

Bihder GÜNGÖR AK

**INSTITUTIONALIZATION'S EFFECTS ON BUSINESS ACCOMPLISHMENT
IN FAMILY BUSINESS: THE CASE OF FAMILY BUSINESSES
WHICH REMAIN ACTIVELY IN AYDIN PROVINCE**

ABSTRACT

It is seen that the conflicts which occur especially during the transfer from generation to generation and management policies of family businesses and utterances for solution of those conflicts have increased recently. So, the institutionalization of family businesses and the contributions of institutionalization forms to the success of family businesses have been determined to become important in terms of economy and business administration. In this study, how much importance family businesses which remain actively in Aydın province give to the institutionalization forms of family businesses and in what respects and how institutionalization forms effect the organizational and non-organizational business success of family businesses have been researched.

In this study, the method of collecting data has been in the form of asking questions and existing information. Two kinds of data have been used as primary and secondary data primary data, which are used in the study, have been collected with interviews that have been asked to a person or people who are related to our subjects of the study. On collecting the data of research, three different question forms for workers and entrepreneurial managements of family businesses have been used as a means of collecting data. In our study, interviews have been made with 153 owners of family businesses and 185 persons working in those businesses.

In this study, it has been seen that the institutionalization of family businesses is able to be evaluated by, in order of significance institutionalization forms of coherence, cultural power, autonomy, transparency, regular, professionalization and social responsibility according to the owners of businesses. It has been seen that while institutionalization forms contribute to output success from organizational success forms in a great way, its contribution to functional success and success of innovation-harmony is not huge enough. Non-organizational business success forms' contribution, on the other hand, is not great and it has been determined as, in order of significance, success

of authority and responsibility, forensic success, social success, success of employing professionals, emotional success, success of assessment of future generations, success of existence of family constitution. It has been determined that the whole institutionalization forms have contributed to the output success of the businesses, and regular and autonomy's contribution to the success of innovation-harmony is higher than functional success.

In conclusion, family businesses which remain actively in Aydın province have been seen not to be able to achieve organizational and non-organizational business success forms because of the fact that they have not been able to institutionalize perfectly in every respect and carry out the institutionalization forms thoroughly.

KEYWORDS

Family Business, Institutionalization, Institutionalization Forms, Business Success Forms, Organizational Success Forms, Non-Organizational Success Forms, Family Constitution, Corporate Governance Principles.