

99-36

99-36

: ( )

가 ,

가

가

가

가

【                          】

1.

가

가

가

가

가

가

, , ( )  
 ,  
 .  
 2.  
 , 가  
 . 가  
 , ( )  
 , 가  
 , 가  
 가 .  
 .  
 ,  
 ,  
 ,  
 (dynamic) (self-learning)  
 가 가 .

3.

, 가 .

, .

, .

가 .

, .

, .

, .

, .

, 가 .

, ,

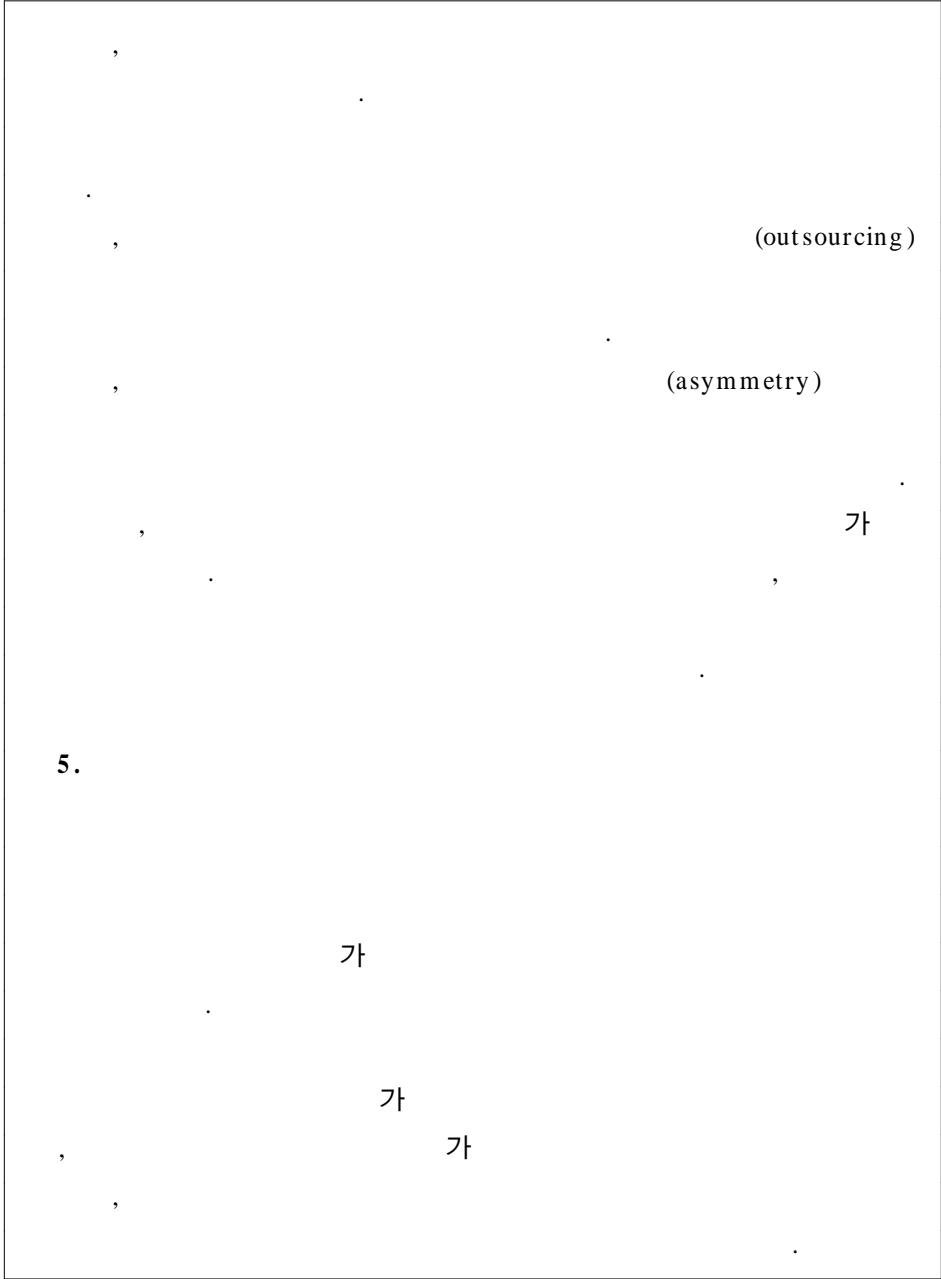
, 가 .

, .

4.

, (size) (diversity)

, .



•	.....	1
1.	.....	1
2.	.....	3
3.	.....	4
4.	.....	4
•	.....	7
1.	.....	7
2.	.....	19
3.	.....	28
•	.....	41
1.	.....	41
2.	.....	67
3.	.....	83
:		



•	.....	95
1.	.....	95
2.	.....	106
•	.....	113
	.....	115
<b>ABSTRACT</b>	.....	121

< -1>	.....	8
< -1>	.....	42
< -2>	, .....	55
< -3>	.....	61
< -4>	.....	62
< -5>	.....	71
< -6>	.....	91
< -1>	.....	112

[ - 1]	가	.....	27
[ - 2]		.....	31
[ - 3]		.....	33
[ - 4]		.....	35
[ - 1]		.....	59
[ - 2]		.....	64
[ - 3]		.....	92

•

1.

(globalization) (information technology)  
 가

(human capital)  
 (social capital), ‘  
 , , ,  
 가

가

(network)  
 가

‘90 가

가

가

가

가

가

가  
가

가

(concept)

(base)

2.

가.

, 가 ,  
,  
가 (optimization) ,  
,  
가 .  
.  
, ,  
.  
,  
,  
,  
,  
가 .  
.

3.

가

가

4.

가 ,

.

가 ,

가( )

.





•

# 1.

가.

1)

(net) (work) (relationship)

(organization)

, 가 가 가  
가

(key word)

1930

(Roethlisberger and Dickson, 1939)

, 1950

, , , 1980

,

(Hakansson, 1982; 1987)

(actors),

(activities),

(resources)

(connect)

(control)

(position),

, , , 가

가 . (Powell, 1990) (market) .  
 (hierarchy) , 가  
 . < - 1> 가 ,

< - 1>

	,		
	가		
	,	.	,
	,	,	,

: Powell(1990), p.300, (1999a), p.192

, 가  
 가

가 (interdependence) 가 (complementarity) (indebtedness) (reliance) 가 가 (Nohria and Eccles, 1992) (Baker, 1991) (self- adaptability) (differentiation) 가 (Chisholm, 1998) (Cummings, 1998) 가

가

가

2)

network) (1998), (Trist, 1985), (interorganizational (Finsrud, 1995),

가

가

(conceptual system)

(base)

가

( ) (합)

(loose-coupling)

가

가

가

가

(self-regulating)

(Melin, 1989),  
1992),

(Easton and Lundgren,  
(Håkansson and Snehota, 1995)

가

가

(evolution)

가

(position),

가

가

가

가

가

가

1)

가

가

가

가

( (Evan, 1966);

(Warren, 1967))

가

가

가 (location)가

가 (Knoke, 1996)가  
가 (placeless) 가

(knowledge growth) 가

가가

(Hage and Powers, 1992))

가 가

(shock)

(Kanter, 1995)

가 (intangible  
asset), (concepts), (competence), (connectedness)



,<sup>1)</sup> (Perlmutter and Trist, 1986) 가  
 . (1998)  
 ,  
 가 가 .  
 .  
 1970 ‘ ’  
 가 (belief) 가 (value) 가  
 가 . 20  
 가,  
 , ,  
 ,  
 (the law of the jungle) (invisible hand)  
 가  
 , 가 ( )  
 (Laszlo, 1994)). ,  
 가  
 ,  
 ,  
 가 가 .

2)

---

1) (Kanter, 1995) ,



, )  
가 , 가  
(  
) ,

(coordination)

3)

, (Herbst, 1976)가

가  
가 . 가

. 가 ,  
가 가

가

, 1980 가 가  
가 .

---

3) (1998)

가  
가  
가  
가  
가  
가  
가  
가  
가  
가  
가  
가  
가  
가  
가  
가  
3)  
가  
가  
(mobility)  
가  
(Cairncross, 1997),  
가  
가  
(Cox, 1997); (Storper, 1997)).  
가

가

가

( , 1999a; , 1999b).  
가

가 4)

가

가

가

---

4) IMF

가

가

## 2.

가.

가 (Becker, 1962) (human capital theory)

가

가 가  
 가 , 가  
 가 ,  
 가 가 (social capital)  
 가 ,  
 가 ,  
 가 가 가  
 가 가 가  
 가 가 가 5)  
 가 ,  
 가 ,  
 가 .

---

5) (hold-up problem), 가 가 ( ) 가 가 (1999c) .

가  
가 가

가  
가

가  
(Burt, 1992a).  
가

(correlation)

(Coleman, 1988); (Marsden and Herlbert, 1988) .

(size)



(Boxman, De Craaf, and Flap, 1991)).

가

가 6)

1)

(real network) 가 (virtual network) (Shapiro and Varian, 1999)).

(node) ( , , ) . 가

(invisible)

가 7)

6) (1992a)

7) (Mitchell, 1969)



(static network) (dynamic network),  
(formal network) (informal network)

가 (1992)

가 ,  
가 .8) , (quasi- structure)  
(Schoonhoven and Jelineck, 1990)).

가 가  
가 가  
가 가 (Lincoln,  
1982)

---

8) (1992) (prescribed  
network), (emergent  
network)

가 가

가

가

(Monge and Eisenberg, 1987)

가 ,  
가

가

가  
가

,  
가

(density)

, (cohesion),

(equivalence),

(range), (brokerage)

9)

2)

가

가

가

---

9) (density)

가

가

가 , 가

가 , 가

가

가

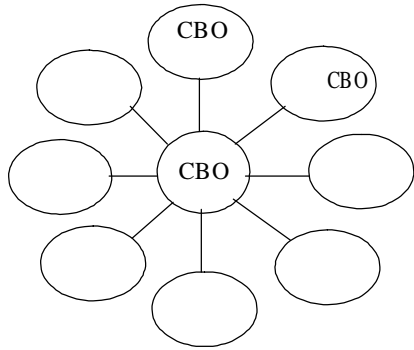
가

가 (hub-spoke network), (peer-to-peer network), (intermediary network) (Harrison and Weiss, 1998)).

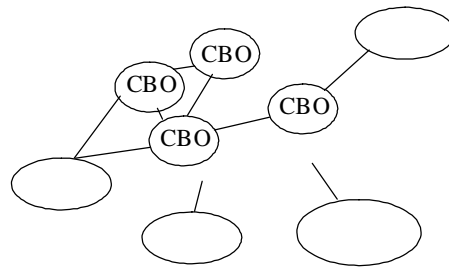
[ - 1] (a)

(Community-Based Organizations ; CBO) (Community Development Corporations ; CDC)가 가 CBO, CDC, CBO CDC [ - 1] (b) 가

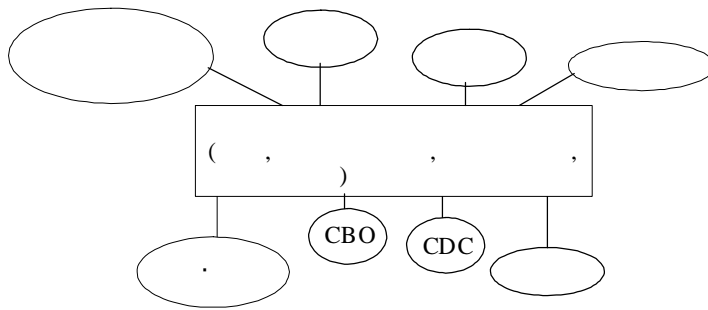
- 가 CBO CDC가



(a)



(b)



(c)

[ -1] 가

[ -1] (c)

CBO, CDC, , , ,

가 .  
 가 .  
 가 .  
 가 .  
 가 .  
 가 .  
 가 .

**3.**

가.

(optimization)

가 .  
 ,  
 (benefits) (cost) .  
 , , 가  
 가 ,<sup>10)</sup>  
 가 .

---

10) 가

가 .  
 가  
 ( ) .  
 가

가  
,  
가  
,  
,<sup>11)</sup>  
가  
가  
,  
,  
(efficiency)      (effectiveness)  
,

1)  
가      가      (size)가  

---

11)      가      ,



가 가 .  
(economies of scale)가 가 .<sup>12)</sup>  
가  
가  
가 .  
가  
가  
가  
가  
(size) (diversity)  
(structural hole) ,  
(1992a, 1992b) ,  
(contacts)  
가  
가 가  
(cohesion) (structural  
12) (1999) , 가 가  
가 가

equivalence)가

가 . [ -2]

S A, B, C  
A, B, C

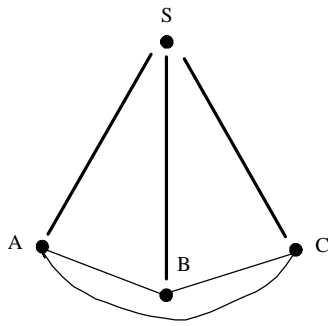
A, B, C

(strong tie)가

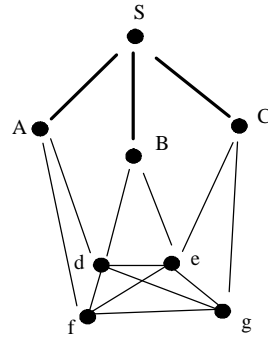
-2] A, B, C

, 가

가



(a)



(b)

[ -2]

: (1992a), P.66

[ -2]

A, B, C

S

d, e, f, g

S

A, B, C

. [ -2]

S A, B, C

가

,

S A, B, C

가

가

,

가

.

가

가

가

,

.

2)

(efficiency)

(effectiveness)

(1992a)

가

가

,

, [

-3]

A

A'

,

B

B'

가

.

,

가

가  
가 .  
가

,

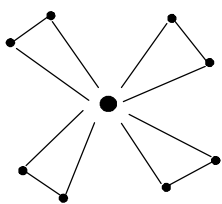
가

가

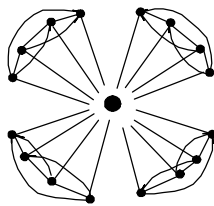
가

가

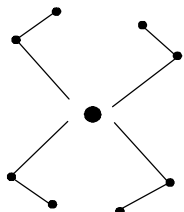
가 ,  
가



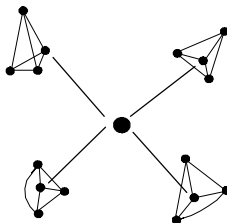
A



B



A'



B'

[ -3]

: (1992a), P.64 P.68



(1992a)

[ -4]  
45° , A

(maximum efficiency)

(minimum efficiency)

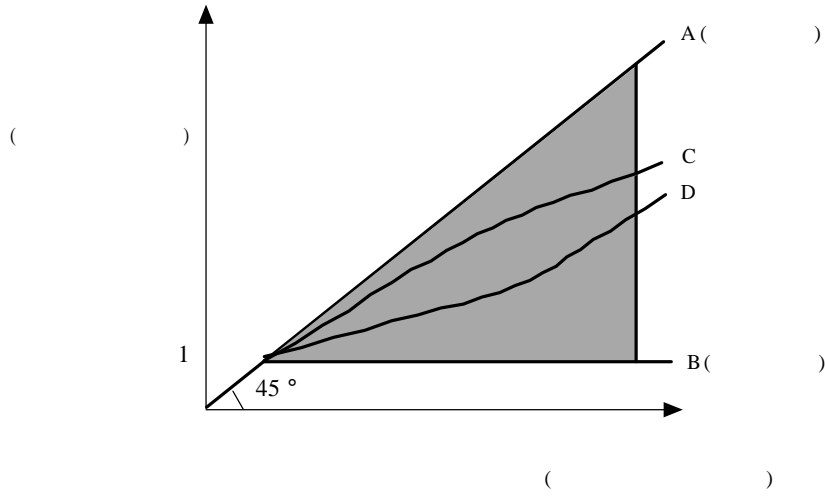
---

13) , 가 가  
A .

가 B 가

B (effective network size) 1

[ -4]



[ -4]

: (1999a), P.71

가 A

, A B 가

.

가

가

.14)

가

14) (1992b)

(CEO)

(board of directors)

(saturation)

(saturation for optimization)

C (A)가 C, D  
 가 , 가  
 D 가  
 가 ( , 가 가) C D  
 가  
 가 , 가  
 100% 가

(uncertainty)

( , A ) ( , C, D )

가

[ -4]

가 가 가

A C D

가 .  
가

가 .

(1992),

(Krackhardt, 1992)

3)

(cohesion)

(autonomy)

가 ,

가

가

가 ,

(strong tie)

가

가 (weak tie)

.15)

15)

(Granovetter, 1973)

가

(cluster)



가

·  
·  
·

( , 1982; , 1992).

(interdisciplinary)

(innovative idea)가

가

( , 1992).

(trade-off)

·  
·

가

(complementarity)

가

(similarity)

가

(homogeneity)

가

가

(Galaskiewicz and Shatin, 1981)),  
 가  
 가  
 가  
 가  
 가  
 가  
 가  
 가  
 가  
 (fluidity) 가  
 가  
 가  
 가  
 (innovative project) 가  
 가  
 가  
 가  
 가  
 and Crane, 1987)). (Eccles

가

.16)

가 가

( - )

가

(hierarchy)

(agent)

(principal- agent)

16)

가 가

(1992b) ch.2

•

1.

가.

가 20

가 가  
가

가

.17)

---

17)

가 ,

(grass-roots)

< - 1>


: (1998)



가 ?( 1 )

19 20

가

가 (hierarchy) ,

가

가

, 가 .

?( 8 )

, ?( 14 )

?(

4 )

‘ .  
.( 13 )

, 가 가

. , 「  
」

‘ . [3 ,  
] .( 4 )

‘ , . ,  
.( 5 )

, ‘ ( ‘ ’)  
가 .

‘ ( ) .  
.( 2 ) —

‘ .  
.( 19 )

‘ .  
.( 13 )

‘ — ,



?( 3 )

,18)

가 .

,

‘

\_\_\_\_\_

?( 9 ② )

‘

\_\_\_\_\_

?( 9 ④

)

가

가

가 .

4

2 ,

3 ,

3 , 4 .

가

18)

39 , 59 ) ,

( 9 ) ,

(

( 7 , 18 )

가

가

가

가

가

(position),

(action)

가

가

(coordination)

가

가  
가 ,  
가  
가  
(1989)  
(正) (externality)  
가  
가 가  
가  
( 13 )  
가

가 ,

가

,19)

, 가 가  
 가 가 . ,  
 18 20 ,  
 22 24 , 7 9 ,  
 23 30 , 16  
 26 12 16 ,  
 21 , 23 , 24 가( )

가 . ,

가 ,  
가

19)

가 3



가 .

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1)

가

가

가

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,

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가

,

가

가

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가

.

,

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,

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.

(saturation)

가

가

‘ 가,

:(

7 ① )

:( 7

② )

가,

가

가

가

가

가,

20)

(1973)가

(weak tie)

가

가

:( 2 )

:( 13 )

가

가

20)

가



가

2)

19 < -2 >

가

가

가

가

19

가

가

< -2>

,

◦ .	◦ : 15 ( )	◦ .
◦	◦ :	◦ ,
◦	◦ :	◦ :
◦ 가	- ) (	◦ ) ( ,
◦	- )	◦ ) :
◦	◦ ,	◦ :
◦		

가

가

가

가

, .

가

21)

, 가 ,  
가 .

. 가  
가 가 .

. 가  
, , , ,  
, 19 ' \_\_\_\_\_ ,

\_\_\_\_\_

. 가  
( , ) , ,

21) \_\_\_\_\_ 18 ' \_\_\_\_\_

. 가  
,  
가 .

,  
 ,  
 ) ( , , 가  
 .  
 가 .  
 가 .  
 가 . 가  
 ,  
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 ,  
 가  
 ,  
 가

가  
가  
22)

가  
가  
가

[ -1]

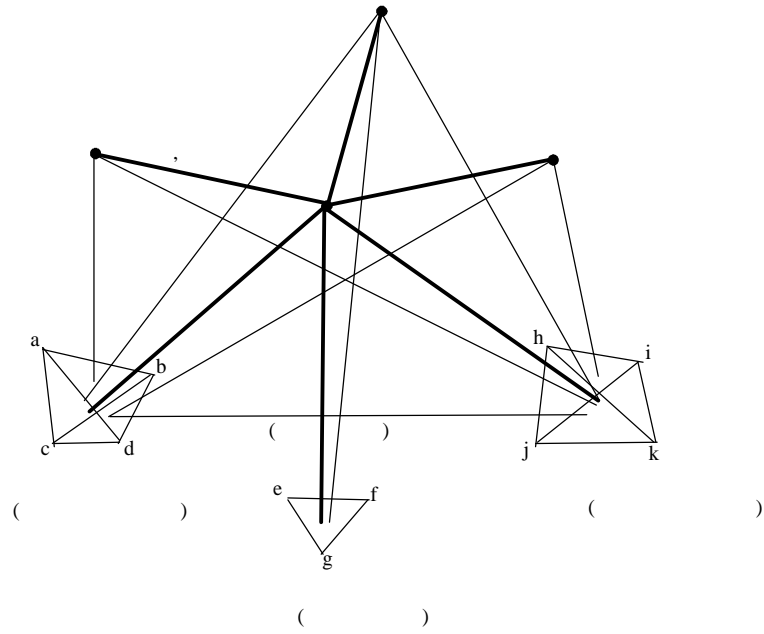
가 ( , )  
, ( , )  
가 ( , )  
) (cluster)  
,<sup>23)</sup>

---

22)

( 18

).  
23) [ -1],



[ - 1]

가

(power) (position)

가 [ - 1]

, 가 가  
가

가

24)

가 .

가

( ) , ,  
가 ,

가 .

가

가

(saturation)

, (optimization for saturation) .

가

가 ,

,

. , 가

,

, ,

가 .

---

24) ( ) ,

가 ,

가 .

3)

가

< -3 >

	<ul style="list-style-type: none"> <li>○</li> <li>○</li> <li>○</li> <li>○</li> </ul>	
	<ul style="list-style-type: none"> <li>○</li> <li>○</li> <li>○</li> <li>○</li> </ul>	
	<ul style="list-style-type: none"> <li>○</li> <li>○</li> <li>○</li> <li>○</li> </ul>	
	<ul style="list-style-type: none"> <li>○</li> <li>○</li> <li>○</li> <li>○</li> </ul>	
	<ul style="list-style-type: none"> <li>○</li> <li>○</li> </ul>	

: 「 」, , 1999, p.110.



가

가

가

< -3>

< -4>

	.	.
	.	.
	. 1 1 1 가 (3 )	. . 1 1 1 (3 )
	.	.

: , 1999. p.111. , 「 , 」 ,

( . . . )가

< -4> . . .

( ) ,  
가

가

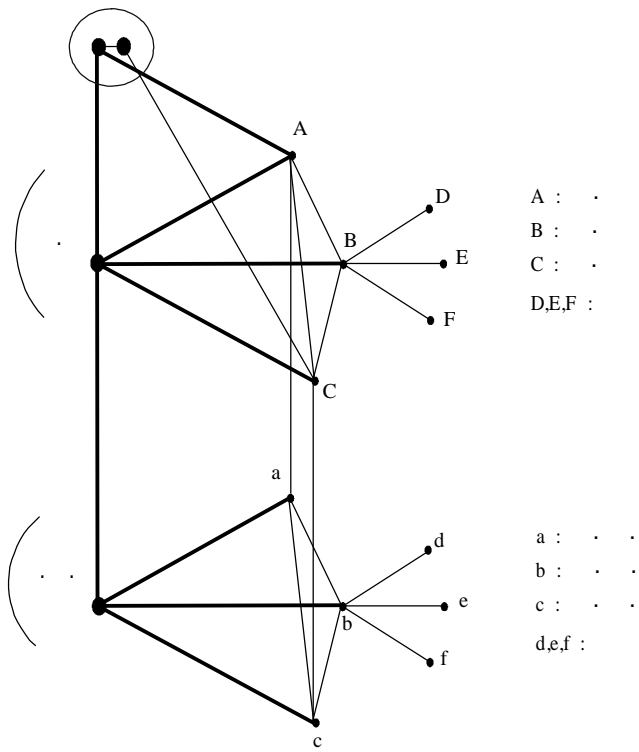
[ -2]

. [ -2]

,  
A, B, C,  
a, b, c) ( . . . )  
가 ,

[ -2]  
가

가



[ -2]

가

가

( . . . A, B, C , . . . ) 가

a, b, c

가

가

가  
가 (power)  
(position)가 , [ -2]

,  
가 .

,  
가 .

가 .

가 ,  
가 .

,  
가 .

가

가 가 . 가



가

가

2.

가.

가

(1998)

(1999)

가

가







가

가

가 가

가

( )

가

( , 1998).

가

가 ,

가

( , 가 )가 ,

( , 1997)

< -5>

◦ - 가 ◦ - - ◦	◦ - , ◦	◦ ( , ) ; 가 - -	
◦ , - ◦ . , ◦ - 가 가	◦ - - ( )가 가 ( )	◦ - ◦ - 가 ◦	
◦ . ( ) -	◦ 가 -	◦ ) ( , - ( ) ( , 가 )	
◦ 가 -	◦	◦ -	

가

,

.

,

( )

가

, 가

, ,

,

,

,

,

,

< -5 >

가

.

가

(

, 1998),

가

.<sup>25)</sup>

가가

,

( , 1998).

.

---

25)

(1998) .

가 . ,  
가

가

가

(linkage)

가

가

가  
가

가

( , 1998)

가

가 ,

(outsourcing)

.26)

가 ,

가

가

가

가

.27)

가

---

26)

27) 1995

(1998)

가

( , 1997; , 1998).

가 ,  
가 가 .  
가 ,

가 ( , 1997; , 1997), 가

가  
가

1)

가 ( , 1996).

( , 1996) 가 .

,

2

가  
가

가

(1998)

가

가

가

가

,  
가

가

.28)

,

,

,

.29)

가

,

가

가

,

,

가

(disorderly)

.

,

,

---

28)

,

.

,

가

가

29)

,

가

가 ( (1998)).



가

30)

가

가

가

가

(1998)

가

30)

가

가

,

가

가

,

.

.

,

,

,

,

.31)

,

( , k%)

.32)

가

가

,

가

31)

가

(matching fund)

가

(1998)

32)

가

가

가

2)

가

가

가

가

(outsourcing)

가

가

33)

가

가

33)

가

가

가

가

가

가

1973 CETA (Comprehensive Employment and Training Act) 가

, 가 가

, 1982 JTPA (Job Training Partnership Act)

가

가

가

CETA

JTPA

가

가

가

가

34)

(

가

### 3.

:

가.

JTPA(Job

Training Partnership Act)가 1982

34) (1998)

가

가

가

(Private Industry Council) (local)

( ) ,

JTPA가 CETA (Comprehensive Employment and Training Act) 가 ,

JTPA .

가

35) 가

가

가

---

35) JTPA . 'Such involvement is essential because it is the private sector which will employ the graduates of the training programs, and it is only those who will employ the graduates who can really define the kinds of training programs that are needed.' U.S. Senate, 97th Congress, 2nd session, Report Number 97-469, pp. 1-2.

가 .

가

, 20  
(Service Delivery Area)

가 600 ,36)

가 가 가

51%

가

,37)

(minority)

36)

( , Labor Market Area  
Standard Metropolitan Statistical Area)

37)

가



50%

가 15%

2 3 가

가

JTPA

38) 가 , 가

가 ,

가

(Local Job Training Plan)

가 ,

---

38) JTPA Section 103(a)

to provide policy guidance for, and exercise oversight with respect to, activities under the job training plan for its service delivery area in partnership with the government.'

,  
 가  
 ,  
 ,  
 ,  
 ,  
 ,  
 ,  
 ,  
 ,  
 ,  
 ,  
 ) 가  
 (full partnership)  
 CETA (customer)  
 (advisor)  
 . JTPA  
 가  
 ,  
 ,  
 JTPA  
 가  
 가  
 ,  
 ,  
 가  
 ,  
 ,  
 .

가

가

( )

,

가

,

(State Job Training Coordination Councils)

.

JTPA

JTPA

가

,

가

, 가

,

( , )

가

,<sup>39)</sup>

JTPA

가

,

.

( )

가

,

,

,

---

39)



JTPA

가

JTPA

가

가

가

가 JTPA

가

가

가,

가

가

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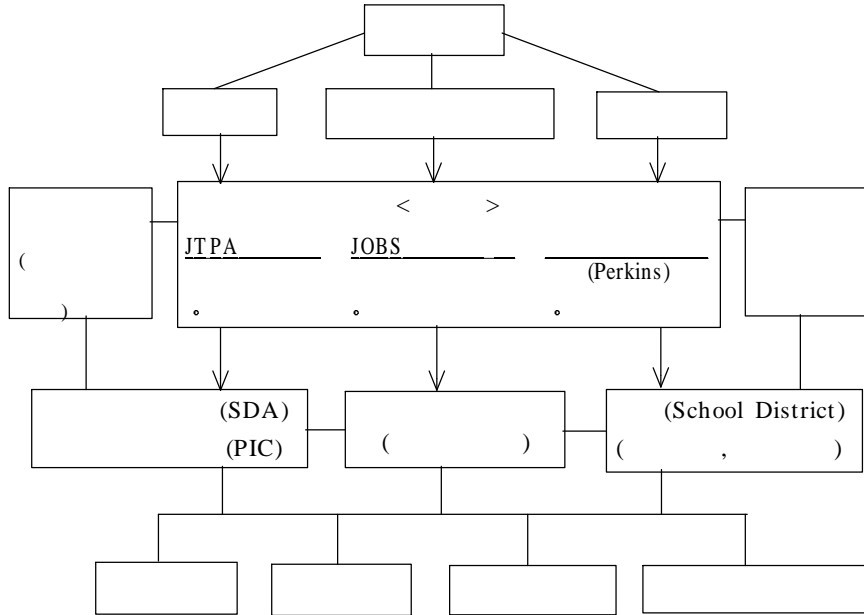
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: U.S. Department of Education, Final Report to Congress, Vol. V, 1994. (1998), p.98

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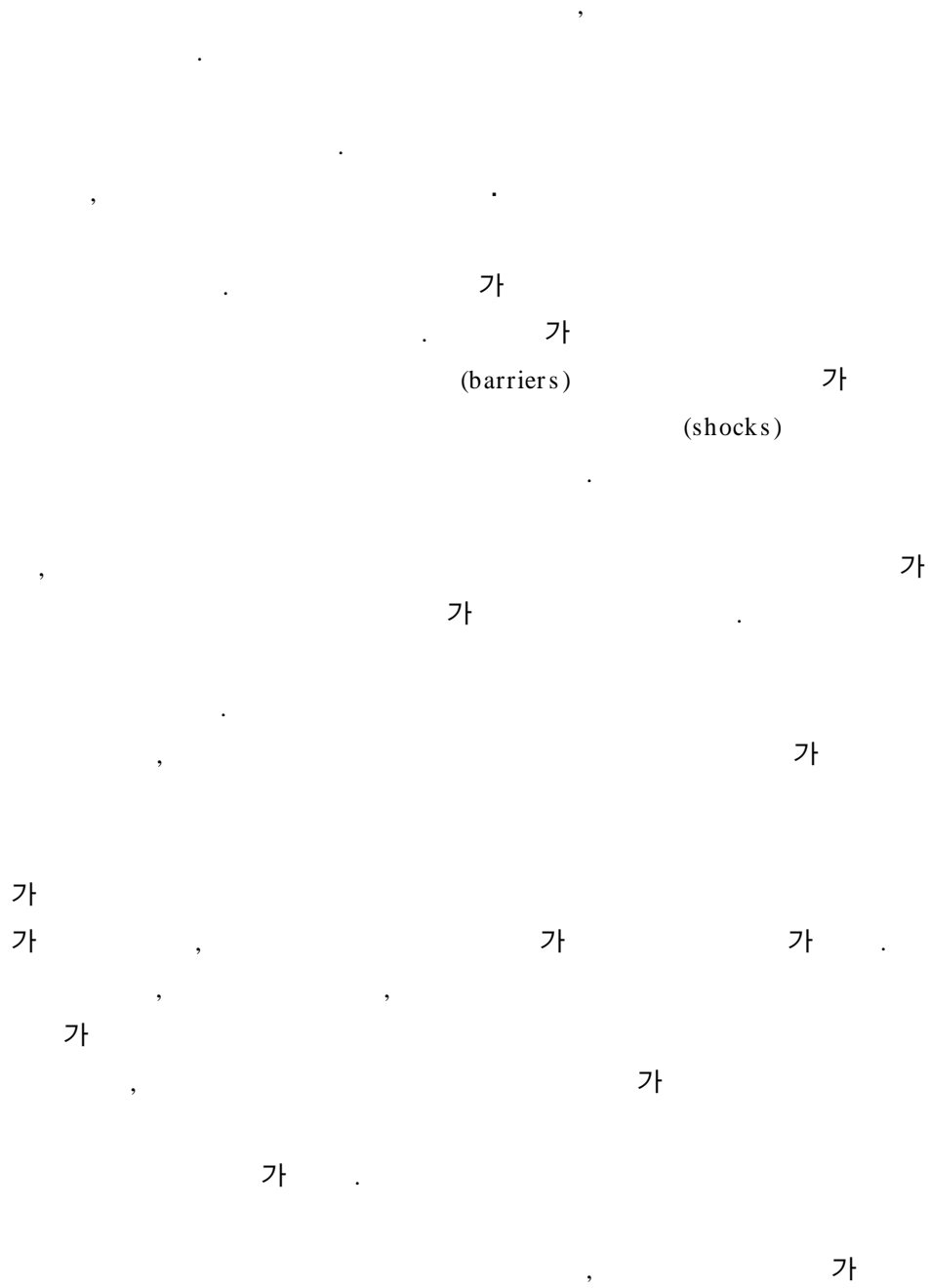
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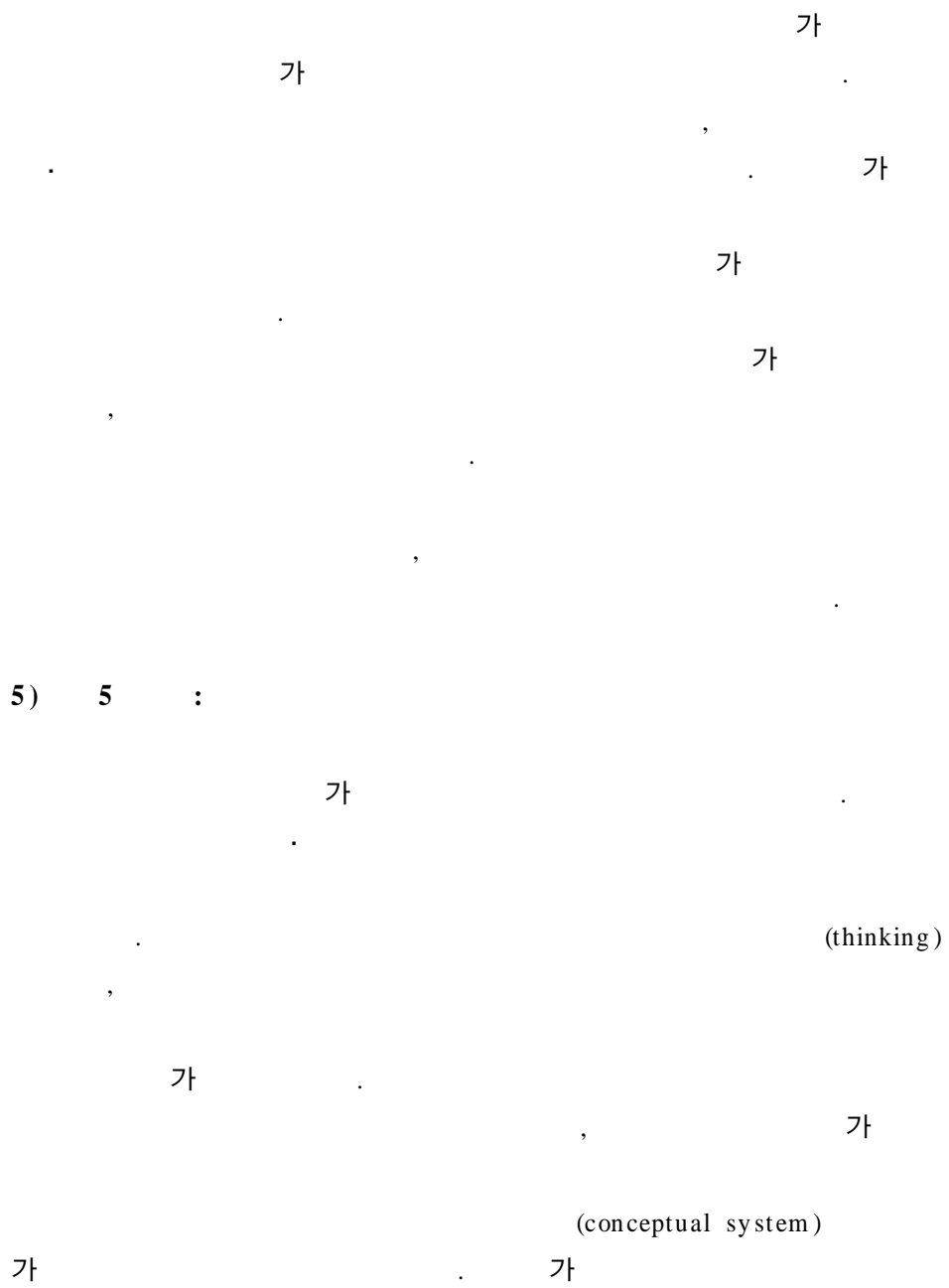
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## **ABSTRACT**

# **Organizing Efficient Networks of Vocational Education and Training, and Policy Implications**

Korea Research Institute

Research-in-Charge : Sang-II. Lee

### **1. Outline of the Study**

Like many economic or sociological activities that involve sets of interconnected problem, the activities in vocational education and training(VET) involve many people and organizations that come to together to reach common goals that none of them can reach seperately. This complexity and interdependence often require extensive collaboration among various people and organizations.

The purposes of this study are to explore the characteristics and implications of the VET networks, and to provide the direction and strategies of organizing efficient networks of VET in Korea. Especially, the strategies and actual plan of organizing the Vocational Education and Training Councils which are supposed to be formed by the Vocational Education and Training Promotion Act proclaimed in 1997.

To accomplish the purposes of the study, the issues of concepts, compatibility, and optimation of the VET networks in related laws and

ordinances were reviewed, and the contents of the current VET networks were also investigated from network perspectives through the pervious related studies.

## **2. Major Findings**

First, the network concepts are not clearly understood in the related laws and ordinances, and the members of networks are connected to one another without some principles of efficiency for optimization.

Second, the abstractness and vagueness in the related laws and ordinances make it difficult to concretize the networks in an efficient manner.

Third, because informal organizations in the local communities are not joined in the VET networks, the merits of weak tie are not utilized, and the VET networks based on the local communities are not established.

Fourth, the contents of the network-related laws and ordinances are rigid, and most of actual network activities are static. They do not prepare for rapid changes in the network environments.

Fifth, the right of decision about important network activities in the region is not given to the Vocational Education and Training Councils which are supposed to play a key role in the regional networks of VET. Furthermore, since the Councils are to be controlled overwhelmingly by the provincial governments, the Councils might be subject to be part of bureaucratic bodies.

## **3. Policy Recommendations**

First, recognizing the notion that interdependence and complementarity are essential characteristics of the VET networks, the network members including government agencies have to reach a consensus on the way of

organizing and operating the networks based on horizontal relations rather than hierarchical relating among them.

Second, it is desirable to clarify each member's role and responsibility of the network activities. Especially, The roles that are clearly designed should be assigned to industry and provincial government.

Third, proper incentives to participate in the VET networks and to develop a system of the VET networks should be provided to all members so that they may be willing to go beyond the individual interests.

Fourth, establish the detailed principles of raising and allocating funds required to conduct the network activities.

Fifthly, organize the VET networks that establish close relations with various informal organizations as well as formal organizations in the local communities, because building and maintaining grassroots support is crucial to the network activities.

Sixthly, make the VET networks be self-regulating and self-learning organizations so that members are responsible for developing a vision and goals, and for sharing their understanding of current and future issues.

Seventhly, the size and diversity of the VET networks should be balanced in order to maximize the members' common interests. The balance between universality and particularity is also required to keep the VET networks meaningful.

Eighthly, the Vocational Education and Training Councils need to be formed on the basis of real economic activity area rather than on the basis of jurisdiction area. The real economic activity area might be established with a reference to the local labor market and the distribution of schools and firms.