



•	.....	1
1.	.....	1
2.	.....	2
•	.....	5
1.	.....	5
2.	.....	8
•	.....	13
1.	.....	13
2.	.....	21
•	.....	25
1.	.....	25
2.	.....	37
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<	- 1>	.....	41
<	- 2>	.....	43
<	- 3>	.....	57
<	- 4>	(       ) .....	58
<	- 5>	.....	63
<	- 6>	.....	67
<	- 7>	.....	68
<	- 1>	.....	86
<	- 2>	(       =100) .....	86
<	- 3>	<b>SKY</b> .....	127

가

1997

IMF

가

가

10



【           】

1.

가  
가  
.

가

가

,  
,

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1997

IMF

4

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2.

가 . 가

가 .

1990-99

, 가 ,

가

가

( ) 가

가가 ,

가

3.

가가

가

가

가

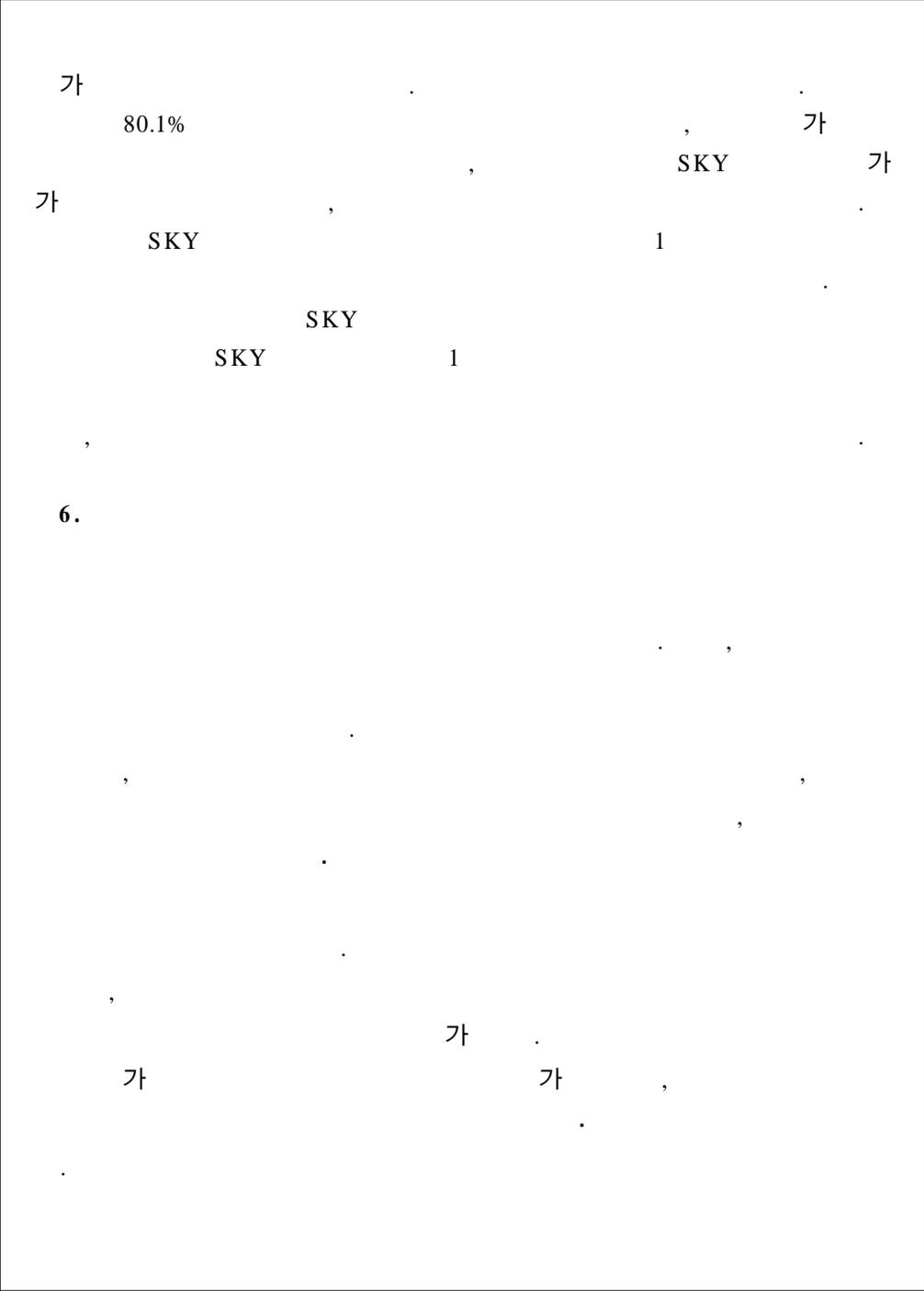
가

4.

가, , ( )가  
 SKY )가  
 ( ) 가

5.

1990-99 SKY  
 36.6%가  
 44.9%가  
 79.4%가  
 26.2% 가  
 SKY 1  
 가  
 1000  
 가



가 가 ,

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1

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가

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가

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, SKY

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가

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1.

가.

가

가

가

가

가

1997

IMF

가

4

가 .

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,  
,

4

가 , ,  
.

2.

가.

,  
가 가

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( , , ( ) , , )  
1990 1999  
○ : SKY

3) 가

4 , , ,  
가 ,  
.

IMF 10 (1990-1999)

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

•

# 1.

< 1> 가  
 가  
 가가 가  
 1),  
 가  
 가 ,  
 ,  
 가  
 가

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1)

가

,

가

( )

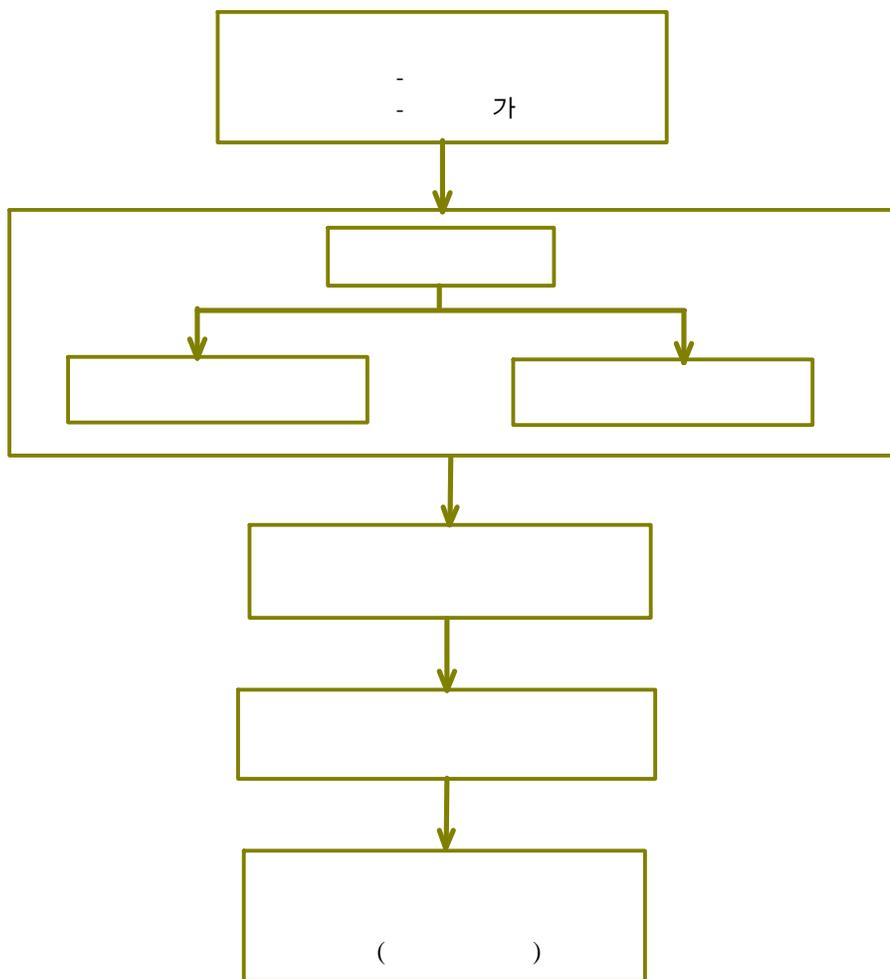
,

가

가

,

가



< -1>

## 2.

가.

, 가 가 . , 1994  
「 가」  
( ) . 1994 가  
가 , 1995 1999  
5 가 .  
186 4  
· 115 가 ,  
가 ▶ . , ▶ . , ▶ . , ▶ . , ▶ . , ▶ . , ▶ . , ▶ . , ▶ .  
5 가 가 가 가  
가 . , KAIST  
가 가 12 9  
· 가  
, , ( SKY )가  
가 . (< -1> < -2> )

< -1>

가

	99	98	97	96	95		
KAIST	1	1	2	2	1	7	1
	2	2	1	1	2	8	2
	3	3	3	3	3	15	3
	4	4	4	4	4	20	4
	5	5	5	6	6	27	5
	6	7	6	5	8	32	6
	7	6	8	8	5	34	7
	9	9	7	9	7	41	8
	7	7	11	10	12	47	9
	10	12	10	13	10	55	10
	10	11	12	18	11	62	11
가	12	10	9	7	27	65	12
	13	14	13	11	18	69	13
	15	15	15	14	16	75	14
	13	13	23	21	26	96	15

< -2>

가

	99	98	97	96	95			
					,	,		
	2	1	1	1	1	5	11	1
	1	2	2	2	2	3	12	2
	3	3	3	5	3	2	19	3
	5	6	6	3	7	1	28	4
	6	5	7	6	4	7	35	5
	6	4	5	4	5	12	36	6
	8	8	9	7	6	10	48	7
	9	10	13	8	8	9	57	8
	7	7	4	16	24	8	66	9
	9	11	11	11	11	13	66	9
	12	12	14	9	10	11	68	11
	11	9	12	10	9	24	75	12
KAIST	12	13	8	18	24	4	79	13
	15	14	10	22	24	15	100	14

: 1)

2) 1999-96 30 , 1995 20 . 20

24

: 가 (2000., 가 . M&B.

가 SKY  
< 3> SKY  
가  
가  
(  
가  
3

< -3> SKY

1987			1987			1987		
	-	-			-		-	-
	-			-	-		-	-
	-	-		-	-		-	-
	-	-		-	-		-	-
	-				-		-	-
	-				-		-	-
	-	-			-		-	-
				-			-	-
							-	
	-			-	-		-	-
	-						-	-
	-	-		-	-		-	
	-	-		-	-		-	-

: 1) -

2) 1996

3) 1999

< -4> , ,

			2000	1999 ( )	1999 ( )
			379	388	387
			375	384	383
			375	383	383
			372	382	382
			371	382	379
			371	381	380
			372	380	379
			370	381	380
			385	386	389
			373	380	379
			372	380	379
			371	381	380
			371	379	377
			367	377	374
				384.7	382.0
				383.3	380.9
				382.7	381.3
				380.8	378.9
				380.3	375.5
				378.2	377.2
			385	390.0	386.1
			384	386.9	383.0
				381.9	375.9
				380.9	374.6
				378.3	377.0
				376.6	375.3
			<b>2000</b>	<b>1998</b>	<b>1997</b>
			388	390	391
			383	389	389
			386	387	387
			386	386	388
			383	386	387
			384	387	385
			382	385	386
			382	385	386
			388	389	390
			386	388	389
			386	386	387
			385	386	387
			386	386	387
			385	385	386

: 1) 2000

2)

1999

( )

•

1.

, 가  
, 1980

가.

, 가 ( )  
, 가  
(Collins, 1971)



가

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가

가 , ,

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가

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가 가 . , 가  
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가  
, 3 가  
가  
가  
가  
), 가 가 ( )  
가 ( , )  
가  
(cost of job loss) 가 .



가

3 가

가

가 ,

가  
Meyer  
가

가

가

가

)가

가

1950

가

1950

가  
1970

(

가

가  
가  
가  
가  
가

2.

가.

(1996) :

,  
가  
가  
가  
가  
가  
가

가 가 가

(1985) :

1984

가

1970

1980

가

가

(1995) :

가

가 20%

(1989) :

가 , 가 , 가

(1991) :

가

가

(1994) :

가

GED(General Educational Development)

가

가

가

(1988) :

1970

1970

1970

가

•

# 1.

가.

1)

	가	가	가	가	가	가	가	가	가
1970				5.74			1995		
10.14	1.8	가		1995					
	1970	6.86		1995	11.09	4.23	가		
	1970	4.72		1995	9.26	4.54	가		
	가								
	1970	2.14		1995	1.83				
					20-29			1970	
8.32		1995	12.66	가		가	가		
			가						
			가						

< - 1 > .

( : )

				6- 19			20- 29		
1970	5.74	6.86	4.72	5.33	5.47	5.21	8.32	8.81	7.48
1975	6.62	7.61	5.70	6.16	6.26	6.08	8.83	9.25	8.41
1980	7.61	8.78	6.63	6.53	6.60	6.10	9.88	10.19	8.10
1985	8.58	9.66	7.58	6.71	6.71	6.71	10.96	11.34	10.61
1990	9.54	10.55	8.58	7.74	7.70	7.79	12.03	12.26	11.81
1995	10.14	11.09	9.26	6.81	6.61	7.01	12.66	12.65	12.67
	30- 39			40- 49			50		
1970	7.15	8.65	5.64	4.83	6.42	3.36	1.98	3.06	1.09
1975	8.12	9.33	6.88	6.26	7.90	4.75	2.74	4.02	1.72
1980	9.17	10.19	8.10	7.52	9.01	5.95	4.16	5.03	2.25
1985	10.12	10.93	9.28	8.52	9.88	7.14	4.55	6.49	3.08
1990	11.09	11.78	10.37	9.52	10.64	8.35	5.53	7.56	3.92
1995	12.06	12.62	11.49	10.41	11.31	9.47	6.38	8.45	4.72

: (%) = / 25 × 100  
 : (1999).

2)

,  
 . 1970  
 , 가  
 . 1970 73.4%  
 1995 27.6%  
 , 1970 10.2% 1995 37.5% , 1970  
 4.9% 1995 19.7% 가 . 1995  
 가 57.7% 25 ,  
 가  
 .  
 1990  
 , , 43.3% 가 가

33% 가  
 54% , OECD (39%) 37.5%  
 OECD 가 가 , 24% 가  
 16.4% 가 가

< -2> (25 ) ( : %)

1970	73.4	61.2	84.7	11.5	15.1	8.2	10.2	15.2	5.5	4.9	8.5	1.6
1975	65.5	53.1	77.1	14.8	17.7	12.1	13.9	19.7	8.4	5.8	9.5	2.4
1980	55.3	42.8	67.0	18.1	19.8	16.5	18.9	25.4	12.9	7.7	12.0	3.6
1985	43.4	31.9	54.1	20.5	20.5	20.5	25.9	32.1	20.2	10.2	15.5	5.2
1990	33.4	23.3	43.0	19.0	17.6	20.3	33.5	38.9	28.4	14.1	20.1	8.3
1995	26.6	17.8	35.0	15.7	14.2	17.1	38.0	41.4	34.8	19.7	26.6	13.1

: (%) = / 25 × 100  
 : (1999).

< -3> (25 ) ( : %)

(95)	43.3	37.5	3.7	15.4
(94)	33.0	50.0	8.0	9.0
(94)	15.0	53.0	8.0	24.0
(94)	26.0	54.0	9.0	12.0
(94)	16.0	62.0	10.0	13.0
OECD(94)	41.0	39.0	8.0	12.0

: 1) 25 , 25-64  
 2) OECD 가  
 : (1996). , OECD(1996).Education at a Glance.

1)

57% 가  
, 25% 가  
, , (市部)  
가 , (郡部)  
, , 27.1%  
16.3% (市部)가 (郡部)  
가  
가

< -4>

( : %)

	100.0	2.9	14.8	56.9	25.4
	100.0	2.4	13.8	56.7	27.1
	100.0	5.5	20.3	57.9	16.3
	100.0	2.7	14.0	57.2	26.1
	100.0	3.1	15.7	56.5	24.7
	100.0	3.6	14.2	65.6	16.7
	100.0	4.7	18.3	58.7	18.3
	100.0	0.0	10.1	51.8	38.0

(1999).

37.9%, 37.3%, 11.5%  
가 가 가 가 가 가

< -5>

( : %)

					,	,	
	100.0	37.9	37.3	3.9	11.5	9.0	0.4
	100.0	36.7	38.5	3.9	11.2	9.3	0.5
	100.0	44.9	30.8	4.2	12.8	7.1	0.1
	100.0	41.9	35.5	4.7	10.1	7.5	0.4
	100.0	33.5	39.3	3.0	13.0	10.6	0.5
	100.0	37.0	36.7	6.0	9.4	10.4	0.4
	100.0	40.2	36.5	4.3	11.4	7.5	0.2
	100.0	35.2	38.6	2.9	12.1	10.5	0.8

: (1999).

2)

가 가

가 65%

12.1%

14.6%

21.9%

17.6%

, 가

가

, 가 가

가

가 , 가

, 가

, 가

가

< -6> 가

( : %)

		1.4	12.1	64.6	21.9
		3.0	17.6	64.8	14.6
		5.4	35.1	55.0	4.5
		11.3	45.0	42.0	1.8
		0.4	10.6	75.6	13.4
		1.0	18.7	72.0	7.5
		0.1	3.7	71.6	24.7
		0.1	7.5	76.1	16.3
		0.0	1.0	53.5	45.7
		0.2	1.8	64.2	33.8

: (1995).

< -7> 가

( : %)

		,		,			
		34.5	36.8	13.7	8.7	6.0	0.4
		35.2	12.9	21.0	25.5	5.0	0.4
		23.0	51.4	6.1	7.0	12.4	0.2
		22.9	22.1	10.5	32.5	11.7	0.3
		29.3	41.0	9.9	8.6	10.8	0.3
		29.6	15.4	15.9	29.2	9.6	0.2
		26.8	34.0	14.7	9.9	4.3	0.3
		37.0	11.6	22.2	25.2	3.6	0.3
		42.7	27.8	20.3	7.9	0.7	0.6
		42.9	8.2	28.2	19.3	0.7	0.7

: (1996).

.

80% 가 80% , 가 37% 가

80%

가

50-60% 가

가

가 가

가 , 가  
가

< -8>

( : %)

		1990	1993	1996			1990	1993	1996
		82.7	80.4	79.4			94.2	95.4	96.1
		47.9	46.8	47.5			49.3	51.7	55.5
	가	2.0	1.4	1.3		가	3.3	3.2	2.8
		9.9	11.9	12.5			1.6	1.5	1.6
		15.4	13.1	11.5			31.6	30.3	27.9
		5.6	5.5	5.1			6.1	6.5	6.5
	·	0.9	0.8	0.8		·	1.2	1.3	1.1
		1.0	0.9	0.8			1.1	0.9	0.8
		80.6	77.4	75.9			93.8	93.8	94.9
		52.0	50.2	49.7			63.4	64.5	68.3
	가	1.9	1.3	1.1		가	1.8	1.6	1.2
		12.6	14.4	14.4			7.2	6.8	7.1
		4.1	2.7	2.6			12.5	12.4	10.8
		7.7	6.8	6.2			7.0	6.5	5.7
	·	1.0	0.9	0.9		·	1.0	1.0	0.9
		1.3	1.1	1.0			0.9	1.0	0.9
		84.5	83.0	82.7			81.9	81.6	80.9
		44.3	43.7	45.4			48.8	47.5	47.2
	가	2.0	1.6	1.5		가	1.2	0.6	0.8
		7.5	9.6	10.7			19.1	21.9	21.7
		25.5	22.4	19.6			6.2	5.8	5.6
		3.6	4.3	4.2			5.0	4.5	4.2
	·	0.8	0.7	0.7		·	0.8	0.6	7.7
		0.8	0.7	0.6			0.8	0.7	0.6

< -9 >

( : %)

		1990	1993	1996
		36.1	36.3	37.9
		17.5	17.6	17.7
	가	0.8	0.3	0.5
		10.3	10.2	11.7
		1.9	1.6	1.8
		3.6	5.2	4.8
	.	0.3	0.3	0.3
		1.7	1.1	1.2

: (1999).

.

1) 가

가 가 가  
 가 가 가  
 가 , 가 가 가 가  
 가 , 1970 가  
 가 7.2%, 가 6.8% 1995 9.8% 10.5%  
 가 . 1970 가  
 1980 가 가  
 . 90 가 가  
 가 1995 7 . 1998  
 가 가 .

< - 10 > 가

( : , %)

	가 <sup>1)</sup>			가 <sup>2)</sup>		
1970	311,880	22,320	7.2	207,766	14,185	6.8
1975	700,200	47,520	6.8	616,280	38,443	6.2
1980	2,151,289	125,676	5.8	2,138,323	200,283	9.4
1985	3,804,301	279,960	7.4	4,690,854	555,338	11.8
1990	8,227,946	664,704	8.1	8,227,213	862,436	10.5
1995	15,190,680	1,484,004	9.8	14,781,890	1,553,337	10.5
1996	17,876,236	1,747,308	10.2	17,038,753	1,737,075	10.2
1997	17,874,492	1,903,380	10.6	17,044,886	1,753,798	10.3
1998	15,794,664	1,771,176	11.2	16,442,064	1,706,107	10.4
가	180%	283%		282%	429%	

: (1999).

: 1) 가 가

2) 가 가

2) 1

가 가 , 1 가

1977 1994

9.1 13.9%, 8.8 14.2%, 9.1  
 13.8%, 가 6.4 11.5%, 가 3.6  
 7.8%, 3.8 9.2% 가 가 . 가  
 , 가

< - 11 >

1

( : , %)

1977	136,459		141,618		169,154	
1982	185,458	35.9	241,781	70.7	304,660	80.1
1985	384,052	107.1	533,480	120.6	575,916	89.0
1990	668,088	74.0	1,048,215	96.5	945,762	64.2
1994	1,240,888	85.7	1,350,062	28.8	1,532,230	62.0
가	13.9		14.2		13.8	
1977	274,674		281,134		689,272	
1982	427,987	55.8	389,273	38.5	1,276,928	85.3
1985	923,979	115.9	627,906	61.3	1,115,597	- 12.6
1990	1,124,971	21.8	799,362	27.3	1,692,748	51.7
1994	1,759,037	56.4	1,004,161	25.6	2,642,847	56.1
가	11.5		7.8		9.2	

: (1994).

1970

가

가 1995 10.14 100% 가 ,  
1995 가 57.7%

1

가

2.

가.

1997 . < - 12 > 가 , 1964 ( 8,341 ) 가 1982- 1984 가  
55.73% 60.49% 가 2.6 가 , 1999 ( 21,634 ) 가  
. < - 2 > < - 7 > ,  
, 1998  
가 가 . 90%  
. 가  
. 가 15- 19  
, 1970  
. 가  
. , 20- 24  
. ,  
가 1970 가 가 1980  
가 가 가 1990 가 1980  
. 1981

가 , 가 .

1980 가 9.1% , 1997

가 1993

1999 가 23.5%

가 ,

가 , 1980

가 .

1980 가

50% , 1980

3.2% , 가 5.7%

가 . 1990

가

1998 20-30 가

가 , 1997 IMF

가 가 .

	15							
		가						
1964	14,967	8,341	55.73	7,698	92.29	643	7.71	6,627
1965	15,367	8,754	56.97	8,109	92.63	642	7.33	6,613
1970	17,468	10,062	57.60	9,618	95.59	445	4.42	7,407
1975	20,918	12,193	58.29	11,691	95.88	501	4.11	8,726
1980	24,463	14,431	58.99	13,683	94.82	748	5.18	10,032
1985	27,553	15,592	56.59	14,970	96.01	622	3.99	11,961
1990	30,887	18,539	60.02	18,085	97.55	454	2.45	12,348
1991	31,538	19,115	60.61	18,677	97.71	438	2.29	12,423
1992	32,023	19,499	60.89	19,033	97.61	466	2.39	12,524
1993	32,528	19,879	61.11	19,328	97.23	551	2.77	12,649
1994	33,056	20,396	61.70	19,905	97.59	490	2.40	12,660
1995	33,664	20,853	61.94	20,432	97.98	420	2.01	12,811
1996	34,285	21,243	61.96	20,817	97.99	426	2.01	13,043
1997	34,842	21,662	62.17	21,106	97.43	556	2.57	13,180
1998	35,362	21,456	60.68	19,994	93.19	1461	6.81	13,906
1999	35,765	21,634	60.49	20,281	93.75	1353	6.25	14,131

: ( ). .

, 1970 가 , 가

가

가

1980

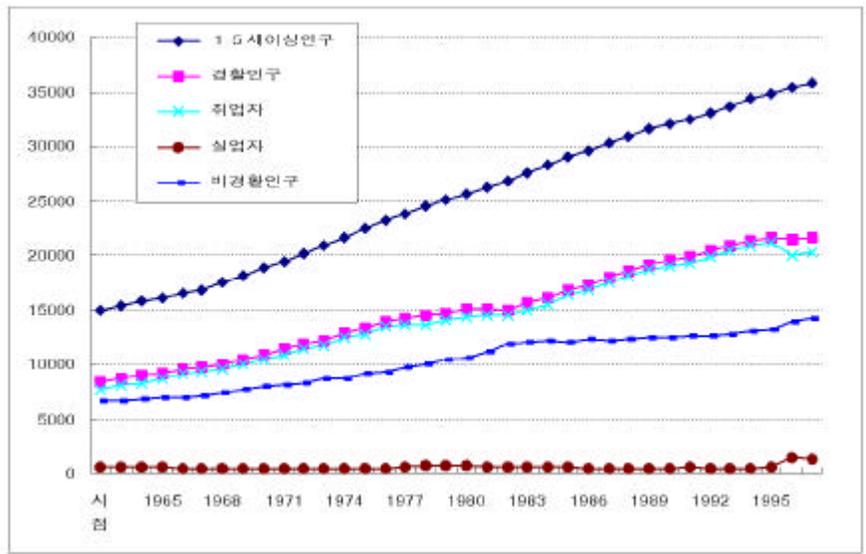
가

가

1)

1970  
1999  
(  
1964  
1999  
1964 49% 2,349  
) 1991 가 1991 1964  
7.5  
1964 5.9 4,026  
1999  
IMF 1998  
1999 1964 6.1 13,906 가  
1964 61.7%  
1999 11.6%  
1964 8.9% 가 1980, 1981 1990  
가 27.8% , 1991  
1999 19.8%  
1964 29.5% 가 1999 68.6%  
가  
2, 3 , 1990  
가  
2 3

가 가 , . . . . .  
 가 , . . . . .  
 1980 4.5% 2.4% 1992  
 5.3% 5.9% 가 . 1980

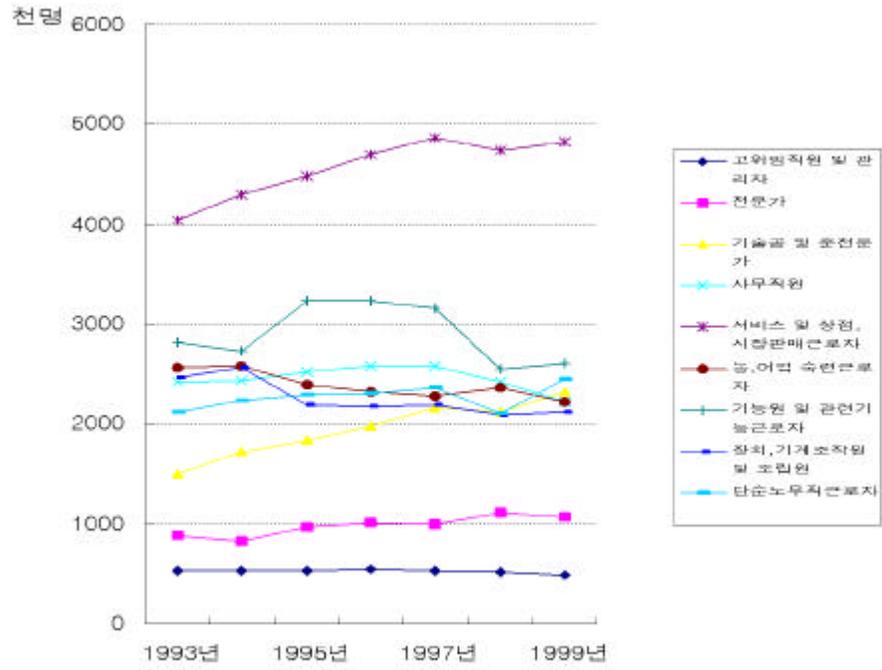


< -1 >

2)

가 가 , . . . . .

. 1964 219 1993 1626 7.4 ,  
 294 2898 9.8 , 845 3068  
 3.7 , 454 2382 5.2 , . .  
 1145 6176 5.4 가 .  
 , , 1993 . .  
 32% 가 , 15.9% 15.0%  
 , 14.6% , 12.3% , .  
 8.4% , ,  
 , 1997 가 가 1998  
 1993 , 1998  
 가 가 .  
 1999 . .  
 가 , 가 5.2% , 가 23.8%  
 , 10-12% 가 2.4% 가



< -2>

1)

, 1990 가  
 1970 1998 30%  
 , 1980 가  
 가 27% 가 ,  
 1980 가 가 ,  
 1970 3 2 가 .  
 , 가 가 1999  
 1970 39 가 가 . ,  
 가 가 1980  
 가 가 1970 8  
 가 . , ,  
 가 ,  
 , 1970  
 , 1980 가 , ,  
 , 1990 ( + )가  
 가 , 1975 1/22, 1/16  
 1991 51%, 45% , 1998  
 87%, 95% .

1970	1,019,959	505,834	114,156	106,800	7,803	35,653
1975	966,982	710,511	254,689	174,770	24,818	51,920
1980	936,113	818,913	342,318	284,735	80,620	115,755
1985	767,025	929,617	453,018	306,535	108,483	201,934
1990	746,707	759,030	490,951	273,134	130,670	196,397
1991	657,181	750,030	457,120	272,020	141,115	201,107
1992	649,971	837,077	412,056	277,079	159,432	211,884
1993	623,631	835,006	410,278	298,642	174,964	220,774
1994	619,714	844,149	409,683	307,528	197,143	231,617
1995	625,218	808,798	447,106	343,799	223,689	253,605
1996	636,160	729,349	464,560	341,601	252,868	271,208
1997	632,124	645,181	480,086	336,609	276,231	295,739
1998	707,863	642,843	470,715	311,560	304,637	312,293
1999	709,399	607,052	445,473	264,467	306,802	319,278

: ( ) .

2)

< - 15, 16 >

가 1990  
 1980 가  
 , 1995 가  
 1980 가 가  
 1970 가 1980  
 95%가 , 1985 99%  
 1970, 80  
 1990 95%, 1998 99.5%가  
 100%

1970 가 1980  
 83.9% 1980  
 가  
 가  
 1993 10% 가 1994  
 가 1999 38.5%  
 1994  
 , 1980 1993 1994 가  
 가 , 1999 38.5%  
 가 가  
 , 1970  
 1980 1990  
 가 1999 1970  
 1980 12.2% 가 12.8%  
 ( 600% ) , 가

< - 14 >

( : , %)

	->			->			->		
1970	799,969	528,652	66.1	312,814	219,142	70.1	82,208	33,040	40.2
1975	924,727	714,079	77.2	568,648	476,735	83.8	137,228	57,007	41.5
1980	874,329	837,204	95.8	741,618	626,520	84.5	266,331	90,575	34.0
1985	939,727	932,545	99.2	855,627	776,444	90.7	365,819	196,827	53.8
1990	763,694	761,989	99.8	835,699	799,549	95.7	487,772	230,121	47.2
1991	753,663	752,358	99.8	775,273	755,558	97.5	482,131	229,068	47.5
1992	841,756	841,002	99.9	717,901	707,649	98.6	465,611	229,891	49.4
1993	837,598	836,950	99.9	743,599	730,151	98.2	449,910	250,786	55.7
1994	848,283	847,730	99.9	735,679	726,627	98.8	423,832	271,382	64.0
1995	813,387	812,967	99.9	819,246	806,855	98.5	390,520	284,251	72.8
1996	736,349	735,921	99.9	816,654	808,279	99.0	395,465	307,791	77.8
1997	651,153	650,813	99.9	824,518	819,840	99.4	397,702	323,830	81.4
1998	642,886	642,547	99.9	788,599	784,530	99.5	434,473	364,428	83.9
1999	618,438	618,086	99.9	715,971	712,014	99.4	456,831	386,053	84.5

: 1) 
$$= \left( \frac{\quad}{\quad} \right) \times 100$$

2) , , ( ), .

3) , .

: (1999). .

< - 15 >

( : , %)

	- >			- >		
1970	62854	6033	9.6			
1975	126141	11048	8.8	33610	2179	6.5
1980	201057	20242	10.1	49735	6088	12.2
1985	276535	36910	13.3	118584	12278	10.4
1990	274150	22710	8.3	165916	12782	7.7
1991	272365	21302	7.8	175586	13784	7.9
1992	274677	23851	8.7	178631	14040	7.9
1993	272541	26481	9.7	184868	15211	8.2
1994	263962	39914	15.1	179519	14835	8.3
1995	259133	49699	19.2	180664	16500	9.1
1996	274696	60373	22.0	184212	19329	10.5
1997	273912	79691	29.1	192465	23078	12.0
1998	302416	107824	35.7	196566	24141	12.3
1999	290892	112130	38.5	204390	26141	12.8

: 1)  $= ( \quad / \quad ) \times 100$

2) , ( ) .

3) , .

: (1999).

,

,

,

. ,

가

가



( : % )

	1985	1986	1987	1988	1989	1990	1991	1992
	1.8	2.3	3.29	3.54	3.21	1.66	2.15	4.26
	3.2	4.0	2.15	2.48	3.56	3.62	4.07	6.75
	2.0	2.9	4.35	4.66	4.15	2.20	2.95	4.87
	0.9	2.3	2.41	2.91	2.91	2.17	2.64	2.44
	3.3	4.0	6.34	5.85	6.04	3.15	4.53	7.11
	4.0	2.9	3.75	6.96	6.75	2.73	2.24	6.05
,	2.0	1.5	2.00	3.50	3.12	1.01	1.58	4.27
	0.7	1.1	2.84	3.32	2.62	1.64	2.13	3.59
	0.8	1.7	3.54	8.16	4.10	1.93	1.94	6.76
1	1.2	1.1	2.11	2.49	3.46	1.04	2.48	2.78
	1.3	3.1	3.78	4.29	3.65	1.91	2.40	4.26
	4.1	4.1	7.40	3.51	3.53	1.80	3.59	2.63
가	0.4	0.3	0.17	0.20	0.10	0.18	0.47	1.61
	2.0	1.3	3.32	1.39	2.07	0.54	0.50	3.17
	0.6	1.1	1.74	1.29	1.44	0.50	0.67	1.77
	2.2	1.5	2.16	2.48	2.04	1.49	1.93	8.25
	0.7	0.5	0.48	0.48	1.50	0.57	0.29	1.43
	0.5	0.5	0.49	0.49	0.91	0.26	0.18	1.40

: ( ).

( : %)

	1993	1994	1995	1996	1997	1998	1999
	3.26	3.57	3.71	2.98	2.44	0.65	1.10
	5.78	1.69	4.01	4.13	2.35	4.45	1.28
	4.39	4.27	4.49	3.94	3.12	0.73	1.29
	4.08	3.82	3.75	3.30	2.84	0.80	0.74
	6.50	5.88	5.12	3.72	4.26	0.85	1.25
	3.24	3.82	1.78	4.58	0.48	0.02	1.22
,	3.47	3.61	2.90	1.42	1.87	0.38	0.88
	3.46	2.43	1.91	3.02	1.50	0.26	0.55
	4.62	3.37	3.23	3.61	3.54	1.13	1.16
1	2.46	0.68	4.50	1.42	1.95	0.64	0.95
	3.83	5.50	4.45	7.89	7.23	1.27	1.87
	5.09	4.51	3.96	5.00	3.20	0.94	1.77
가	1.33	0.66	1.11	2.19	1.05	1.04	0.55
	3.34	4.84	4.20	3.16	2.57	0.46	1.46
	2.65	2.77	2.02	1.61	1.25	0.49	1.14
	5.50	5.33	6.10	3.53	4.01	1.56	1.85
	1.31	0.56	0.32	0.58	0.53	0.09	0.61
	1.79	1.09	2.25	1.03	1.77	0.71	0.38

: ( ).

2)

, 1999 1.10%  
 , 3.84% 1.80% , 0.14% ,  
 0.86% , 0.88%

( : , %)

				가	가			,	,	
1994		4,909	196	409	368	1,220	191	953	1,298	266
		175	2	10	8	19	4	61	66	5
		3.57	0.85	2.43	2.08	1.57	2.05	6.43	5.07	2.03
1995		4,929	204	413	398	1,224	197	849	1,312	333
		183	2	11	8	22	4	49	77	10
		3.71	1.16	2.64	2.07	1.80	1.91	5.76	5.83	3.02
1996		5,218	197	494	478	1,290	210	846	1,367	334
		156	2	9	7	17	2	47	59	11
		2.98	0.91	1.58	0.98	0.90	0.64	3.94	2.78	1.94
1997		5,294	216	471	530	1,313	226	796	1,376	361
		129	2	8	8	16	4	29	55	7
		2.44	1.00	1.78	1.44	1.23	1.56	3.64	4.02	1.95
1998		4,892	209	507	584	1,176	189	673	1,202	349
		32.0	0.4	1.7	2.2	4.1	0.8	6.8	12.8	3.0
		0.65	0.24	0.34	0.37	0.36	0.44	1.01	1.06	0.88
1999		5,640	291	584	878	1,278	76	157	1,235	413
		62.6	0.4	4.0	7.0	11.0	0.8	6.0	22.4	3.7
		1.10	0.14	0.67	0.79	0.86	1.12	3.84	1.80	0.88

: ( ).

가 가 가 가 가 가 가 가 가 가

IMF 1998 10%  
 , 1989 가  
 . 1987 가 1.42%, 가  
 3.56%, 가 5.30%, 가 11.12% 가  
 7.8 , 20.13% 가  
 1991 (5.94%) 3.4 .  
 1980 , 1992-3 가 가  
 1991 1992 (70.7%),  
 (46.1%), (36.7%), (4.8%)  
 5%  
 1/15

	1987	1988	1989	1990	1991	1992	1993
	103,804 (4.79)	132,585 (5.24)	119,847 (4.92)	165,852 (6.85)	221,785 (9.07)	156,895 (6.76)	118,529 (6.04)
	1,904 (1.42)	3,845 (2.49)	6,129 (4.05)	6,280 (4.45)	10,740 (5.94)	3,824 (1.74)	2,998 (1.75)
	44,437 (3.56)	56,812 (3.94)	52,100 (3.60)	81,420 (5.31)	112,194 (7.32)	96,723 (6.97)	57,741 (5.07)
	27,163 (5.30)	32,495 (5.27)	29,683 (5.25)	40,776 (7.92)	51,897 (10.39)	32,309 (6.58)	29,258 (6.35)
	30,300 (11.12)	39,433 (12.29)	31,935 (11.82)	37,376 (16.23)	46,954 (20.13)	24,039 (10.86)	28,532 (10.86)

	1993	1994	1995	1996	1997	1998
	118,529 (6.04)	127,100 (5.64)	125,000 (5.80)	106,000 (4.80)	84,318 (3.88)	19,546 (1.04)
	2,998 (1.75)	8,200 (4.16)	5,000 (2.87)	5,000 (3.44)	2,787 (1.43)	766 (0.73)
	57,741 (5.07)	63,500 (4.45)	69,000 (4.97)	51,000 (3.57)	44,852 (3.26)	10,844 (0.85)
	29,258 (6.35)	32,400 (7.21)	33,000 (7.80)	28,000 (5.81)	18,339 (4.03)	4,947 (1.30)
	28,532 (10.86)	22,900 (12.90)	18,000 (11.41)	23,000 (13.47)	18,340 (12.58)	2,989 (2.20)

: ( ).

3)

가

1991 9.07%

(1998 IMF ),

, 1 (10-29)가 1993, 1994, 2

(30-99 )가 1993 , 3 (100-299 ) 4  
(300-499 )가 1995  
1990 .  
, 1993 2 가 1  
1995 3 가 2 ,  
가 . ,  
1991 1 가 15.32%, 2 가 12.58%, 3 가 10.25%, 4  
가 7.86%, 5 가 3.29% , 1999 1  
가 3.60%, 2 가 3.33%, 3 가 1.98%, 4 가 1.60%, 5 가  
0.58% ,  
.  
가 .  
가 .

< -20>

( : , %)

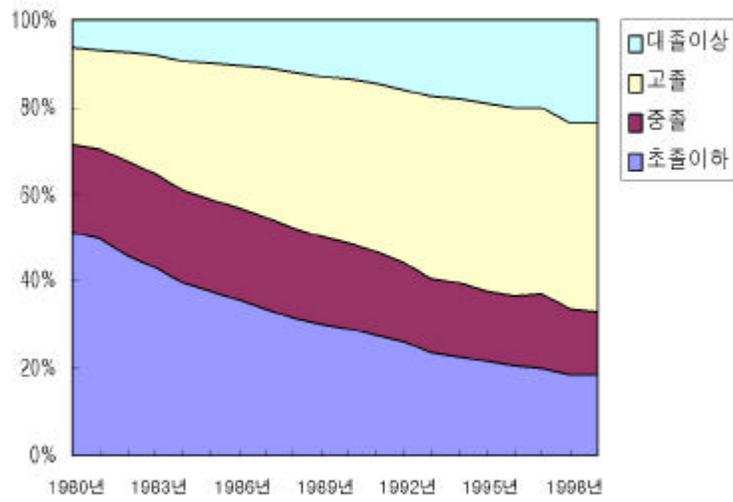
	1991	1992	1993	1994	1995	1996	1997	1998	1999
	2,445,875	2,320,383	1,964,016	2,251,006	2,160,659	2,212,415	2,172,076	1,874,455	1,882,575
	221,785	156,895	118,529	127,064	125,397	106,246	84,318	19,546	34,091
	9.07	6.76	6.04	5.64	5.80	4.80	3.88	1.04	1.81
1	324,851	338,134	308,349	394,435	407,379	408,492	437,885	405,199	166,313
	49,757	26,614	24,342	39,557	39,280	33,201	24,640	6,832	5,991
	15.32	7.87	7.89	10.03	9.64	8.13	5.63	1.96	3.60
2	588,946	606,384	510,521	593,748	607,175	609,425	550,718	473,819	354,605
	74,103	45,096	41,215	44,865	40,222	34,430	27,911	6,096	11,842
	12.58	7.44	8.07	7.56	6.62	5.65	5.07	1.29	3.33
3	556,401	509,985	415,787	472,697	491,745	475,149	485,360	429,116	423,729
	57,006	53,063	32,831	28,124	33,523	22,480	21,739	5,463	8,413
	10.25	10.40	7.90	5.95	6.82	4.73	4.48	1.27	1.98
4	193,474	170,732	131,076	149,715	138,620	138,342	144,278	120,523	393,163
	15,199	9,773	4,846	3,822	3,997	4,334	3,199	627	6298
	7.86	5.72	3.70	2.55	2.87	3.13	2.22	0.52	1.60
5	782,203	695,148	598,283	640,411	515,740	581,007	553,835	445,798	110,231
	25,720	22,349	15,295	10,696	8,395	11,801	6829	528	646
	3.29	3.21	2.56	1.67	1.63	2.03	1.23	0.12	0.58

: ( ).

1)

< -3, 4>





< -4> ( )

. < -4> ,

가

가

< -21>

( : %)

1980	94.8	97.3	93.7	90.7	93.8
1981	95.5	98.0	94.9	91.4	93.8
1982	95.7	98.3	95.2	92.0	94.1
1983	95.9	98.3	95.6	93.3	93.9
1984	96.2	98.4	96.0	94.2	94.3
1985	96.0	98.5	95.9	94.1	93.4
1986	96.2	98.5	96.6	94.6	93.1
1987	96.9	99.0	97.2	95.7	94.3
1988	97.5	99.3	97.8	96.4	95.3
1989	97.4	99.2	97.9	96.5	95.2
1990	97.6	99.3	98.2	96.6	95.6
1991	97.7	99.3	98.3	96.8	96.4
1992	97.6	99.4	98.1	96.7	96.6
1993	97.2	99.2	97.8	96.4	96.0
1994	97.6	99.2	98.1	97.0	96.5
1995	98.0	99.3	98.4	97.5	97.3
1996	98.0	99.3	98.4	97.5	97.4
1997	97.4	99.1	97.8	96.7	97.0
1998	93.2	95.9	92.2	91.8	94.3
1999	93.7	96.2	93.1	92.4	94.6

: 1979

: (1999). CD.

1993

가

1990

1992-3

1997-8

가

2)

100%

< -22>

( : %)

1970	38.3	17.3	56.4	72.6	70.6
1975	39.9	16.9	56.1	58.3	71.8
1980	37.9	15.7	58.2	50.3	73.0
1985	42.1	16.2	60.4	57.2	52.1
1990	51.0	18.7	84.0	71.8	55.0
1995	69.3	26.4	90.9	74.2	60.9
1997	72.5	22.0	91.7	75.5	61.8
1998	67.2	18.5	84.7	66.3	50.5
1999	64.9	18.1	83.4	68.1	51.3

: 1) 
$$= \frac{A - (B + C)}{D} \times 100$$

2) 
$$\frac{A}{B + C} \times 100$$

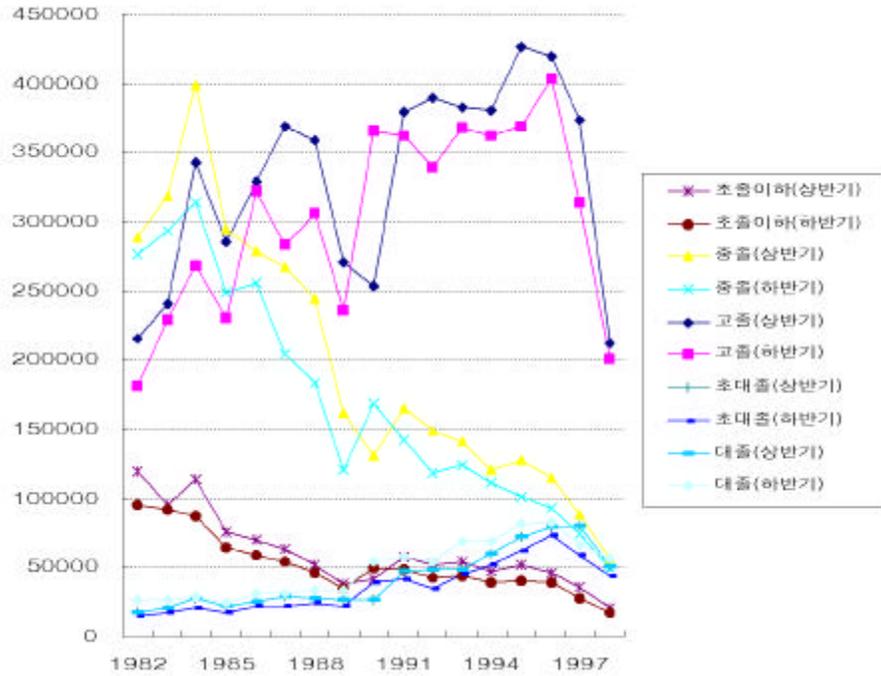
: (1999).

1970 IMF 가  
 가 IMF  
 1997-8 1998-9  
 1970 가  
 가

가  
1990  
가 (1995- 1997 0.9%)  
1980 가 (1985- 1990 39.1%)

1990  
가 17.3%  
56.4%, 가  
가 70.6%, 가  
72.6%  
1970  
1970  
1980  
가  
가  
1980 73% 1980 (1980  
1985 29%) IMF 가  
1980  
가  
1981  
1 가  
(1986 1987 45.7%, 48.3%  
)





< -5>

< -23>

Year	Total	Category 1		Category 2		Category 3		Category 4		Category 5		Category 6	
		Value	Rate										
1996	1,474,435	950,520	2.2	43,273	2.6	143,194	2.6	547,054	2.6	84,115	2.0	132,884	1.3
		523,915	3.2	60,479	3.3	86,150	3.5	303,139	3.4	43,396	2.5	30,751	1.8
1997	1,376,765	886,621	2.1	39,739	2.4	121,207	2.3	502,509	2.5	82,818	1.7	140,348	1.3
		490,144	3.1	49,290	3.0	73,000	3.0	293,812	3.6	45,297	2.5	28,745	1.6
1998	1,245,063	817,123	2.4	34,833	3.0	107,229	2.6	438,942	2.8	82,219	2.1	153,900	1.5
		427,940	3.4	45,488	4.0	64,970	4.1	244,773	3.6	42,762	2.4	29,947	2.0

: ( ).

3.

가.

1)

2

1970 35,653 1999 319,278 9  
 가 가 , 36 가 .  
 < -26, 27>

1985 , , , , , ,  
 , 1990 가 , 가  
 가 1998 , , , , , ,

가 가

가

, 1998



< -25>

( : )

1980	60,893	12,352	7,374	4,715	3,471	2,042	-	-	-
1985	53,342	10,919	13,716	9,653	9,307	6,138	7,653	7,648	7,648
1990	64,610	15,692	14,812	10,443	13,598	9,771	7,002	6,971	6,971
1995	106,400	31,550	20,766	15,125	26,263	17,616	8,849	8,790	8,790
1996	121,841	37,410	22,349	16,922	29,618	19,484	10,336	10,254	10,254
1997	133,460	39,259	23,563	18,352	33,148	20,117	10,483	10,377	10,377
1998	143,258	41,729	24,268	18,732	38,855	23,243	10,816	10,615	10,615
1980	42,715	5,842	4,927	1,668	5,834	4,284	13,936	7,256	7,256
1985	71,870	14,792	7,433	3,024	14,264	9,066	19,352	12,139	12,139
1990	80,265	21,800	7,372	3,209	16,313	10,292	13,398	9,641	9,641
1995	110,313	31,454	8,928	4,414	19,589	12,545	13,729	10,036	10,036
1996	116,589	32,562	9,086	4,556	21,877	14,048	13,825	9,949	9,949
1997	131,203	38,050	9,701	5,107	24,291	15,429	13,779	9,852	9,852
1998	131,352	38,125	10,898	5,551	29,062	18,084	13,447	9,226	9,226

: (1999).

2)

< -16>

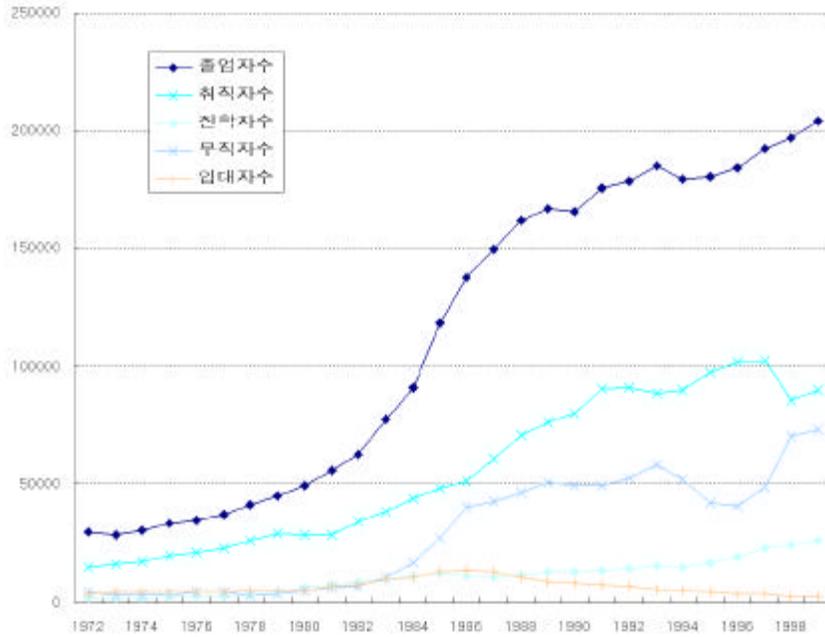
가 가 , 1990 1994

가 . 1972 29,544

가 1999 204,390 26 6.9 가 , 80

1982 (62,688 ) 1988 (161,983

) 2.6 가 .



< -6 >

1970 가 1980  
 1982  
 . 1972 62.7% 1979 81.0% 1980  
 73.0% 1986 45.7% . 1  
 1 가 ,  
 ,  
 1980 ,  
 , 1980 1996  
 63.3% 가 1970 1979 81.0%





가 1999 16.8 73,227 . 1972 4,357  
 가  
 가 , 가  
 가 가 가 가

< -26>

( : , %)

1970	13743	2952	21.5	1748	622	35.6	4107	314	7.6
1975	19635	5142	26.2	2121	829	39.1	4354	328	7.5
1980	28349	7947	28.0	3266	1253	38.4	5549	496	8.9
1985	48552	12732	26.2	6153	2568	41.7	12879	1239	9.6
1990	79975	22876	28.6	11313	5368	47.4	22973	3374	14.7
1991	90780	25143	27.7	12551	6079	48.4	26173	3854	14.7
1992	91438	26342	28.8	12314	5609	45.5	25725	4202	16.3
1993	88429	27173	30.7	11788	5781	49.0	24778	4688	18.9
1994	90110	30196	33.5	12204	6657	54.5	24186	5083	21.0
1995	97290	34663	35.6	13144	7658	58.3	26374	6464	24.5
1996	101911	36593	35.9	13476	7910	58.7	27001	6963	25.8
1997	102245	37029	36.2	13449	7941	59.0	26614	7238	27.2
1998	85805	33696	39.3	11466	6930	60.4	21329	6701	31.4
1999	90147	42301	46.9	12962	8553	66.0	24282	10357	42.7

< -27>

( : , %)

1970	4821	573	11.9	1403	507	36.1	649	363	55.9	1015	573	56.5
1975	7233	976	13.5	1778	787	44.3	1061	662	62.4	3088	1560	50.5
1980	10874	1432	13.2	2455	1139	46.4	1470	958	65.2	4735	2669	56.4
1985	17431	1870	10.7	3293	1463	44.4	2607	1916	73.5	6189	3676	59.4
1990	29004	4602	15.9	5268	2330	44.2	4644	3037	65.4	6773	4165	61.5
1991	34775	5760	16.6	5409	2315	42.8	5384	3285	61.0	6488	3850	59.3
1992	35934	6901	19.2	5350	2289	42.8	5659	3431	60.6	6456	3910	60.6
1993	34415	7243	21.0	5685	2431	42.8	5732	3351	58.5	6031	3676	61.0
1994	35985	8023	22.3	5510	2475	44.9	6327	3937	62.2	5898	4021	68.2
1995	39673	9314	23.5	5087	2372	46.6	6934	4460	64.3	6078	4395	72.3
1996	42070	9702	23.1	5398	2635	48.8	7500	4718	62.9	6466	4665	72.1
1997	42470	9752	23.0	5245	2538	48.4	7915	4853	61.3	6552	4707	71.8
1998	33869	8699	25.7	6165	2803	45.5	7153	4389	61.4	5823	4174	71.7
1999	33573	11475	34.2	6338	3173	50.1	7666	4836	63.1	5276	3907	74.1

:

: (1999).

< -28>

( )

( : %)

1970	12.7	29.9	35.1	10.2	4.7	7.4
1975	10.8	22.2	36.8	9.1	5.4	15.7
1980	11.5	19.6	38.4	8.7	5.2	16.7
1985	12.7	26.5	35.9	6.8	5.4	12.7
1990	14.1	28.7	36.3	6.6	5.8	8.5
1991	13.8	28.8	38.3	6.0	5.9	7.1
1992	13.5	28.1	39.3	5.9	6.2	7.1
1993	13.3	28.0	38.9	6.4	6.5	6.8
1994	13.5	26.8	39.9	6.1	7.0	6.5
1995	13.5	27.1	40.8	5.2	7.1	6.2
1996	13.2	26.5	41.3	5.3	7.4	6.3
1997	13.2	26.0	41.5	5.1	7.7	6.4
1998	13.4	24.9	39.5	7.2	8.3	6.8
1999	14.4	26.9	37.2	7.0	8.5	5.9

: (1999).

가  
 가  
 가 35.7% ,  
 43.1% ,  
 가  
 가 4.1% , 16.3% ,  
 20.6% , 16.5% ,  
 가 가 ,  
 가 23.7% 가  
 가 18.4% , 12.8% ,  
 8.9% ,  
 가 27.1% , 가 23.6% ,  
 가 18.8% , 가 8.3% ,  
 가 43.8% 41.8% 가 ,  
 가 ,  
 가 43.8% 가 68.8% 2/3  
 가  
 50.8% ,  
 48.8% 50%

< -29>

(1996)

( : %)

	11.4	24.3	21.3	23.8	19.3
	10.9	24.8	21.3	24.2	18.9
	12.1	23.6	21.2	23.2	19.8
15- 19	5.7	26.6	24.1	22.4	21.3
20- 29	12.2	26.1	21.2	22.7	17.8
30- 39	10.9	23.3	20.6	25.0	20.1
40- 49	10.9	22.8	22.6	24.5	19.9
50- 59	11.2	23.0	20.7	24.2	20.8
60	14.3	23.1	24.3	19.8	18.5
	4.1	22.0	23.1	27.1	23.7
	16.3	23.4	18.4	23.6	18.4
	20.6	28.2	19.7	18.8	12.8
	28.6	32.0	16.8	14.6	8.0
	7.4	32.6	28.7	21.2	10.1
	1.7	9.6	16.9	34.4	37.5
	6.2	20.1	15.0	25.3	33.4
	3.8	19.7	20.7	28.6	27.3

: (1999).

60.6% ( 가  
 (22.6%) 2.7 ) - 가  
 가  
 32.6% 가 , 20%  
 50% -  
 가  
 34.4%, 37.5% 71.9%  
 가  
 (28.1%)가 (13.8%)

14.3% , (24.5%)가  
 (13.5%) 11.0%

< - 30 >

( : %)

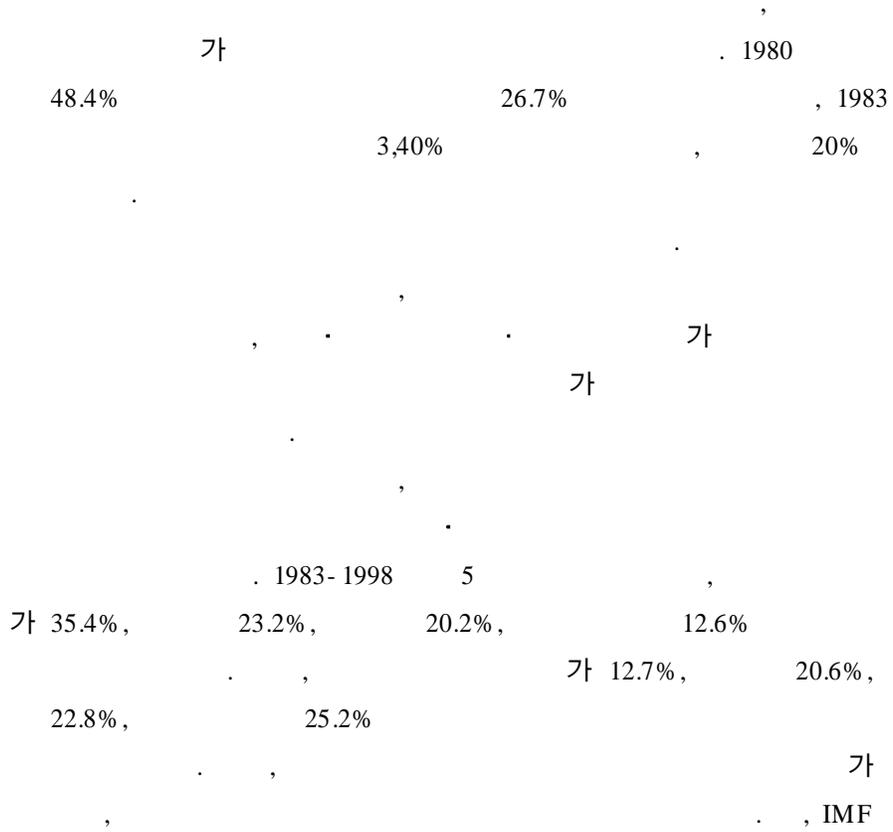
	500	15.6	17.2	41.8	25.4
	406	13.5	16.5	41.9	28.1
	94	24.5	20.2	41.5	13.8
	130	16.9	20.0	43.8	19.2
	354	15.3	16.1	41.8	26.8
	16	12.5	18.8	25.0	43.8
	228	15.8	17.5	49.1	17.5
	25	24.0	32.0	36.0	8.0
	245	13.9	15.5	35.9	34.7
	2	100.0	0.0	0.0	0.0
	154	21.4	18.8	39.0	20.8
	82	9.8	12.2	54.9	23.2
	246	14.0	17.8	39.4	28.8
10- 99	260	19.6	15.8	38.5	26.2
100- 499	184	12.0	19.0	41.8	27.2
500	56	8.9	17.9	57.1	16.1
20	46	12.9	23.9	39.1	13.0
20	191	15.7	17.3	36.6	30.4
30	145	11.0	13.8	51.0	24.1
30	80	16.3	17.5	40.0	26.3
40	38	21.1	21.1	39.5	18.4

: (1998). . p.185.

1. 4

가.

1)



1998

11.9%

가

< -1> .

( : %)

	/	1980	1983	1988	1991	1995	1998	83-98 5
.		4.6	4.1	4.3	3.1	3.3	2.1	3.4
			5.3	5.5	4.4	4.4	2.6	4.4
			3.0	3.3	1.9	2.1	1.6	2.4
			4.3	3.9	2.0	2.9	2.5	3.1
			3.8	5.0	3.7	3.8	2.4	3.7
			3.6	3.7	3.0	2.7	1.6	2.9
			5.5	6.3	4.6	4.8	2.2	4.7
		26.7	39.3	43.1	37.2	29.6	41.5	38.1
			37.7	42.9	38.2	30.3	40.6	37.9
			40.7	43.3	36.3	29.0	42.3	38.3
			37.6	42.3	38.2	32.0	47.0	39.4
			39.6	41.3	35.3	28.4	40.5	37.0
			41.7	45.5	38.5	29.8	41.8	39.5
			39.6	42.4	34.7	27.0	34.9	35.7
		48.4	23.0	25.0	29.7	27.1	18.2	24.6
			19.5	22.1	25.8	22.5	17.2	21.4
			26.0	27.6	33.2	31.4	19.1	27.5
			30.6	37.7	43.5	39.7	25.3	35.4
			19.6	22.4	27.9	27.2	18.7	23.2
			16.4	18.5	24.8	24.3	17.1	20.2
			12.5	10.7	14.0	14.1	11.6	12.6
		6.6	14.0	12.8	15.1	10.5	16.2	13.7
			14.1	12.4	13.6	8.5	16.1	12.9
			13.9	13.2	16.6	12.3	16.3	14.5
			12.2	7.2	8.2	7.2	6.7	8.3
			15.9	14.8	17.5	11.0	15.9	15.0
			14.2	14.5	15.9	10.3	16.4	14.3
			17.6	21.2	25.6	15.5	27.7	21.5
		13.7	19.6	14.5	14.3	29.2	20.7	19.7
			23.4	16.9	17.6	33.8	22.7	22.9
			16.4	12.3	11.4	24.7	18.9	16.7
			15.3	8.6	7.7	17.8	14.2	12.7
			21.1	16.2	15.1	29.2	21.6	20.6
			24.1	17.6	17.3	32.6	22.6	22.8
			24.9	19.1	20.4	38.0	23.4	25.2
				0.3	0.5	0.5	1.4	0.7
				0.2	0.5	0.4	0.9	0.5
				0.3	0.6	0.5	1.9	0.8
				0.3	0.5	0.5	4.4	1.4
				0.2	0.5	0.5	1.0	0.6
				0.3	0.5	0.4	0.5	0.4
				0.2	0.8	0.6	0.2	0.5

: ( ).

2)

. 1999  
가 66.2%,

가 72.1%

가

가

. IMF

1995

1997-8

가

가

1995

87.3%

가

가

< -2>

( : , %)

	1995	74.2	88,843	47,821	53.8	18,014	20.3	4,688	5.3	18,320	20.6
	1996	78.2	102,648	57,101	55.6	18,837	18.4	4,871	4.7	21,839	21.3
	1997	75.5	115,096	61,493	53.4	22,362	19.4	6,558	5.7	24,683	21.4
	1998	66.3	114,035	48,806	42.8	23,061	20.2	5,966	5.2	36,202	31.7
	1999	68.1	128,308	59,749	46.6	25,191	19.6	7,010	5.5	36,358	28.3
4	1995	60.9	97,290	30,745	31.6	45,963	47.2	5,878	6.0	14,704	15.1
	1996	63.3	101,911	29,266	28.7	50,443	49.5	5,482	5.4	16,720	16.4
	1997	61.7	102,245	26,318	25.7	50,477	49.4	5,216	5.1	20,234	19.8
	1998	50.5	85,805	20,268	23.6	42,246	49.2	3,994	4.7	19,297	22.5
	1999	51.3	90,147	25,366	28.1	39,685	44.0	3,962	4.4	21,134	23.4

: (1999).

< -3>

( : %)

	40.2	32.0	38.8	45.0	50.1
	5.4	5.6	6.2	5.2	3.3
	7.2	5.5	7.6	8.4	6.8
	47.1	57.0	47.4	41.3	39.8

: (1999).

3)

, 1997 25-39

< -4> 1997

( : )

		2,780	23	593	590	2,163	203	530	1,076	355
	25- 39	719	10	163	163	544	59	169	229	89
	25- 29	328	2	68	68	258	26	71	119	43
		199	2	53	53	145	22	49	46	28
		129	0	15	15	113	4	22	73	15
	30- 34	209	4	49	49	155	17	54	60	25
		158	3	47	47	108	17	39	33	18
		51	1	2	2	47	0	15	27	7
	35- 39	182	4	46	46	131	16	44	50	21
		139	3	43	43	93	15	33	29	16
		43	1	3	3	38	1	11	21	5
	25- 39	2,061	13	430	427	1,619	144	361	847	266
	25- 29	648	4	127	126	518	37	102	290	88
		395	3	102	102	290	34	66	122	67
		253	1	25	24	228	3	36	168	21
	30- 34	754	5	165	164	584	55	142	286	101
		603	4	154	154	445	53	117	186	89
		151	1	11	10	139	2	25	100	12
	35- 39	659	4	138	137	517	52	117	271	77
		558	4	133	132	421	51	95	205	70
		101	0	5	5	96	1	22	66	7

25- 39 719 544  
 75.7%가 ,  
 163 3.3 , 10  
 54.4 ,  
 . . , . . , . .  
 . . 1 . .



30-34 49% , 25-29  
 56% . 35-39  
 , , . . .  
 , 가  
 가 , . .  
 가

4)

< -5>

가 가 3  
 가, ,  
 10% 가 가  
 ,  
 가, 가, ,  
 가 10% ,  
 90% .  
 가 가 가  
 , 가 가  
 (25-39 21.2%)  
 가 가  
 , 가  
 18.7% ,

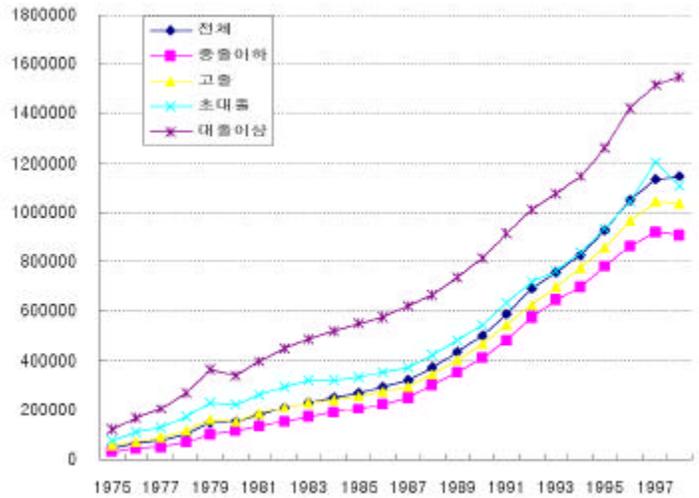


				가	가						
		2,780	76	623	918	509	335	20	147	101	53
25-39		719	9	48	234	137	120	10	81	53	28
25-29		328	1	22	116	80	45	2	33	18	11
		199	1	9	61	41	29	2	31	18	8
		129	0	13	55	39	16	0	2	0	3
30-34		209	3	12	65	33	41	4	24	17	10
		158	3	5	49	25	28	3	23	17	5
		51	0	7	16	8	13	1	1	0	5
35-39		182	5	14	53	24	34	4	24	18	7
		139	5	5	41	18	24	3	23	17	3
		43	0	9	12	6	10	1	1	1	4
25-39		2,061	67	575	684	372	215	10	66	48	25
25-29		648	5	175	225	152	49	2	19	14	6
		395	4	96	129	94	33	2	19	13	4
		253	1	79	96	58	16	0	0	1	2
30-34		754	20	202	246	147	84	4	25	17	10
		603	19	135	207	125	68	3	23	17	7
		151	1	67	39	22	16	1	2	0	3
35-39		659	42	198	213	73	82	4	22	17	9
		558	41	154	186	63	66	4	22	17	6
		101	1	44	27	10	16	0	0	0	3

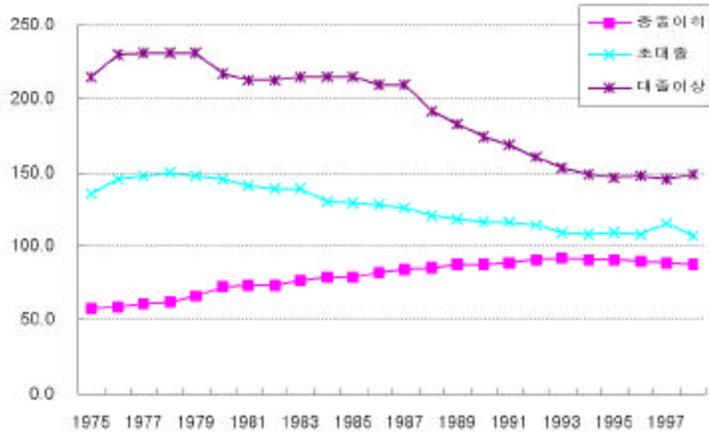
1)

가 .  
 1975 46,654 1998 1,148,122 24.6 가  
 가

1975 42.2% 1998 63.1%  
가 . 1970 1980  
가 가 , ,  
가 1987 가 , ,  
, , 가 가  
. .  
100 1975 가 57.2,  
가 136.2, 가 214.4 , 1990 가 87.7,  
가 116.7, 가 174.6 , 1998 87.5, 106.6, 149.0  
. 가 ,  
가 가  
. .  
가 .  
, .



< -1 >



< -2 > ( =100)

2) .  
 28-37 . 가  
 . 1993  
 . 1 . 1993  
 1998 5 가 50% 가 .  
 . 1998 1,975 .  
 2,361 ,  
 , , .  
 1993 28-37 . ,  
 , ,  
 . 1995  
 , 1997  
 , , . 가  
 .  
 1998 IMF ,  
 가 ,  
 가 ,  
 .  
 . 1993 .  
 가 382,035  
 IMF 1998 가 797,844

			가		,	
1993	1,191,990	1,290,556	1,298,961	1,278,203	1,362,718	1,017,412
1995	1,396,073	1,560,131	1,482,679	1,595,195	1,566,753	1,277,454
1996	1,447,763	1,735,088	1,705,573	1,791,927	1,744,434	1,485,145
1997	1,744,627	1,872,497	1,850,182	1,931,928	1,909,157	1,583,495
1998	1,730,296	1,816,106	1,860,281	1,868,683	1,912,043	1,564,026

	,	,				
1993	1,259,951	1,574,025	1,441,564	1,456,578	1,372,131	1,474,441
1995	1,494,935	2,018,739	1,765,475	1,796,840	1,571,226	1,778,794
1996	1,849,226	2,152,639	1,920,108	1,915,010	1,633,905	2,100,877
1997	2,032,102	2,402,179	2,118,352	2,005,512	2,059,629	2,323,221
1998	2,001,206	2,361,870	2,073,816	1,990,668	2,101,117	2,260,716

3)

28-37

1993 IMF

가

, 1993

1,361

, 1997

가

1997

2,000

, 4

48%

가

가



, 28-31 가  
, 28-33 . , 1997 28-29  
가 , 28-31 34-35  
, 1998 28-33 가 28-31  
. 1993

, 가  
, 1998

, 가  
, 가

. 가  
, 가

4) .  
28-37 가 가  
. , 가  
가 가  
가 가  
가

( : )

	10-29	30-99	100-299	300-499	500
1993	1,312,838	1,292,907	1,454,909	1,526,209	1,565,949
1995	1,475,037	1,425,904	1,561,180	1,701,473	1,734,883
1996	1,543,318	1,643,819	1,753,277	1,783,938	1,963,769
1997	1,641,717	1,770,084	1,897,863	1,945,500	2,143,068
1998	1,585,193	1,767,211	1,880,888	1,930,224	2,091,613

가 , IMF  
 . 1993 10-29  
 28-37 1,312  
 ,838 500 1,565,949  
 가 253,111 . 1998 506,420  
 5 98% 가 IMF  
 1997 1998 501,351 ,  
 가 가 .  
 가 30-99 가 36.7% 가  
 500 (33.6%), 100-299 (29.3%), 300-499 (26.5%), 10-29 (20.7%)

, 1996 500

5) .

28-37

가 .

6

7

가 ,

< -9> 28-37

( : )

	1	2	3	4	5	6	7
1993	936,620	1,066,642	1,141,598	1,216,131	1,319,657	1,483,169	1,712,083
1995	1,094,305	1,283,394	1,384,990	1,472,130	1,581,439	1,819,470	2,070,548
1996	1,206,510	1,461,900	1,540,827	1,634,686	1,756,877	2,007,260	2,295,334
1997	1,298,404	1,587,495	1,707,362	1,773,704	1,888,654	2,178,075	2,474,771
1998	1,443,540	1,571,231	1,670,614	1,736,281	1,832,576	2,104,496	2,411,399

가 , 1998 , 28-29  
 6 7  
 30-31  
 2 4  
 가 , 2 가 5 가  
 . 1993 1998 ,  
 32-35 , 3-5  
 가  
 가 , 1995 6  
 35-35 1998 6 36-37  
 6-7  
 가 , 30-35  
 2-5 가

6)

22.83%

28.12% 5.21%

1988 가 , 1995

가 1988

37.9% 9.8% , 1995 19.1%

9.0%

가

가

32.66% , 가 31.00% , 가 42.43% , 가 27.10%

22.83% 9.8% , 8.2% , 19.6% , 4.3%

가 19.60% , 가 10.83% , 가 3.87% ,

가 4.65% 28.12% 8.5% , 17.3% , 24.2% ,

23.4%

46.98% , 37.30% , 28.12%

18.9% 9.2%

15.54% ,

13.74% , 11.25% , 12.45% 22.83%

7.3% , 9.1% , 11.5% , 10.4%

< - 10>

( : % )

1985		34.3	19.1	18.2	33.2	~	~	~	~	~	~	26.2
		47.6	36.3	48.0	46.5	~	~	~	~	~	~	44.6
1988		18.1	44.6	33.8	20.3	~	~	~	~	~	~	29.2
		28.5	14.6	10.3	20.7	13.0	16.9	~	~	~	~	17.3
1991		49.5	38.7	42.3	47.1	49.3	41.5	~	~	~	~	44.7
		21.9	46.7	47.4	32.2	37.6	41.6	~	~	~	~	37.9
1995		35.3	16.1	10.4	19.4	11.6	20.9	33.2	46.3	~	~	24.2
		43.5	35.1	43.5	43.7	48.3	42.8	55.6	50.2	~	~	45.3
1998		21.2	48.8	46.2	36.9	40.0	36.3	11.2	3.5	~	~	30.5
		34.9	17.2	17.9	21.7	12.5	43.6	32.8	46.2	15.7	27.8	27.0
1999		48.5	40.6	51.2	48.8	64.3	54.1	57.7	50.7	55.7	67.4	53.9
		16.6	42.2	30.9	29.5	23.2	2.4	9.5	3.1	28.6	4.8	19.1
1998		30.3	10.7	11.9	18.6	7.9	17.5	27.0	34.8	9.2	26.4	19.4
		49.1	36.1	33.0	47.2	27.3	47.5	56.0	53.3	34.7	54.6	43.9
		20.2	52.6	28.2	32.1	18.2	34.5	11.8	5.0	32.1	4.5	23.9
		0.4	0.6	26.8	2.0	46.7	0.5	5.2	6.9	24.0	14.5	12.8
		32.66	15.54	13.74	22.72	11.25	24.73	31.00	42.43	12.45	27.10	22.83
		47.64	37.36	43.60	46.66	47.30	46.48	56.43	51.40	45.20	61.00	46.49
		19.60	46.98	37.30	30.20	29.75	28.70	10.83	3.87	30.35	4.65	28.12

: 1999

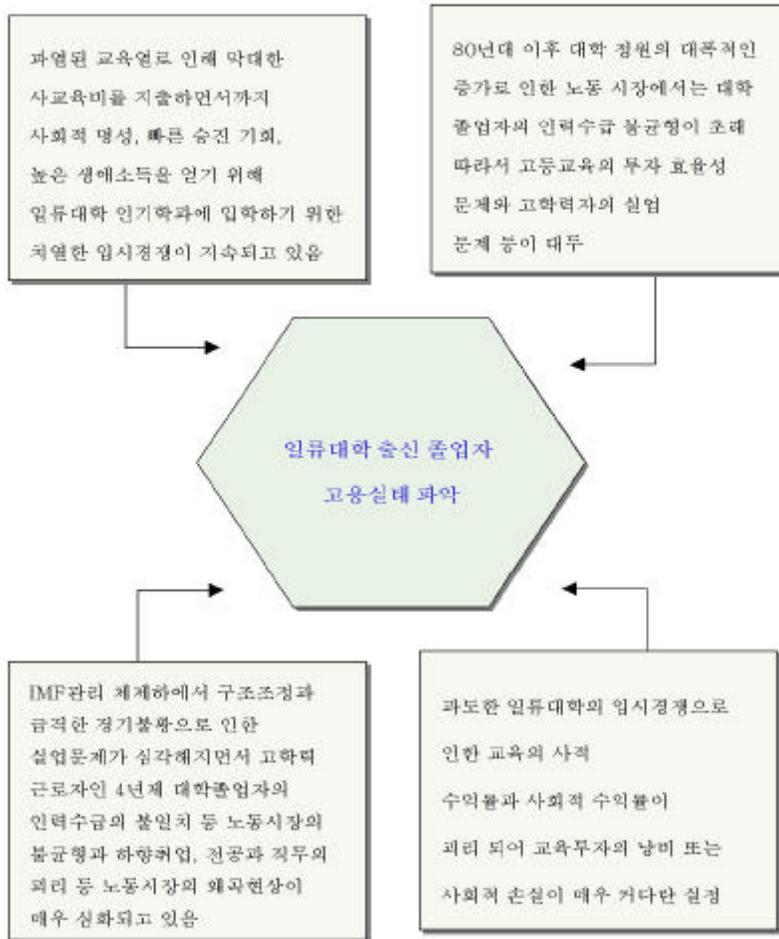
: (1999).

2.

가.

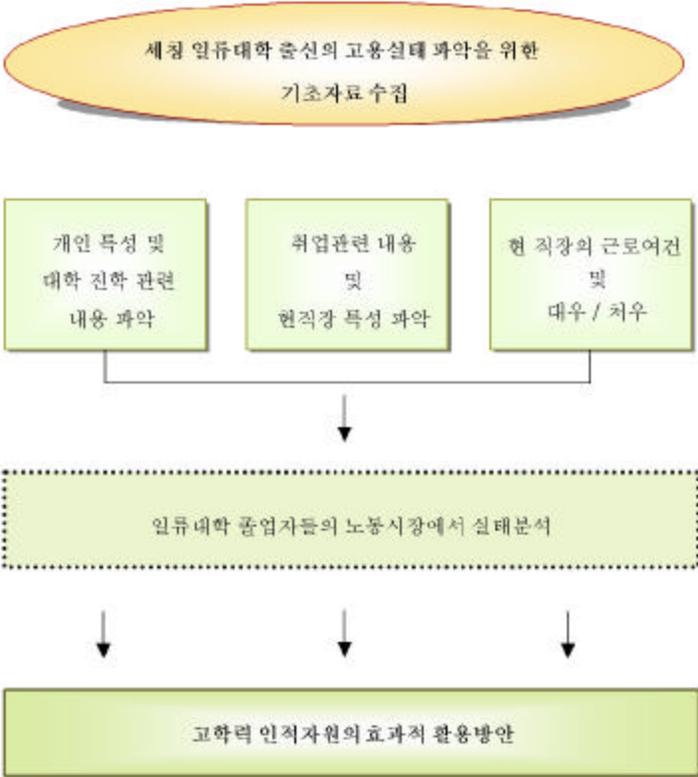
1.

### 조사의 배경



2. **조사의 목적**

본 조사는 세칭 일류대학 노동시장에서의 고용실태를 분석하고 고학력 인적자원의 효과적인 활용방안을 제시하는데 목적이 있음



3. **조사의 설계**

조사 대상	1990~99년 사이 졸업한 일류대학 상경제열 및 이공계열 졸업자
조사 기간	2000년 9월 18일부터 10월 16일까지
표본 크기	총 860명 조사 (서울대 : 280명 / 연세대 : 290명 / 고려대 : 290명)
표본 추출 방법	졸업생 리스트를 활용한 체계적 추출법 및 유의할당 병행
자료 수집 방법	구조화된 설문지를 이용한 1:1 개별 면접 조사
일류대학 인기학과 선정 방법	대교협 및 중앙일보 대학평가 그리고 수능성적 등을 참고로 하여 일류대학 인기학과 선정

4. 주요 조사 내용

<p>개인의 특성</p>	<ul style="list-style-type: none"> <li>■ 성별 / 출신대학 및 출신학과 / 대학졸업년도</li> </ul>
<p>대학진학 관련</p>	<ul style="list-style-type: none"> <li>■ 출신대학 및 출신학과 선택 이유 / 사교육비 / 재수여부</li> </ul>
<p>취업 관련</p>	<ul style="list-style-type: none"> <li>■ 첫 직장을 구한 시기 / 현직장 선택 이유 / 이직 경험 / 입직(취업)경로</li> <li>■ 현직장 채용과정에서 학력 고려 유무 / 현직장 입사동기의 주요 출신 대학</li> </ul>
<p>현직장 특성</p>	<ul style="list-style-type: none"> <li>■ 직장명 / 업종 / 기업규모수</li> </ul>
<p>현직장의 근로여건 및 대우</p>	<ul style="list-style-type: none"> <li>■ 부서 및 직위 / 근속년수 및 연봉 수준</li> <li>■ 대졸 입사동기의 평균적인 현재 직급 및 연봉수준</li> <li>■ 같은 직급 대졸 동료직원의 주요출신학교 / 연봉수준 / 근속년수</li> <li>■ 타 대학 출신의 동료 대비 승진속도와 승진속도가 빠르고 느린 이유</li> <li>■ 직무·전문 부합도 / 직무·학력 부합도</li> <li>■ 현직장 취업 후 계속교육 여부(기간, 기관, 내용)</li> <li>■ 전직의사 여부 및 이유</li> <li>■ 스카우트 제의를 받은 경험 유무 및 이유</li> <li>■ 직장만족도(최고 만족 부문, 최고 불만족 부문)</li> <li>■ 직무만족도(최고 불만족 부문)</li> </ul>

1)

< - 11 >

( : )

		90-91	92-93	94-95	96-97	98-99	
		184	162	181	174	159	860
		(21.4%)	(18.8%)	(21.0%)	(20.2%)	(18.5%)	(100.0%)
( )		17	12	23	16	8	76(8.8)
		12	12	13	15	11	63(7.3)
		8	10	9	11	10	48(5.6)
		9	10	10	10	15	54(6.3)
		9	9	8	10	3	39(4.5)
		55	53	63	62	47	280(32.6)
( )		15	15	14	13	15	72(8.4)
		13	13	16	14	13	69(8.0)
		10	10	10	10	10	50(5.8)
		10	10	10	10	10	50(5.8)
		10	10	9	10	10	49(5.7)
		58	58	59	57	58	290(33.7)
( )		15	15	14	15	15	74(8.6)
		12	14	15	14	14	69(8.0)
		16	9	8	6	8	47(5.5)
		19	6	8	9	6	48(5.6)
		9	7	14	11	11	52(6.0)
		71	51	59	55	54	290(33.7)

‘ 1990 1999

(SKY ) , , ( )  
 , , 280 ,  
 290 , 290 , ‘ 1990 1991  
 184 , 1992 1993 162 , 1994 1995 181 ,

1996 1997 174 , 1998 1999 159 .  
 222 , 201 , ( )  
 145 , 152 , 140 .

< - 12 >

		(860)	(%)
		(841)	97.8
		(19)	2.2
		(588)	68.4
		(272)	31.6
		(474)	55.1
		(386)	44.9
		(353)	41.0
		(507)	59.0
		(225)	26.2
		(635)	73.8
	( ) / /	(162)	18.8
	/ / /	(139)	16.2
	/ /	(216)	25.1
	/	(108)	12.6
		(49)	5.7
	( ) / / /	(18)	2.1
	/ / 가	(16)	1.9
	/ /	(96)	11.2
	/	(28)	3.3
		(16)	1.9
	/ /	(4)	0.5
		(8)	0.9
	50	(94)	10.9
	50 100	(43)	5.0
	100 300	(82)	9.5
	300 500	(33)	3.8
	500 1000	(59)	6.9
	1000	(549)	63.8

97.8%가  
 , 2.2%가  
 31.6%가

44.9%

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		(860)	
	1	(68)	7.9
	1	(101)	11.7
	2	(103)	12.0
	3	(86)	10.0
	4	(96)	11.2
	5	(113)	13.1
	6	(71)	8.3
	7	(65)	7.6
	8	(42)	4.9
	9	(39)	4.5
	10	(76)	8.8
	20	(87)	10.1
	21 25	(160)	18.6
	26 30	(202)	23.5
	31 35	(130)	15.1
	36 40	(98)	11.4
	41 45	(40)	4.7
	46 50	(29)	3.4
	51	(22)	2.6
		(92)	10.7
		(237)	27.6
		(623)	72.4
		(247)	28.7
		(613)	71.3
		(478)	55.6
		(382)	44.4

31.6%

41% 가

, 59%

41%

25.1% 가  
 (18.8%), ( ) / / (16.2%), /  
 (12.6%), / / (11.2%) ,  
 / 3.3% ,  
 63.8% 가 1000 .  
 70% 가 5 , 5 가  
 13.1% 가 6 (8.3%) 9 (4.5%)  
 . 3 2 , 2  
 6 30 가 23.5% 가 , 21 25 (18.6%),  
 31 35 (15.1%) , 51 2.6%

27.6% .  
 가 28.7% , 가  
 ,  
 44.4% , 55.6% .

2)  
 67.8% ,  
 가 64.7% 가 .  
 가 31.5%, 34.9%'  
 가 18.1%, 가 17.9% .

69.6%, 66.2%가

75.7%

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	( )	31.5	18.1	13.4	17.9	64.7	67.8	24.9
1		86	21	23	28	268	298	83
	( )	44.7	27.6	17.1	15.8	56.6	72.4	9.2
	( )	49.2	23.8	20.6	9.5	50.8	73.0	19.0
	( )	35.4	10.4	12.5	31.3	54.2	81.3	16.7
	( )	48.1	25.9	22.2	14.8	53.7	59.3	22.2
	( )	38.5	17.9	10.3	17.9	69.2	59.0	20.5
	( )	43.9	22.1	17.1	17.1	56.1	69.6	16.8
	( )	29.2	8.3	8.3	13.9	62.5	80.6	43.1
	( )	24.6	17.4	23.2	24.6	72.5	66.7	18.8
	( )	14.0	14.0	6.0	24.0	82.0	60.0	26.0
	( )	22.0	16.0	2.0	26.0	84.0	70.0	36.0
	( )	12.2	8.2	6.1	12.2	83.7	55.1	55.1
	( )	21.4	12.8	10.0	20.0	75.5	67.6	35.2
	( )	18.9	13.5	13.5	8.1	71.6	74.3	18.9
	( )	29.0	20.3	14.5	20.3	49.3	49.3	15.9
	( )	21.3	17.0	19.1	19.1	59.6	70.2	27.7
	( )	35.4	22.9	8.3	14.6	68.8	68.8	22.9
	( )	48.1	26.9	9.6	23.1	61.5	71.2	30.8
	( )	29.7	19.7	13.1	16.6	62.1	66.2	22.4

		23.1	36.9	11.6	13.0	38.1	22.7	80.3
1	( ) / %	42/4.9	59/6.9	21/2.4	14/1.6	85/9.9	40/4.7	560/65.1
( )		39.5	43.4	13.2	7.9	30.3	21.1	71.1
		36.5	46.0	25.4	7.9	17.5	7.9	82.5
		25.0	16.7	4.2	18.8	27.1	35.4	87.5
		35.2	44.4	5.6	9.3	37.0	22.2	83.3
		30.8	38.5	2.6	5.1	30.8	38.5	84.6
		34.3	38.9	11.4	9.6	28.2	23.2	80.7
( )		18.1	20.8	5.6	15.3	31.9	45.8	86.1
		23.2	31.9	18.8	18.8	39.1	13.0	84.1
		8.0	28.0	6.0	22.0	50.0	16.0	84.0
		8.0	24.0		12.0	70.0	46.0	80.0
		8.2	26.5	8.2	14.3	30.6	14.3	95.9
		14.1	26.2	8.3	16.6	43.1	27.6	85.9

가 80.3%

가 38.1%, ‘

가 36.9%

가

가

95.9%가

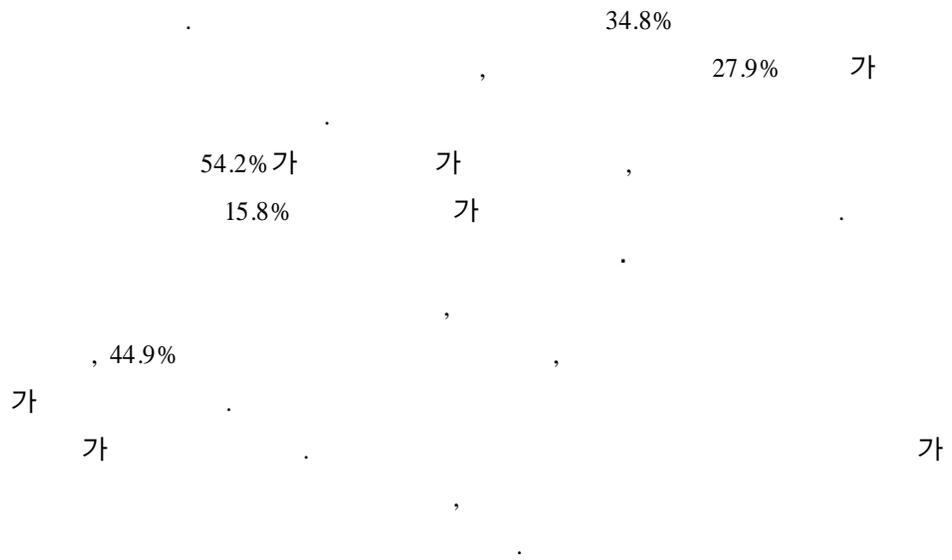
31.6%

17 4

6 10 가 22.1% 가

1 5 19.5%, 21 30 11%

31 6.6%



( : %, )

		1- 5	6- 10	11- 15	16- 20	21- 30	31	/				
		( )										
		<b>68.4</b>	<b>31.6</b>	<b>19.5</b>	<b>22.1</b>	<b>3.7</b>	<b>7.7</b>	<b>11.0</b>	<b>6.6</b>	<b>5.9</b>	<b>23.5</b>	<b>17.4</b>
		<b>588</b>	<b>272</b>	<b>53</b>	<b>60</b>	<b>10</b>	<b>21</b>	<b>30</b>	<b>18</b>	<b>16</b>	<b>64</b>	<b>272</b>
( )		84.2	15.8	25.0	25.0		16.7	8.3		8.3	16.7	12.4
		65.1	34.9	27.3	22.7					22.7	27.3	6.1
		45.8	54.2	15.4	23.1	3.8	11.5	7.7	7.7	7.7	23.1	15.9
		79.6	20.4	18.2	36.4			9.1	9.1	9.1	18.2	18.3
		82.1	17.9	57.1		14.3				14.3	14.3	21.7
		72.1	27.9	24.4	23.1	2.6	6.4	5.1	5.1	12.8	20.5	14.3
( )		69.4	30.6	18.2	22.7	9.1	4.5	18.2	18.2		9.1	23.1
		62.3	37.7	30.8	15.4	3.8	15.4	7.7	3.8		23.1	13.6
		74.0	26.0	7.7	15.4		15.4	7.7	15.4	7.7	30.8	38.4
		76.0	24.0	16.7	50.0			16.7	8.3		8.3	22.0
		59.2	40.8	15.0	30.0		15.0	5.0	5.0	5.0	25.0	15.3
		67.9	32.1	19.4	24.7	3.2	10.8	10.8	9.7	2.2	19.4	20.5
( )		74.3	25.7	15.8	21.1	10.5		15.8	5.3		31.6	15.8
		55.1	44.9	19.4	9.7	3.2		9.7	6.5	12.9	38.7	15.7
		66.0	34.0	12.5	18.8	6.3	18.8	18.8	12.5		12.5	19.7
		75.0	25.0	8.3	33.3	8.3		25.0			25.0	16.3
		55.8	44.2	17.4	21.7		13.0	17.4			30.4	15.1
		65.2	34.8	15.8	18.8	5.0	5.9	15.8	5.0	4.0	29.7	16.5

44.9%가

95.9%가

4.1%가

, 1996-97

62.3%

, SKY

50.5%

가

( ) 가 가

33.8%

47.2%가

43.4%

가 53.1%, 가 47.8%

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		55.1	44.9	95.9	4.1
		474	386		
	( )	57.9	42.1	96.9	3.1
		46.0	54.0	97.1	2.9
		58.3	41.7	95.0	5.0
		55.6	44.4	95.8	4.2
		66.7	33.3	92.3	7.7
		56.1	43.9	95.9	4.1
	( )	51.4	48.6	97.1	2.9
		47.8	52.2	97.2	2.8
		70.0	30.0	100.0	
		50.0	50.0	100.0	
		46.9	53.1	100.0	
		52.8	47.2	98.5	1.5
	( )	52.7	47.3	94.3	5.7
		52.2	47.8	81.8	18.2
		70.2	29.8	100.0	
		58.3	41.7	95.0	5.0
		53.8	46.2	100.0	
		56.6	43.4	92.9	7.1

3)

SKY (41%)  
 (38.4%) 79.4%가 , 20.6%가  
 가 74.3% 25.7%  
 81.4% 가

82.4%

< - 18 >

( : % )

		41.0	20.6	38.4
( )		353	177	330
(860)		42.7	16.0	41.3
	( )	46.0	22.2	31.8
		29.2	33.3	37.5
		20.4	29.6	50.0
		12.8	33.3	53.9
		32.5	25.7	41.8
	( )	38.9	13.9	47.2
		42.0	23.2	34.8
		36.0	14.0	50.0
		54.0	16.0	30.0
		26.5	26.5	47.0
		39.7	18.6	41.7
	( )	63.5	14.9	21.6
		40.6	18.8	40.6
		53.2	19.1	27.7
		50.0	16.7	33.3
		44.2	19.2	36.6
		50.7	17.6	31.7

가  
 가 48.3% 가 ,  
 3 13.2% 가 , 2  
 , 7 12 , 4 7.8%, 7.2%, 6.4%  
 , 6 5.6%, 4 5 9.2%, 3  
 26.1% 가 4 2 .

3 가 .  
48.3% ,

가

< -19>

( : %)

	1	2	3	4	5	6	7	12	13
	(330 )								
( )	5.1	7.8	13.2	6.4	2.8	5.6	7.2	3.7	48.3
(683)	35	53	90	44	19	38	49	25	330
( )	6.3	9.5	12.7	7.9	1.6	9.5	3.2	0.0	49.2
	6.1	6.1	20.4	18.4	4.1	0.0	2.0	2.0	40.8
	9.4	15.6	9.4	3.1	3.1	0.0	0.0	3.1	56.3
	7.9	2.6	5.3	2.6	0.0	2.6	5.3	2.6	71.1
	7.7	11.5	0.0	0.0	0.0	0.0	0.0	0.0	80.8
	7.2	8.7	11.1	7.7	1.9	3.4	2.4	1.4	56.3
( )	3.2	6.5	9.7	4.8	1.6	6.5	12.9	0.0	54.8
	3.8	11.3	20.8	3.8	5.7	5.7	3.8	0.0	45.3
	2.3	9.3	11.6	7.0	2.3	4.7	2.3	2.3	58.1
	2.4	7.1	4.8	2.4	0.0	7.1	21.4	19.0	35.7
	2.8	5.6	8.3	2.8	0.0	5.6	2.8	8.3	63.9
	3.0	8.1	11.4	4.2	2.1	5.9	8.9	5.1	51.3
( )	7.9	4.8	20.6	14.3	9.5	9.5	7.9	0.0	25.4
	7.1	10.7	14.3	3.6	3.6	8.9	1.8	0.0	50.0
	2.6	7.9	34.2	2.6	0.0	7.9	10.5	0.0	34.2
	5.0	0.0	7.5	7.5	0.0	2.5	25.0	12.5	40.0
	2.4	9.5	7.1	7.1	4.8	4.8	7.1	11.9	45.2
	5.4	6.7	16.7	7.5	4.2	7.1	9.6	4.2	38.5

13

3.7%

13

8.3%, 19.0%

500

, 500

< -20>

( : %)

	1 3	4 6	7 12	1
( )	11.3	18.1	7.3	63.3
(177)	20	32	13	112
	23.1	7.7	0.0	69.2
	7.1	7.1	7.1	78.6
( )	18.8	18.8	12.5	50.0
	0.0	18.8	0.0	81.3
	15.4	0.0	7.7	76.9
	12.5	11.1	5.6	70.8
	20.0	10.0	0.0	70.0
	0.0	31.3	0.0	68.8
( )	28.6	42.9	14.3	14.3
	12.5	0.0	0.0	87.5
	7.7	23.1	0.0	69.2
	11.1	22.2	1.9	64.8
	9.1	27.3	0.0	63.6
	7.7	38.5	15.4	38.5
( )	22.2	22.2	22.2	33.3
	0.0	12.5	37.5	50.0
	10.0	10.0	10.0	70.0
	9.8	23.5	15.7	51.0

가 1

1

가

가

< -21>

( )

( : %)

		( )					
		가					
( )	/	18.1	19.0	35.6	19.9	36.5	32.8
1	/	67/7.8	75/8.7	178/20.7	85/9.9	61/7.1	167/19.4
( )		21.1	18.4	36.8	22.4	38.2	38.2
		19.0	14.3	27.0	19.0	50.8	47.6
		2.1	20.8	31.3	10.4	33.3	33.3
		9.3	13.0	22.2	16.7	46.3	31.5
		12.8	20.5	33.3	17.9	28.2	33.3
		13.9	17.1	30.4	17.9	40.4	37.5
( )		25.0	20.8	34.7	23.6	40.3	31.9
		24.6	13.0	44.9	20.3	33.3	29.0
		12.0	26.0	42.0	24.0	42.0	24.0
		14.0	26.0	56.0	10.0	32.0	26.0
		12.2	6.1	38.8	8.2	32.7	42.9
		18.6	18.3	42.8	17.9	36.2	30.7
( )		24.3	8.1	43.2	28.4	40.5	28.4
		29.0	17.4	36.2	29.0	29.0	31.9
		12.8	23.4	29.8	25.5	40.4	25.5
		20.8	33.3	25.0	22.9	27.1	33.3
		17.3	32.7	26.9	9.6	26.9	32.7
		21.7	21.4	33.4	23.8	33.1	30.3

가 (36.5%) , ,  
 (35.6%) , ,  
 , .  
 , 가 40.4%  
 가 ,  
 42.8%, 33.4% , 가  
 . 3  
 가 ,

가

< -22>

( : %)

		1	2	3	4	( )		
( )		26.2	73.8	64.4	20.9	11.6	3.1	1.5
(860)		225	635	145/64.5	47/20.9	26/11.6	7/3.1	
( )		25.0	75.0	78.9	21.1			1.2
		14.3	85.7	77.8	22.2			1.2
		20.8	79.2	60.0	10.0	20.0	10.0	1.8
		18.5	81.5	90.0		10.0		1.2
		23.1	76.9	66.7	22.2		11.1	1.6
	20.4	79.6	75.4	15.8	5.3	3.5	1.4	
( )		34.7	65.3	60.0	28.0	8.0	4.0	1.6
		36.2	63.8	60.0	28.0	12.0		1.5
		32.0	68.0	37.5	31.3	18.8	12.5	2.1
		32.0	68.0	50.0	18.8	18.8	12.5	1.9
		30.6	69.4	53.3	26.7	20.0		1.7
	33.4	66.6	53.6	26.8	14.4	5.2	1.7	
( )		17.6	82.4	53.8	23.1	23.1		1.7
		27.5	72.5	73.7	10.5	15.8		1.4
		36.2	63.8	76.5	11.8	11.8		1.4
		25.0	75.0	66.7	25.0	8.3		1.4
		19.2	80.8	80.0	20.0			1.2
	24.5	75.5	70.4	16.9	12.7		1.4	

26.2%가

1.5

가

64.4% 가

, 2, 3, 4

33.4%

1.7

가

1,000

가

, 50

< -23> ( )

( : %)

		가			
		22.3	33.5	48.2	33.5
1	(224)	25	55	61	36
		11.1	44.4	55.6	27.8
	( )	44.4	22.2	55.6	22.2
			30.0	50.0	50.0
		20.0	30.0	60.0	10.0
		44.4	22.2	44.4	44.4
		21.4	32.1	53.6	30.4
		32.0	28.0	48.0	44.0
	( )	20.0	36.0	56.0	32.0
		31.3	37.5	37.5	18.8
		31.3	56.3	56.3	18.8
		13.3	40.0	46.7	40.0
		25.8	38.1	49.5	32.0
		7.7	38.5	61.5	30.8
	( )	26.3	36.8	31.6	26.3
		17.6	23.5	41.2	23.5
		16.7	25.0	41.7	58.3
		20.0	10.0	40.0	70.0
		18.3	28.2	42.3	38.0

가

가

48.2% 가 ,

33.5%

가 (1 )

가

1

< -24>

( : %)

		8.8	5.6	56.3	11.7	11.3	2.1
(860)		76	48	484	101	97	18
( )		3.9	3.9	68.4	10.5	11.8	1.3
		7.9		81.0	3.2	7.9	
		4.2	10.4	33.3	33.3	14.6	2.1
		11.1	13.0	35.2	9.3	18.5	5.6
		7.7	17.9	28.2	17.9	10.3	15.4
		6.8	7.9	53.2	13.6	12.5	3.9
( )		6.9		69.4	12.5	2.8	
		8.7		60.9	13.0	8.7	
		10.0	8.0	56.0	16.0	4.0	
		20.0	4.0	32.0	18.0	20.0	2.0
		4.1	4.1	53.1	16.3	8.2	6.1
		9.7	2.8	55.9	14.8	8.3	1.4
( )		14.9	6.8	63.5	2.7	9.5	
		5.8	2.9	82.6		7.2	
		12.8	10.6	42.6	17.0	14.9	
		10.4	4.2	47.9	16.7	18.8	
		5.8	7.7	50.0	3.8	19.2	5.8
		10.0	6.2	59.7	6.9	13.1	1.0

(56.3%)

, (11.7%), (11.3%),  
 (8.8%), (5.6%), (2.1%)  
 가 59.7% 53.2%

55.9%  
가

가

< -25>

( )

( : %)

		73.7	24.4	1.9
( )		634	210	16
( )		75.0	25.0	
		61.9	38.1	
		75.0	25.0	
		74.1	25.9	
		64.1	35.9	
		70.4	29.6	
( )		76.4	19.4	4.2
		81.2	18.8	
		82.0	18.0	
		80.0	20.0	
		79.6	14.3	6.1
		79.7	18.3	2.1
( )		70.3	29.7	
		69.6	18.8	11.6
		78.7	21.3	
		66.7	29.2	4.2
		71.2	28.8	
		71.0	25.5	3.4

24.4%가

29.6%가

가

25.6%

18.3%

SKY 가 38.1%가

< -26>

( : %)

		( )		( )					
( )		31.0	43.8	3.8	0.5	1.9	5.7	0.5	12.9
(210)		65	92	8	1	4	12	1	27
( )		10.5	78.9	5.3					5.3
		29.2	37.5	4.2			4.2		25.0
		50.0	16.7			8.3	16.7		8.3
		57.1	14.3	14.3		7.1			7.1
		50.0	28.6			7.1			14.3
		36.1	38.6	4.8		3.6	3.6		13.3
( )		21.4	35.7	7.1	7.1	7.1		7.1	14.3
		53.8	23.1	15.4					7.7
		33.3	22.2						44.4
		50.0	20.0				20.0		10.0
		85.7	14.3						
		45.3	24.5	5.7	1.9	1.9	3.8	1.9	15.1
( )		9.1	68.2						22.7
		7.7	76.9				15.4		
		20.0	80.0						
		7.1	57.1				28.6		7.1
		33.3	40.0	6.7			6.7		13.3
		14.9	63.5	1.4			9.5		10.8

가

43.8%

31%

가 5.7%,  
 3.8%, 1.9%, ( ) 0.5%, 0.5%  
 ,  
 0.5% 가  
 54.7% ( )  
 64%) 가 42% , 가 50% 가  
 ,  
 가  
 SKY  
 가 65.8% 가 , 가 57.4%, 가 51.3%,  
 가 20.5%  
 ,  
 , 가 , 85.5%  
 가

< -27>

( 4 )

( : %)

		<b>65.8</b>	<b>57.4</b>	<b>51.3</b>	<b>20.5</b>
( )		78.9	73.7	75.0	3.9
		74.6	82.5	81.0	7.9
		43.8	31.3	45.8	43.8
		46.3	24.1	72.2	25.9
		53.8	33.3	74.4	10.3
		62.1	53.2	70.7	16.8
( )		80.6	61.1	54.2	11.1
		85.5	71.0	53.6	8.7
		58.0	46.0	18.0	50.0
		68.0	40.0	32.0	28.0
		59.2	38.8	34.7	24.5
		72.1	53.4	40.7	22.4
( )		67.6	85.1	40.5	12.2
		69.6	78.3	50.7	2.9
		55.3	48.9	38.3	55.3
		58.3	47.9	35.4	33.3
		59.6	51.9	48.1	21.2
		63.1	65.5	43.1	22.1

4)

< -28>

( : %)

		23.5	9.1	35.2	23.0	2.2	0.8	0.6	23.5	9.1	35.2	23.0	2.2	0.8	0.6
(860)		202	78	303	198	19	7	5	23.5	9.1	35.2	23.0	2.2	0.8	0.6
( )		15.8	7.9	46.1	21.1	2.6		2.6	17.1	11.8	53.9	11.8	1.3		1.3
		25.4	9.5	39.7	17.5	1.6	1.6	1.6	28.6	11.1	39.7	14.3	1.6		1.6
		35.4	2.1	29.2	18.8	8.3		4.2	29.2	2.1	37.5	22.9	4.2		2.1
		22.2	13.0	22.2	29.6	3.7		1.9	22.2	13.0	29.6	24.1	3.7		
		7.7	28.2	10.3	33.3	5.1	2.6	2.6	7.7	30.8	15.4	33.3	5.1		
		21.4	11.1	32.1	23.2	3.9	0.7	2.5	21.4	12.9	37.9	19.6	2.9		1.1
( )		19.4	4.2	33.3	26.4	4.2	4.2	1.4	20.8	5.6	34.7	29.2	2.8		2.8
		29.0	4.3	21.7	18.8	5.8	1.4	5.8	29.0	2.9	29.0	24.6	1.4		1.4
		22.0	4.0	48.0	18.0	4.0			20.0	6.0	44.0	20.0	2.0		2.0
		32.0	14.0	22.0	24.0	4.0		2.0	32.0	12.0	24.0	26.0			
		22.4	6.1	28.6	32.7	2.0	4.1	2.0	26.5	10.2	28.6	24.5			2.0
		24.8	6.2	30.3	23.8	4.1	2.1	2.4	25.5	6.9	32.1	25.2	1.4	1.4	0.3
( )		17.6	10.8	36.5	25.7	4.1	2.7		17.6	9.5	40.5	27.0	1.4		2.7
		31.9	4.3	27.5	20.3			1.4	30.4	2.9	31.9	20.3		1.4	1.4
		23.4	2.1	31.9	36.2	4.3			23.4	2.1	40.4	29.8	4.3		
		20.8	6.3	27.1	39.6			2.1	25.0	10.4	31.3	25.0	4.2		
		19.2	7.7	40.4	25.0	1.9			21.2	13.5	34.6	19.2	3.8		
		22.8	6.6	32.8	28.3	2.1	0.7	0.7	23.4	7.6	35.9	24.1	2.4	1.0	0.3

, SKY ( )

, 3

가 가 .

,

( /

)  
 1990-99 SKY 가  
 가 6.5% , 가 가 8.6%

< -29> SKY

( : %)

		1	1	2	3	4	5	6	7	8	9	10
( )		7.9	11.7	12.0	10.0	11.2	13.1	8.3	7.6	4.9	4.5	8.8
(860)		68	101	103	86	96	113	71	65	42	39	76
( )		7.9	10.5	6.6	10.5	7.9	21.1	9.2	11.8	9.2	2.6	2.6
			4.8	4.8	11.1	14.3	19.0	11.1	9.5	6.3	9.5	9.5
		16.7	18.8	6.3	8.3	8.3	10.4	4.2	16.7	2.1		8.3
		9.3	22.2	29.6	9.3	7.4	5.6			5.6	7.4	1.9
( )		7.7	15.4	15.4	12.8	17.9	12.8	7.7	7.7	2.6		
		7.9	13.6	11.8	10.4	10.7	14.6	6.8	10.4	6.1	3.2	4.6
		1.4	20.8	12.5	6.9	8.3	12.5	5.6	11.1	2.8	6.9	11.1
		8.7	11.6	13.0	14.5	11.6	4.3	7.2	7.2	4.3	7.2	10.1
( )		12.0	4.0	16.0	10.0	8.0	14.0	10.0	8.0	2.0	8.0	8.0
		16.0	20.0	16.0	8.0	14.0	8.0	4.0	8.0		2.0	4.0
		12.2	16.3	14.3	14.3	6.1	18.4	8.2	2.0	4.1		4.1
		9.3	14.8	14.1	10.7	9.7	11.0	6.9	7.6	2.8	5.2	7.9
( )		2.7	2.7	8.1	10.8	12.2	17.6	10.8	5.4	12.2	2.7	14.9
		2.9	10.1	13.0	4.3	11.6	17.4	8.7	5.8	2.9	14.5	8.7
		8.5	10.6	8.5	12.8	6.4	4.3	17.0	6.4	4.3	4.3	17.0
		6.3	4.2	16.7	6.3	10.4	16.7	8.3	4.2	6.3	2.1	18.8
		15.4	7.7	3.8	11.5	25.0	9.6	11.5	1.9	1.9		11.5
		6.6	6.9	10.0	9.0	13.1	13.8	11.0	4.8	5.9	5.2	13.8

가

SKY

, 5

10

3

가

< -30>

( : %)

		1	1	2	3	4	5	6	7	8	9	10
		<b>2.6</b>	<b>7.8</b>	<b>10.3</b>	<b>10.9</b>	<b>9.9</b>	<b>16.2</b>	<b>9.0</b>	<b>8.3</b>	<b>6.5</b>	<b>4.1</b>	<b>12.0</b>
( )		1.3	6.6	6.6	10.5	10.5	17.1	10.5	13.2	7.9	5.3	6.6
			3.2	4.8	14.3	11.1	17.5	14.3	7.9	7.9	3.2	15.9
		8.3	8.3	8.3	10.4	8.3	20.8	4.2	16.7	4.2	2.1	8.3
		3.7	14.8	27.8	9.3	5.6	5.6	3.7	9.3	9.3	3.7	5.6
				20.5	10.3	12.8	15.4	12.8	2.6	2.6	5.1	10.3
		2.5	6.8	12.5	11.1	9.6	15.4	9.3	10.4	6.8	3.9	9.3
( )			11.1	12.5	6.9	8.3	16.7	9.7	11.1	5.6	2.8	13.9
		1.4	7.2	11.6	18.8	11.6	14.5	5.8	5.8	5.8	5.8	10.1
		4.0	2.0	10.0	12.0	14.0	18.0	10.0	4.0	8.0	4.0	12.0
		4.0	16.0	18.0	6.0	14.0	10.0	6.0	10.0	4.0	2.0	6.0
		12.2	4.1	6.1	14.3	6.1	20.4	4.1	6.1	8.2	4.1	6.1
		3.8	8.3	11.7	11.7	10.7	15.9	7.2	7.6	6.2	3.8	10.0
( )		1.4	5.4	5.4	10.8	6.8	21.6	10.8	8.1	9.5	4.1	16.2
		2.9	10.1	11.6	7.2	5.8	14.5	14.5	5.8	4.3	8.7	14.5
			12.8	6.4	14.9	10.6	14.9	4.3	6.4	4.3	6.4	17.0
		2.1	4.2	6.3	8.3	6.3	22.9	8.3	6.3	6.3	2.1	22.9
			9.6	3.8	9.6	19.2	11.5	11.5	7.7	7.7		13.5
		1.4	8.3	6.9	10.0	9.3	17.2	10.3	6.9	6.6	4.5	16.6

< -31> SKY

( : %)

		20	21	25	26	30	31	35	36	40	41	45	46	50	51
		( )													
	<b>(860)</b>	<b>10.1</b>	<b>18.6</b>	<b>23.5</b>	<b>15.1</b>	<b>11.4</b>	<b>4.7</b>	<b>3.4</b>	<b>2.6</b>	<b>32.1</b>					
		1.3	9.2	26.3	19.7	17.1	9.2	1.3	11.8	37.9					
	( )	7.9	17.5	22.2	14.3	17.5	11.1	1.6	4.8	33.5					
		37.5	27.1	18.8	10.4	2.1	2.1	2.1		24.6					
		9.3	22.2	14.8	11.1	7.4	11.1	1.9		31.0					
		10.3	10.3	20.5	7.7	17.9		2.6	2.6	32.2					
		11.8	16.8	21.1	13.6	12.9	7.5	1.8	4.6	32.5					
	( )	2.8	12.5	18.1	19.4	22.2	5.6	8.3	1.4	35.3					
		2.9	17.4	17.4	20.3	13.0	1.4	10.1	1.4	34.0					
		20.0	28.0	28.0	10.0	2.0		2.0	2.0	26.8					
		16.0	12.0	32.0	10.0	10.0	2.0	8.0		30.9					
		12.2	12.2	16.3	16.3	10.2	6.1	6.1		32.1					
		9.7	16.2	21.7	15.9	12.4	3.1	7.2	1.0	32.2					
	( )		21.6	32.4	10.8	14.9	4.1	2.7	2.7	32.9					
		10.1	21.7	29.0	11.6	8.7	4.3	1.4	2.9	35.5					
		25.5	25.5	27.7	10.6	6.4				26.0					
		10.4	25.0	22.9	22.9	6.3	2.1		2.1	29.6					
		3.8	21.2	23.1	26.9	5.8	5.8		1.9	31.2					
		9.0	22.8	27.6	15.9	9.0	3.4	1.0	2.1	31.5					

		20	21	25	26	30	31	35	36	40	41	45	46	50	51
		( )													
		<b>11.2</b>	<b>18.6</b>	<b>24.3</b>	<b>14.0</b>	<b>10.9</b>	<b>3.4</b>	<b>2.2</b>	<b>1.2</b>	<b>30.8</b>					
	( )	2.6	13.2	23.7	22.4	14.5	5.3	5.3	2.6	34.0					
		7.9	15.9	23.8	11.1	20.6	9.5	1.6	3.2	33.3					
		37.5	22.9	18.8	12.5		2.1			23.9					
		7.4	22.2	16.7	9.3	7.4	9.3			30.3					
		10.3	7.7	20.5	17.9	12.8			2.6	31.8					
		11.8	16.4	21.1	15.0	11.8	5.7	1.8	1.8	31.0					
	( )	4.2	12.5	20.8	18.1	25.0	5.6	4.2		33.7					
		1.4	15.9	26.1	20.3	13.0		5.8	1.4	32.7					
		26.0	26.0	28.0	8.0	2.0			2.0	26.0					
		16.0	20.0	22.0	6.0	12.0	4.0	4.0		30.2					
		20.4	12.2	16.3	16.3	4.1	4.1	4.1		29.2					
		12.1	16.9	22.8	14.5	12.4	2.8	3.8	0.7	30.8					
	( )		20.3	32.4	13.5	16.2	1.4	2.7		31.6					
		10.1	20.3	30.4	11.6	10.1	2.9	1.4	2.9	35.6					
		29.8	25.5	25.5	6.4	6.4				25.3					
		10.4	25.0	31.3	10.4	4.2			2.1	28.4					
		3.8	23.1	23.1	19.2	1.9	3.8			29.5					
		9.7	22.4	29.0	12.4	8.6	1.7	1.0	1.0	30.6					

, SKY

3,210

3,080

130

< -32> SKY

( : %)

		20	21-25	26-30	31-35	36-40	41-45	46-50	51		
		10.12	18.60	23.49	15.12	11.40	4.65	3.37	2.56	10.70	32.06
	(860)	860	87	160	202	130	98	40	29	22	92
90-91	(55)	5.45	7.27	12.73	16.36	16.36	21.82	3.64	7.27	9.09	37.84
	(58)	3.45	3.45	15.52	18.97	27.59	6.90	12.07	1.72	10.34	37.58
	(71)	1.41	8.45	28.17	22.54	16.90	7.04	2.82	2.82	9.86	34.56
	(84)	1.19	5.95	17.86	14.29	28.57	15.48	5.95	7.14	3.57	38.62
	(100)	5.00	7.00	21.00	24.00	13.00	8.00	6.00	1.00	15.00	34.47
92-93	(53)	5.66	11.32	15.09	20.75	28.30	7.55	5.66	3.77	1.89	35.44
	(58)	3.45	5.17	22.41	17.24	13.79	3.45	13.79	1.72	18.97	36.53
	(51)		13.73	31.37	17.65	11.76	7.84	1.96	5.88	9.80	41.83
	(81)		7.41	22.22	17.28	20.99	6.17	9.88	4.94	11.11	41.81
	(81)	6.17	12.35	23.46	19.75	14.81	6.17	4.94	2.47	9.88	33.89
94-95	(63)	4.76	14.29	34.92	14.29	12.70	3.17		3.17	12.70	31.60
	(59)	6.78	11.86	28.81	25.42	10.17	3.39	6.78		6.78	32.51
	(59)	8.47	30.51	30.51	18.64	5.08	1.69		1.69	3.39	29.35
	(95)	1.05	11.58	29.47	25.26	14.74	3.16	3.16	3.16	8.42	33.79
	(86)	12.79	26.74	33.72	12.79	3.49	2.33	1.16		6.98	28.24
96-97	(62)	14.52	24.19	29.03	6.45	6.45	4.84		8.06	6.45	32.16
	(57)	8.77	15.79	24.56	14.04	8.77	1.75	3.51		22.81	30.14
	(55)	14.55	18.18	30.91	18.18	9.09				9.09	28.10
	(87)	4.60	10.34	34.48	14.94	11.49	4.60	2.30	4.60	12.64	34.16
	(87)	20.69	28.74	21.84	10.34	4.60			1.15	12.64	26.32
98-99	(47)	31.91	27.66	8.51	10.64					21.28	23.16
	(58)	25.86	44.83	17.24	3.45	1.72			1.72	5.17	24.64
	(54)	22.22	46.30	16.67						14.81	23.26
	(76)	14.47	51.32	15.79	6.58	1.32			1.32	9.21	25.75
	(83)	37.35	30.12	13.25	2.41					16.87	21.81

1998 1999 SKY

가 2,464 가 , 1996 1997

가 3,216 가 1992 1993

가 4,183 가 . , SKY  
가 .

< -33>

( : )

1990-91	304	315	332	292	314	320	306	288	311	273
1992-93	295	295	317	277	304	319	290	284	288	279
1994-95	259	263	289	225	271	296	247	245	259	232
1996-97	252	268	253	209	251	283	227	234	244	223
1998-99	198	193	208	179	205	229	182	194	203	183

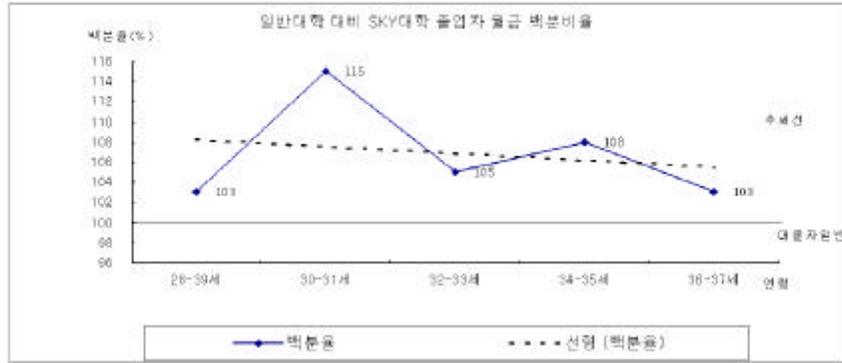
SKY . 1990-91  
 304 , 1992-93 295 , 1994-95 259 ,  
 1996-97 252 , 1998-99 198 ,  
 가 , 가  
 80-96%

< -34>

	1998 ( )	2000 ( )	SKY ( )
28-29	1,583,062 (1,587,169)	193.1	198 (103)*
30-31	1,793,657 (1,790,651)	218.8	252 (115)*
32-33	2,015,345 (2,017,867)	245.8	259 (105)*
34-35	2,241,365 (2,247,267)	273.4	295 (108)*
36-37	2,424,916 (2,437,779)	295.8	304 (103)*

: 1) 1998 ( ) , 2000  
 ( ) 1999 12.1%, 2000 9 8.8%

2) \* (SKY ÷ 2000 ) × 100  
 : (1998).



< -3> SKY

SKY 1998 . SKY 가  
(97.8%)  
, 1998-99 28-29 , 1996-97 30-31 , 1994-95  
32-33 , 1992-93 34-35 , 1990-91 36-37

1998  
SKY 28-37 <  
> , 1998-99 28-29  
1998 193.1 , 1996-97 (30-31 ) 218.8  
, 1994-95 (32-33 ) 245.8 , 1992-93 (34-35 )  
273.3 , 1990-91 (36-37 ) 295.8 . SKY  
1998-99 가 198 , 1996-97

252 , 1994-95 259 , 1992-93 295 ,  
1990-91 304 SKY 가 3%  
15%  
< -3> 30-31 SKY  
가  
1  
가 . 38 SKY

< -35> SKY

( : )

			( ),	,			,
( )	<b>767</b> <b>(100)</b>	<b>142</b> <b>(18.5)</b>	<b>133</b> <b>(17.3)</b>	<b>196</b> <b>(25.6)</b>	<b>93</b> <b>(12.1)</b>	<b>44</b> <b>(5.7)</b>	<b>17</b> <b>(2.2)</b>
1990-91	304	281	264	338	331	367	281
	166	32	32	35	18	7	4
1992-93	295	295	250	327	270	310	250
	144	33	28	38	11	8	1
1994-95	259	241	196	303	268	273	265
	167	32	27	41	21	13	5
1996-97	252	239	188	319	251	264	288
	152	21	28	38	25	10	4
1998-99	198	192	147	216	202	194	258
	138	24	18	44	18	6	3
		가	,	,		,	
( )	<b>767</b> <b>(100)</b>	<b>10</b> <b>(1.3)</b>	<b>86</b> <b>(11.2)</b>	<b>24</b> <b>(3.1)</b>	<b>14</b> <b>(1.8)</b>	<b>4</b> <b>(0.5)</b>	<b>4</b> <b>(0.5)</b>
1990-91	304	417	322	264	277	354	375
	166	2	22	3	8	2	1
1992-93	295	250	289	344	225	333	583
	144	2	15	4	2	1	1
1994-95	259	333	246	274	250	317	-
	167	3	16	6	2	1	0
1996-97	252	358	209	250	242	-	167
	152	1	17	5	2	0	1
1998-99	198	192	197	214	-	-	167
	138	2	16	6	0	0	1

SKY

가 25.6% 가 ,

18.5%, ( ),

17.3%, ,

11.2%

< -36> SKY

( : )

		50	50- 100	100- 300	300- 500	500- 1000	1000
1990- 91	304	269	320	330	350	330	296
	166	14	5	21	7	15	104
1992- 93	295	314	353	300	330	296	286
	144	19	3	10	5	13	94
1994- 95	259	261	318	270	278	252	255
	167	23	7	8	3	11	115
1996- 97	252	242	274	276	324	252	239
	152	16	11	17	9	7	92
1998- 99	198	157	206	176	228	208	205
	138	15	9	11	5	4	94

SKY

63.8% 549

1000

1

, 300-500

가 가

, 1000

, 1000

1000

가

가

가

< -37> SKY

( : )

		1	2	3	4	5	6	7	8	9	10	11	12
1990-91	304	408	247	294	315	323	289	244	299	291	302	309	322
	165	5	5	9	6	8	16	7	14	17	7	55	16
1992-93	295	3.13	288	308	264	289	300	292	271	292	317	-	-
	144	6	17	11	3	3	12	19	26	23	24	0	0
1994-95	259	278	253	240	225	238	258	258	296	-	500	-	-
	167	11	16	10	5	25	42	38	19	0	1	0	0
1996-97	252	250	264	209	250	254	270	333	333	-	167	-	-
	152	8	14	22	20	47	38	1	1	0	1	0	0
1998-99	198	186	200	204	204	-	-	-	83	-	-	-	-
	138	30	34	30	43	0	0	0	1	0	0	0	0

1998-99 가 1-4 , 1996-97  
 5-6 , 1994-95 6-7 , 1992-93 8-10 ,  
 1990-91 11-12 가  
 가  
 가

< -38> SKY

( : %)

		63.8	56.5	50.0	22.3
	( )	80.3	68.4	65.8	3.9
		74.6	77.8	79.4	9.5
		47.9	37.5	50.0	45.8
		48.1	24.1	74.1	29.6
		48.7	23.1	71.8	15.4
		62.9	50.4	68.6	18.9
	( )	80.6	61.1	55.6	12.5
		88.4	73.9	58.0	8.7
		56.0	46.0	16.0	48.0
		70.0	38.0	26.0	28.0
		57.1	34.7	28.6	34.7
		72.4	53.1	39.7	24.1
	( )	60.8	83.8	37.8	12.2
		58.0	78.3	47.8	4.3
		51.1	53.2	40.4	55.3
		45.8	50.0	35.4	41.7
		61.5	50.0	50.0	21.2
		56.2	65.9	42.4	23.8

SKY

가 63.8% 가 , 가 56.5%,  
 가 50.0%, 가 22.3%

< -39> SKY

( : %)

		1.9	13.7	80.1	1.6	0.3	2.3
( )		16	118	689	14	3	20
( )		17.1	81.6	1.3			
		1.6	17.5	77.8	3.2		
		4.2	14.6	79.2			2.1
		5.6	13.0	79.6		1.9	
		17.9	82.1				
		2.1	16.1	80.0	1.1	0.4	0.4
( )		13.9	84.7	1.4			
		2.9	15.9	73.9	1.4	2.9	2.9
		6.0	84.0	4.0			6.0
		8.0	84.0				8.0
		6.1	20.4	65.3			8.2
		1.7	13.1	78.6	1.4	0.7	4.5
( )		2.7	20.3	75.7	1.4		
			7.2	88.4	4.3		
			12.8	83.0			4.3
		6.3	8.3	75.0	4.2		6.3
			9.6	86.5	1.9		1.9
		1.7	12.1	81.7	2.4		2.1

SKY

가

가 15.6%

가 1.9%

가

가

80.0%,

78.6%,

81.7%

가

가

( : 26.5% > : 0% )

< -40> SKY

( )

( : %)

	5.2	0.7	3.7	82.1	1.5	2.2	4.5
				76.9	15.4		7.7
( )	8.3			91.7			
	33.3		11.1	55.6			10.0
				90.0			
				85.7		14.3	
	7.8		2.0	80.4	3.9	2.0	3.9
( )				100.0			
			15.4	84.6			
				100.0			
	25.0			50.0		25.0	
				92.3		7.7	
	2.3		4.7	88.4		4.7	
( )		5.9	5.9	76.5			11.8
			20.0	80.0			
				66.7			33.3
	14.3			85.7			
	20.0			80.0			
	5.0	2.5	5.0	77.5			10.0

가

82.1%가

3.7%, 2.2%, 1.5%, 5.2%, 4.5%, 0.7%, SKY

가

100%가

< -41> SKY

( )

( : %)

		<b>11.8</b>	<b>35.3</b>	<b>5.9</b>	<b>5.9</b>	<b>5.9</b>
						<b>35.3</b>
						100.0
			100.0			
		100.0				
		25.0	50.0			25.0
			100.0			
		33.3				66.7
	( )		50.0			50.0
		16.7	33.3			50.0
				100.0		
						100.0
			50.0		50.0	
			100.0			
			28.6	14.3	14.3	42.9

가 가 (35.3%)

(5.9%), (5.9%), (11.8%), (5.9%),

가 SKY 가

< -42>

( : %)

		36.3	42.0	12.2	5.8	3.7
( )		312	361	105	50	32
	( )	27.6	55.3	13.2	2.6	1.3
		17.5	50.8	22.2	6.3	3.2
		68.8	25.0	2.1		4.2
		33.3	31.5	24.1	7.4	3.7
		53.8	28.2	12.8	5.1	
		37.1	40.7	15.4	4.3	2.5
	( )	47.2	30.6	9.7	9.7	2.8
		20.3	55.1	11.6	5.8	7.2
		56.0	36.0	2.0	4.0	2.0
		20.0	56.0	16.0	4.0	4.0
		57.1	28.6	8.2	6.1	
		39.3	41.4	9.7	6.2	3.4
	( )	32.4	47.3	12.2	6.8	1.4
		21.7	31.9	15.9	17.4	13.0
		44.7	46.8	6.4		2.1
		25.0	54.2	10.4	4.2	6.3
		42.3	42.3	11.5	1.9	1.9
		32.4	43.8	11.7	6.9	5.2

가 76.3% (

+ )

SKY

		68.1	4.5	19.8	7.6
( )		586	39	170	65
(860)		586	39	170	65
	( )	64.5	9.2	19.7	6.6
		65.1	6.3	19.0	9.5
		56.3		33.3	10.4
		68.5	1.9	24.1	5.6
		69.2		23.1	7.7
		64.6	4.3	23.2	7.9
	( )	66.7	5.6	20.8	6.9
		72.5	4.3	15.9	7.2
		54.0		32.0	14.0
		84.0		12.0	4.0
		91.8		4.1	4.1
		73.1	2.4	17.2	7.2
	( )	67.6	4.1	24.3	4.1
		58.0	7.2	18.8	15.9
		70.2	2.1	21.3	6.4
		64.6	14.6	14.6	6.3
		75.0	7.7	13.5	3.8
		66.6	6.9	19.0	7.6

가  
 68.1% ,  
 , 91.8% - 가  
 , 4.5%  
 , 19.8%  
 ,  
 ,  
 33.3%가  
 가

( : %)

		1								
		1 3 4 6			7 12			1 2 3 4 5		
( )		27.6	72.4	35.0	27.4	14.3	5.9	12.7	2.1	2.5
(860)		237	623	83	65	34	14	30	5	6
( )		31.6	68.4	41.7	45.8	8.3		4.2		
		31.7	68.3	15.0	30.0	30.0	10.0	15.0		
		25.0	75.0	25.0	41.7			25.0	8.3	
		16.7	83.3	22.2				66.7		11.1
			100.0	27.7	33.8	12.3	3.1	20.0	1.5	1.5
		23.2	76.8	10.5	47.4	26.3	15.8			
( )		26.4	73.6	33.3	33.3	12.5		20.8		
		34.8	65.2	72.7	18.2			9.1		
		22.0	78.0	15.4	15.4	7.7	23.1	15.4		23.1
		26.0	74.0	33.3	11.1	33.3		11.1		11.1
		18.4	81.6	30.3	28.9	15.8	7.9	11.8		5.3
		26.2	73.8	61.1	5.6	11.1		16.7	5.6	
( )		24.3	75.7	15.4	23.1	30.8	7.7	15.4	3.8	3.8
		37.7	62.3	75.0	25.0					
		25.5	74.5	40.9	22.7	9.1	18.2	4.5	4.5	
		45.8	54.2	50.0	33.3	11.1			5.6	
		34.6	65.4	43.8	21.9	14.6	6.3	8.3	4.2	1.0
		33.1	66.9							

27.6%

,

.

35%, 1 3

1

27.4%

1

, 3

4.6%

3

1 17.3% ,  
 22.3% 가 ,

< -45>

( : %))

( )	13.1	8.0	2.5	39.2	14.3	8.0	3.0
(860)	31	19	6	93	34	19	7
( )	8.3		4.2	45.8	8.3	16.7	8.3
	5.0	15.0		25.0	15.0	15.0	10.0
	8.3	8.3		41.7	16.7		8.3
	77.8			11.1			
( )	16.9	6.2	1.5	33.8	10.8	10.8	7.7
	5.3	21.1	5.3	26.3	26.3	10.5	
	16.7			45.8	16.7	8.3	4.2
		9.1		18.2	63.6		
	38.5	23.1	7.7	30.8			
( )	11.1	11.1		55.6	11.1		
	14.5	11.8	2.6	35.5	22.4	5.3	1.3
	16.7	11.1		22.2	16.7	11.1	
	11.5	7.7		19.2	11.5	19.2	3.8
				50.0	25.0	8.3	
	9.1	9.1	9.1	72.7			
( )	5.6		5.6	72.2	5.6		
	9.4	6.3	3.1	45.8	10.4	8.3	1.0

39.2% 가  
 가 14.3% 13.1%

가

< -46>

( : %)

		8.9	4.6	75.5	11.0
( )		21	11	179	26
( )				95.8	4.2
		5.0	5.0	80.0	10.0
			8.3	83.3	8.3
				22.2	77.8
		1.5	3.1	78.5	16.9
( )		10.5	15.8	68.4	5.3
		12.5	4.2	75.0	8.3
		18.2		81.8	
		15.4		38.5	46.2
		11.1		77.8	11.1
		13.2	5.3	68.4	13.2
( )		22.2	16.7	55.6	5.6
		11.5	3.8	76.9	7.7
		8.3	8.3	83.3	
		9.1		86.4	4.5
				94.4	5.6
		10.4	5.2	79.2	5.2

75.5%

가 , (11.0%) (8.9%),  
(4.6%)

가 78.5%, 가 68.4%, 가 79.2% 가

11%

< -47>

( : %)

		( ) 가					
( )	28.7	71.3	38.5	32.0	56.7	21.9	8.1
1	247	613	49	45	90	23	10
( )	28.9	71.1	31.8	13.6	63.6	40.9	13.6
	30.2	69.8	47.4	42.1	52.6	15.8	
	27.1	72.9	38.5	23.1	69.2	15.4	30.8
	24.1	75.9	46.2	15.4	53.8	38.5	15.4
	30.8	69.2	8.3	25.0	66.7	25.0	16.7
	28.2	71.8	35.4	24.1	60.8	27.8	13.9
( )	25.0	75.0	72.2	27.8	44.4	5.6	5.6
	26.1	73.9	38.9	11.1	61.1	33.3	5.6
	46.0	54.0	34.8	56.5	34.8	8.7	4.3
	14.0	86.0	57.1	14.3	85.7	14.3	14.3
	18.4	81.6	22.2	22.2	44.4	33.3	11.1
	25.9	74.1	45.3	30.7	49.3	17.3	6.7
( )	24.3	75.7	38.9	44.4	55.6		11.1
	24.6	75.4	23.5	35.3	52.9	35.3	
	34.0	66.0	37.5	31.3	75.0	18.8	6.3
	41.7	58.3	40.0	40.0	55.0	20.0	5.0
	42.3	57.7	36.4	45.5	59.1	27.3	
	32.1	67.9	35.5	39.8	59.1	20.4	4.3

71.3%

가 ,

가  
56.7%, 38.5%  
가  
35.4%, 45.3% 가  
39.8% 가

	<b>55.6</b>	<b>44.4</b>	<b>39.6</b>	<b>6.8</b>	<b>16.8</b>	<b>9.7</b>	<b>6.6</b>	<b>5.2</b>	<b>3.1</b>
<b>1</b>	<b>478</b>	<b>382</b>	<b>151</b>	<b>26</b>	<b>64</b>	<b>37</b>	<b>25</b>	<b>20</b>	<b>12</b>
( )	43.4	56.6	30.2	7.0	16.3	7.0	7.0	11.6	9.3
	39.7	60.3	50.0		7.9	13.2	13.2	2.6	
	83.3	16.7	25.0	12.5	25.0		12.5		
	64.8	35.2	15.8	15.8	10.5	10.5		26.3	10.5
	59.0	41.0	40.0		13.3	6.7	13.3	13.3	
	55.7	44.3	35.0	5.7	13.0	8.9	8.9	10.6	4.9
( )	55.6	44.4	31.3	6.3	50.0				3.1
	55.1	44.9	58.1			9.7	12.9	3.2	3.2
	66.0	34.0	41.2	5.9	17.6	29.4			
	56.0	44.0	31.8	4.5	9.1	13.6			4.5
	40.8	59.2	55.2	13.8	3.4	3.4	6.9	3.4	3.4
	54.8	45.2	44.3	6.1	16.8	9.2	4.6	1.5	3.1
( )	54.1	45.9	61.8	2.9	20.6	2.9	8.8		
	47.8	52.2	16.7	8.3	36.1	11.1	2.8	8.3	5.6
	70.2	29.8	35.7			28.6	14.3		
	72.9	27.1	61.5	15.4	7.7	15.4			
	42.3	57.7	33.3	16.7	16.7	10.0	6.7	6.7	
	56.2	43.8	39.4	8.7	20.5	11.0	6.3	3.9	1.6

: 1

44.4%

39.6% 가

가

55.7%,

54.8%,

56.2%

가

가

가

가 SKY

< -49>

( : %)

		10.1	40.1	39.1	8.6	2.1
	(860)	87	345	336	74	18
	( )	10.5	46.1	36.8	5.3	1.3
	( )	4.8	33.3	49.2	11.1	1.6
	( )	6.3	43.8	43.8	4.2	2.1
	( )	13.0	35.2	42.6	1.9	7.4
	( )	7.7	38.5	41.0	7.7	5.1
	( )	8.6	39.6	42.5	6.1	3.2
	( )	26.4	43.1	18.1	12.5	
	( )	13.0	34.8	43.5	5.8	2.9
	( )	2.0	36.0	40.0	18.0	4.0
	( )	12.0	54.0	24.0	8.0	2.0
	( )	14.3	36.7	44.9	2.0	2.0
	( )	14.5	40.7	33.4	9.3	2.1
	( )	5.4	50.0	35.1	9.5	
	( )	8.7	39.1	44.9	7.2	
	( )	4.3	40.4	48.9	4.3	2.1
	( )	2.1	39.6	39.6	14.6	4.2
	( )	15.4	26.9	40.4	17.3	
	( )	7.2	40.0	41.4	10.3	1.0

( + )  
 50.2% , ( + ) 10.7%  
 가 42.5% , ( + )  
 + ) 48.2% , ( + )  
 9.3% 40.7%  
 , 55.2%  
 11.4% 가

7.2%, 10.0%

11.3%

, SKY

< -50>

( )

( : %)

( )	5.7	5.3	11.6	15.9	1.2	23.8	12.9	5.9
<b>1</b>	<b>49</b>	<b>46</b>	<b>100</b>	<b>137</b>	<b>10</b>	<b>205</b>	<b>111</b>	<b>51</b>
( )	11.8	9.2	7.9	15.8	1.3	23.7	6.6	7.9
	4.8	4.8	7.9	14.3	1.6	31.7	19.0	1.6
	6.3	2.1	2.1	6.3		27.1	16.7	6.3
	5.6	1.9	9.3	20.4		18.5	16.7	20.4
	7.7		5.1	10.3		25.6	20.5	10.3
	7.5	4.3	6.8	13.9	0.7	25.4	15.0	8.9
( )	5.6	1.4	11.1	16.7	1.4	23.6	11.1	5.6
	11.6	2.9	13.0	18.8		29.0	5.8	2.9
	4.0	12.0	12.0	10.0	2.0	26.0	18.0	4.0
	2.0		30.0	8.0	2.0	16.0	10.0	6.0
	2.0	2.0	22.4	16.3	2.0	16.3	6.1	2.0
	5.5	3.4	16.9	14.5	1.4	22.8	10.0	4.1
( )	6.8	10.8	13.5	25.7	1.4	24.3	8.1	1.4
	5.8	2.9	8.7	20.3	1.4	18.8	15.9	5.8
		6.4	10.6	12.8		29.8	21.3	
	2.1	8.3	12.5	25.0	2.1	25.0	8.3	4.2
	3.8	13.5	9.6	9.6	1.9	21.2	17.3	13.5
	4.1	8.3	11.0	19.3	1.4	23.4	13.8	4.8

SKY

23.8%가

15.9%, 11.9%가

1.2%

가 25.4%, 22.8% 23.4% 가  
SKY

< -51>

( )

( : %)

		/							
		26.3	1.5	8.0	5.5	4.1	4.7	7.5	2.9
1		226	13	69	47	35	40	64	25
	( )	18.4	1.3	9.2	5.3	7.9	7.9	14.5	2.6
		29.0	3.2	9.7	9.7	11.3	6.5	6.5	3.2
		33.3	4.2	14.6	2.1			2.1	4.2
		27.8	1.9	9.3	1.9	1.9	7.4	3.7	5.6
		23.1	2.6	2.6			2.6	20.5	
		25.8	2.5	9.3	4.3	5.0	5.4	9.3	3.2
	( )	29.2	1.4	4.2	2.8	2.8	2.8	11.1	1.4
		17.4	1.4	7.2	7.2	4.3	10.1	5.8	1.4
		42.0		10.0	6.0	2.0	2.0	4.0	10.0
		22.0	2.0	6.0	4.0		2.0	4.0	4.0
		22.9		6.3	4.2	2.1	6.3	12.5	
		26.3	1.0	6.6	4.8	2.4	4.8	7.6	3.1
	( )	27.0	1.4	4.1	9.5	8.1	1.4	5.4	2.7
		14.5		13.0	5.8	8.7	4.3	2.9	2.9
		34.0	2.1	8.5	6.4	2.1		8.5	2.1
		41.7	2.1	8.3	4.2	2.1	10.4	2.1	
		23.1		7.7	9.6		3.8	9.6	3.8
		26.9	1.0	8.3	7.2	4.8	3.8	5.5	2.4

SKY

26.3%

가  
(8.0%) / (7.5%)

< -52>

( : %)

		17.3	45.8	28.3	8.0	0.6
(860)		149	394	243	69	5
( )		19.7	46.1	28.9	5.3	
		15.9	47.6	22.2	12.7	1.6
		22.9	39.6	27.1	10.4	
		14.8	51.9	22.2	9.3	1.9
		20.5	41.0	30.8	5.1	2.6
		18.6	45.7	26.1	8.6	1.1
( )		25.0	44.4	23.6	6.9	
		15.9	46.4	27.5	10.1	
		10.0	48.0	30.0	10.0	2.0
		16.0	48.0	28.0	8.0	
		22.4	38.8	30.6	6.1	2.0
		18.3	45.2	27.6	8.3	0.7
( )		10.8	47.3	33.8	8.1	
		15.9	42.0	36.2	5.8	
		17.0	51.1	31.9		
		10.4	52.1	27.1	10.4	
		23.1	42.3	23.1	11.5	
		15.2	46.6	31.0	7.2	

17.3%, 45.8%) 53.1%

(8.6%)

45.7%, 18.6%  
 45.2% 46.6% 가  
 가

< -53>

( 5 )

( : %)

		/ 가				
		가				
( )		19.2	8.1	20.5	7.4	4.4
1		165	70	176	64	38
		18.4	5.3	28.9	3.9	2.6
		25.4	9.5	15.9	4.8	4.8
	( )	35.4	2.1	14.6	6.3	2.1
		27.8	11.1	11.1	14.8	5.6
		23.1	2.6	35.9		7.7
		25.4	6.4	21.1	6.1	4.3
		16.7	4.2	13.9	9.7	9.7
		15.9	13.0	18.8	4.3	11.6
	( )	18.0	8.0	18.0	12.0	6.0
		8.0	6.0	18.0		6.0
		16.3	12.2	14.3	18.4	4.1
		15.2	8.6	16.6	8.6	7.9
		16.2	8.1	24.3	9.5	
		17.4	15.9	21.7	8.7	
	( )	10.6	2.1	36.2	4.3	2.1
		18.8	8.3	20.8	4.2	2.1
		23.1	9.6	17.3	9.6	1.9
		17.2	9.3	23.8	7.6	1.0

가  
가 19.2% 20.5% ,  
가 . 3  
가

## 1. 대학진학 관련 결과 요약

- 1 출신대학 선택시 학교의 명성과 학력고사 및 수능점수가 가장 많은 영향을 미침
- 2 그러나 학과를 선택하는데 있어서는 자신의 적성과 전공이 선택의 요체가 됨
- 3 과반수 이상이 사교육을 받지 않았으며, 사교육을 받았던 사람들의 월평균 비용은 약 17만 3천원으로 조사됨
- 4 재수 경험자는 반이 안되며, 재수이상 경험자 중 대다수가 재수만 하는 것으로 조사

## 2. 취업관련 결과 요약

- 1 졸업생의 약 60%정도가 졸업 전에 취업을 하는 것으로 조사, 졸업3개월 전에, 졸업과 동시에 가장 많이 취업하는 것으로 조사됨
- 2 현직장 선택이유는 자신의 능력 발휘, 기업의 장래성, 자신의 적성 및 흥미 순으로 나타남
- 3 26.2%만이 이직 경험이 있으며 이직의 주된 이유는 자신의 능력 발휘 가능성 및 적성과 흥미때문인 것으로 조사됨
- 4 현직장 취업경로는 공개채용이 가장 많으며 연고자의 소개가 다음인 것으로 조사
- 5 채용과정에서 약 24.4%만이 학력을 고려하는 것으로 조사되었으며 이는 사회에 뿌리 깊은 일류대 선호 때문인 것으로 나타남

### 3. 현 직장의 특성 결과 요약

1 다양한 업종과 회사에 일하는 것으로 조사됨, 전공을 살리는 경우가 많음

2 다만 특정학과(건축공학과)의 경우엔 특정 분야로의 진출이 눈에 띈

3 종업원수가 1000명 이상인 대기업에 취업하는 경향을 보임

### 4. 현 직장의 근로여건 및 처우 결과 요약

1 입사동기와의 직급 및 같은 직급의 동료직원과의 근속년수는 비슷하며, 평균 연봉에 있어서는 다소 높은 것으로 조사됨. 그러나 상위직급으로 갈수록 약간 비중이 높음

2 같은 직급의 동료직원과 입사동기의 출신대학은 연대, 고대, 서울대 순이며 타대 대비 승진속도는 비슷한 것으로 조사됨

3 직무와 전공도 그리고 학력도는 대체적으로 일치하는 것으로 조사됨. 27.6%가 계속 교육을 받음(사내 교육원)

4 전직의사는 28.7%, 스카우트 제의는 44.4%가 받음. 현직장(무)에는 대체적으로 만족하며 일하고 있는 것으로 조사됨

5 직장에서 가장 불만족스러운 것은 급여며, 직무에서 가장 불만족스러운 점은 지속적인 신기술/지식 습득이 어렵다는 것



•

# 1.

가 , 가  
100% 가  
, 1980 가

가 , 가  
가

가

1997-8 IMF



36.6%가

44.9%가

60%

70%

26.2%  
가

가

SKY

가

가

가

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## ABSTRACT

# **Employment Analysis of University - graduates : Focus on Prestigious Universities and Departments**

Researcher in Charge: Euikyoo, Lee

Research Staff: Namcheol, Lee

**Korea Research Institute for Vocational Education and Training**

### **1. Research Summary**

After the Korean War, in the process of achieving rapid economic growth, Korea experienced high population rate and the collapse of the feudal system. People's desire to rise their status both socially and economically made the education market ever more large with education fever. Moreover, the rapid economic growth and changes in industrial structure have also changed each school's enrollment rate and system.

Economic growth has brought about positive results such as increase in income and expansion in higher education opportunities

but it has also caused negative results. The immense education fever has led to spending immense private education fees to attain social reputation, fast promotion opportunities, and high income. All of these factors have led to fierce university entrance competition, everyone wanting to go to the most prestigious school in popular departments. In addition, the popularization of higher-education has brought about imbalance of university graduates and unemployment problems.

Especially, during the restructuring of IMF system, the distortion of labour market could be seen in employment problem for university graduates, discord of manpower supply and demand, and major-work disparity. Due to the fierce competition of renowned universities there is waste in education investment and discord in private and social profit, giving rise social loss.

Therefore, this research paper will investigate employment situation of university graduates of prestigious schools and their investment time and try propose the method of the most efficient human resource development.

## **2. Research Content and Limits**

This research paper is structured as the following. First, analyzed the present condition of higher-education and employment and selected the popular department of the prestigious universities. Second, examined the increase in income to the income expectation rate and other researches on higher-education. Third,

analyzed the labour market for university-graduates. Fourth, analyzed the job market for renowned university-graduates and prospects.

Researching the '90-'99 university graduates that were working also had many limits. Firstly, statistical problems such as the sample group and the comparable grouping. Secondly, selection of popular departments by university entrance exam score caused problems. Thirdly, there is no objective value of popular departments by the school management. Fourth, difficulty in comparing government officials income and promotion with other corporate sectors.

### **3. Framework Analysis of Employment**

The rapid economic advancement causing increase in income is well portrayed in Korea more than any other countries. Higher-education phenomenon effects the labour market supply and demand patterns. It seeks for supply of quality work whereas the labour market can not afford that causing imbalance in the labour force. In the social-economic perspective, human resource investment is wasted and inefficiently applied.

### **4. Selection of Prestigious Universities and Departments**

The prestigious universities were selected through the process of Choong-ang newspaper evaluation, university preference, enrollment test scores, social image, and evaluation of institutes,

and thus three universities Seoul National University, Korea University and Yonsei University (SKY) were chosen.

Several factors to select popular departments such as continuity of departments, specialty, enrollment test scores, and evaluation of schools and institutes, and departments such as: business management, economics, architecture science, electric engineering, and electronic engineering were chosen.

### **5. Employment of Prestigious University - graduates**

The employment situation of the SKY university-graduates in year '90 through '99 are as follows. First, name-value of universities and enrollment scores were greatly considered to select which school to attend to. 36.6% experienced private tutoring and 44.9% spent another year to get into a prestigious university. Second, 79.4% of research sample group got employed either before graduation or right after graduation. Third, only 26.2% of SKY graduates experienced job transferring and see the need yet since all were in the primary labour market sector.

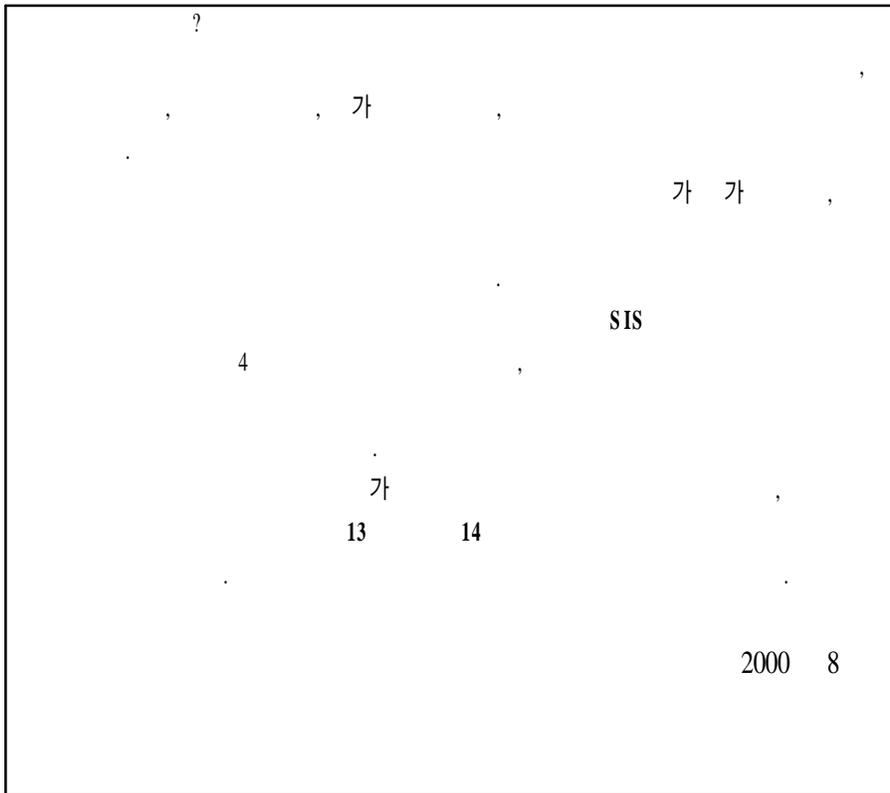
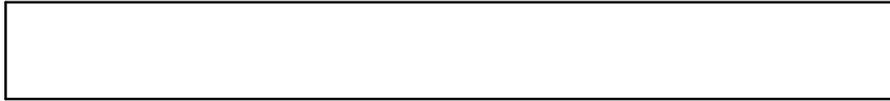
The reason are as follows. First, they were employed in high-income workforce such as finance and insurance companies. Second, large corporate companies with over 1000 employees that are stable and prospective were chosen. Third, 80.1% responded promotion speed was equal and capability difference was the only determining factor but since most of the co-workers are SKY university graduates, it is considered as similar grouping.

## **6. Effective Higher-education Graduate Human Resource Application**

The following are the directions for effective economy and human resource policies. First, establishing a lifelong learning system to alleviate social and private profit. Second, formation of higher-education institutes for elastic correspondence for manpower demand. Third, active policy for primary labour market mobility. Fourth, training inclined society than name-value of universities should be highly considered. Fifth, SKY university-graduates desire continuous learning thus lifelong learning in companies and training institutes should be assigned. Sixth, individual vocational training development for efficient human resource usage is advisable.



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