I conducted a pilot interview to develop the questions and test their effectiveness. The basic interviews were then conducted with 6 other people, 3 males and 3 females

  Female participants will represent with codes (HN, SH and ES) and the male participants will represent with codes (KH, AD And SA)

|  |
| --- |
| **Do your family encouraged you to work on the family business during your studies?** |
| Female | Male |
| **HN:** Not directly but I have worked in the family business based on a personal desire to gain experience | **KH:** Yes, especially that my field of study as a graphic designer is related to the family business in creative design and advertising. |
| **SH:** Yes , my mom, the owner of the business encourage me to work in her business due to the competent authorities decision to feminize work in shops that specialize in women's goods | **AD:** Yes, and I started to do some work during my high school |
| **ES**: Yes, and i offered to help working in the marketing department | **SA:** One way or another, yes |

|  |
| --- |
| **Do you have a personal desire to work on your family business after graduate as a lifetime career? Why?** |
| Female | Male |
| **HN:** Not really, because i dream of having my own business that more related to my study field | **KH:** Yes, and this is the reason why i choose to study the graphic design |
| **SH:** Not fully as a personal desire, i prefer to work as a lawyer which is my field of study but yes, as long as my family need me because helping my family managing the business is a priority for me because i feel it as my responsibility | **AD:** Yes, although my academic specialization is electrical engineering, but I found that business is more profitable |
| **ES:** No, because I dream of opening my own business | **SA:** No, because i planning to open my own company after i get the experience i need |

|  |
| --- |
| **Have you been directed by your family to work and learn how to manage the family business?** |
| Female | Male |
| **HN:** NO, because I think my father was satisfied with my two older brothers beside him at work | **KH:** in fact, yes |
| **SH:** Yes, due to the fact that the business is owned by my mother. Also, the business nature and regulations require a woman to do the job | **AD:** Yes, my mother needed me to help her with the work because the business is related to real estate development, which it is common knowledge that is a male area in general. My mother will not be able to finish many procedures easily without a male help. |
| **ES:** Yes, but not severely | **SA:** Yes, especially after my older brother gained my father trust working in the family business. |

|  |
| --- |
| **Who is the candidate to succession the family business? And why?** |
| Female | Male |
| **HN:** One of my older brothers because they had a higher experience in the business and i think the job requires a male to do the duties | **KH:** Me, because I am the first son**You mentioned that you have an older sister, why she is not a candidate to succession your father?**she chose to study and work in a different environment that has more privacy for a woman. |
| **SH:** Me, because i have experience in managing the family business working with my mother and the fact that my mom relies on me a lot | **AD:** Me, because I'm involved in the business more than my other sibling |
| **ES:** My younger brother Mohammed because he was involved in working alongside my dad more deeply and has the ability to deal with various suppliers. | **SA:** My older brother, because he is the one who started working with my dad helping him manage the business so, he has more experience. |