and Structure: How Thoughts Influence Deeds?								15
3	Professional Management of Family Business- Non-family Managers, Non-Executive Directors Professional Advisors & Consultants, The role of balanced board of directors, Family Constitution for better management Family Governance in multigenerational family firms: Change and adaptation in family business Trans-generational value creation, Changing roles of family members Conflict Management: Social Structure in family Business, Interpersonal dynamics in family business, Justice Perceptions, Types of conflicts, Conflict dynamics and conflict management strategies								15
4	Succession Planning: Understanding Succession Planning, Defining Objectives, Choosing the Right Ownership Structure, Promoting Stewardship, Getting help from Board of Directors Management Succession: Management Succession Issues, Employment of Family Members Grooming Family Managers to be Successors, Assessing Family Member Managers, Compensation for Family Members, Managing Family Disagreements, Integrating the Family Component in Business Planning Developing Successors: Preserving Company Values, Support for Senior Managers, Help for Employees, Suppliers, Customers, From Second to Third Generations Transferring Control and Ownership: Match Ownership to Control, Tools for Transferring Ownership, Trusting the Firm to Trustees, Incentives for Nonfamily Caretakers Letting Go: The Deep Reasons for Founders Resistance Letting Go with Grace and Style								15

Practical content		
Text Books		
1	Zellweger Thomas, Managing the Family Business – Theory & Practices, Edward Elgar Publishing Ltd Latest Edition	
Reference Books		
1	Peter Leach, Family Businesses – The Essentials Profile Books Ltd.,Latest Edition	
2	Alberto Gimeno, Gemma Baulenas & Joan Coma-Cros Family Business Models – Practical Solutions for the Family Business Palgrave Macmillan,Latest Edition	
3	Mark Fischetti, The Family Business Succession Handbook,Family Business Publishing Co.Latest Edition	

### Mapping of CO with PO and PSO:

Semester 3: Course Name: IIIA06FBM Family Business Management							
Course outcomes	PO1	PO2	PO3	PO4	PO5	PO6	PO7
IIIA06FBM.CO1	3	2	2	2	3	2	1
IIIA06FBM.CO2	2	3	2	1	2	3	2
IIIA06FBM.CO3	2	2	3	3	1	2	3
IIIA06FBM.CO4	3	2	2	2	3	2	2

Semester 3: Course Name: IIIA06FBM Family Business Management			
Name of CO	PSO - 1	PSO - 2	PSO - 3
IIIA06FBM.CO1	2	1	2
IIIA06FBM.CO2	3	2	2
IIIA06FBM.CO3	2	2	2
IIIA06FBM.CO4	2	3	3