

01-50

**(A Preliminary Study on the Current State
of Human Resource Development in Enterprises)**

**(A Preliminary Study on the Current State
of Human Resource Development in Enterprises)**

:
:

가

600

DB
가
(NHRD-Net) DB

가
가
DB가

가

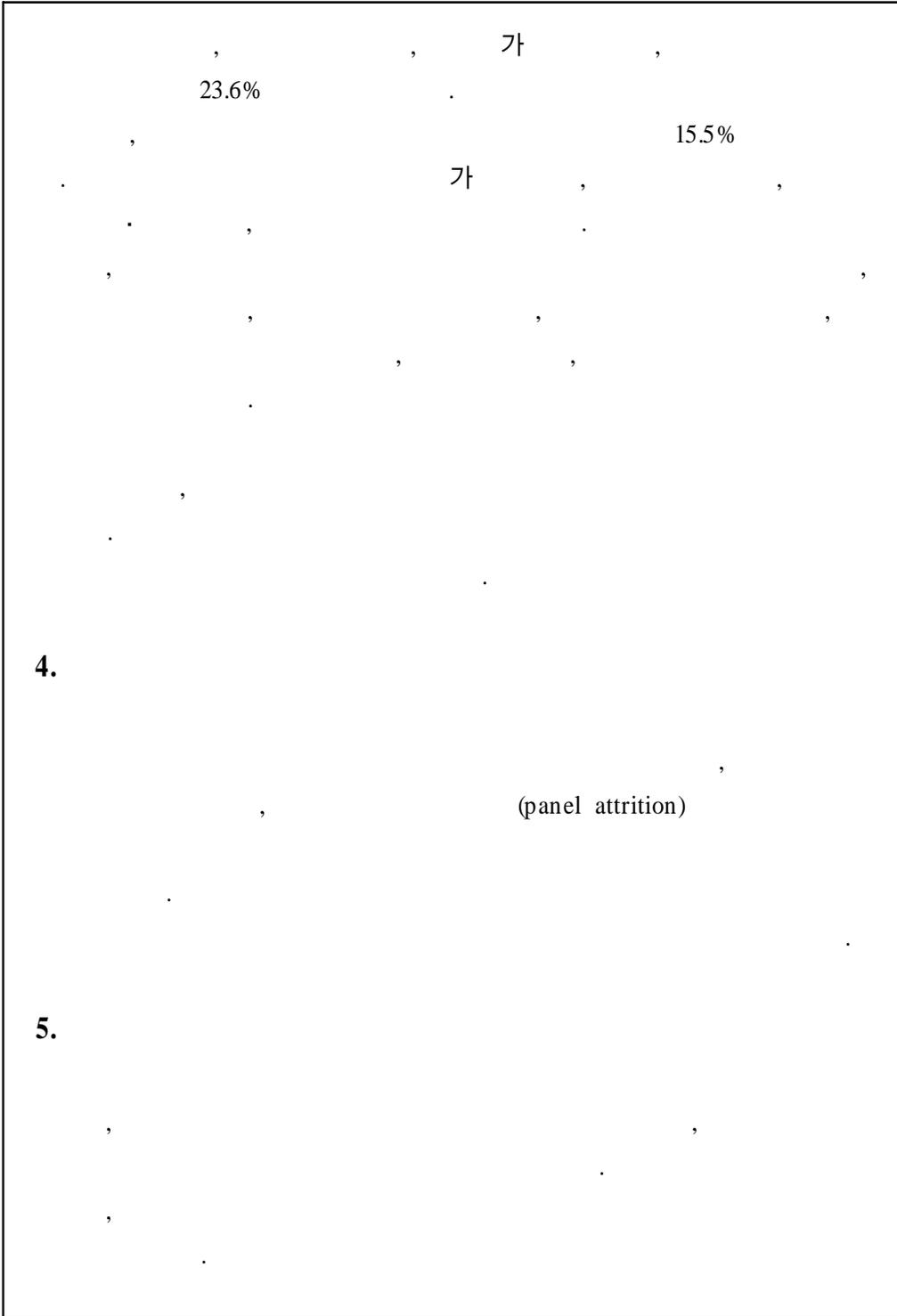
2.

WERS(Workplace Employee Relations Survey) WES
(New Workplace and Employee Survey)
가 .
가 . WERS98 10
. , WES 가
가 가
.

3.

.
, 가 . , TV
, , 가 .
, 가
▪ 가 . 가
(41.9%) (24.7%)
. , ,
.

, 가
 (77.1%) , 1.7% .
 가 .
 , 20.7% , 가
 35.1% .
 , , 가 .
 , , ,
 , 2000 .
 36.5% , 가
 21.8% , 가
 32.4% .
 , .
 . 가 43.2%
 가 , 가
 가 40%가 .
 , .
 (54.9%)가 가 , ,
 , .
 , 가 가 9.2% .



4.

5.

,
,
,
,
2
DB
DB
DB, 가 DB 2 DB
, DB DB , 가
6.
, 가
, 가 가
, 가

•	.....	1
1.	.....	1
2.	.....	4
3.	.....	4
•	.....	5
1.	.....	5
2.	WERS	6
3.	WES	15
4.	.....	20
•	.....	21
1.	.....	21
2.	.....	27
•	.....	35
1.	.....	35
2.	.....	40
3.	.....	54

4.	.....	60
5.	.....	69
6.	.....	80
7.	.....	84
8.	.....	86
9.	.....	87
.	.....	91
1.	.....	91
2.	.....	96
3.	.....	102
	.....	103
ABSTRACT	.....	105
[1]	.....	111
[2]	.....	141

< - 1>	.....	22
< - 2>	.....	24
< - 3>	DB CD-	24
< - 4>	.....	26
< - 5>	.....	26
< - 6>	,	32
< - 1>	,	35
< - 2>	(2001 10)	36
< - 3>	(2001 10)	38
< - 4>	(2001 10)	39
< - 5>	(2000 12)	40
< - 6>	.....	41
< - 7>	(1)	43
< - 8>	(1)	44
< - 9>	.....	45
< -10>	.....	46
< -11>	.....	47
< -12>	.....	48
< -13>	.....	49
< -14>	.....	50
< -15>	.....	51
< -16>	.....	52
< -17>	.....	53
< -18>	가	53
< -19>	가	54

< -20>	.....	55
< -21>	.....	56
< -22>	.....	57
< -23>	가	57
< -24>	.....	58
< -25>	.....	58
< -26>	.....	59
< -27>	.....	59
< -28>	가	59
< -29>	.....	60
< -30>	.....	61
< -31>	.....	61
< -32>	.....	61
< -33>	.....	61
< -34>	.....	62
< -35>	.....	63
< -36>	.....	63
< -37>	.....	64
< -38> 2000	.....	65
< -39> 1999, 2000	.....	65
< -40> '99 '00	.....	66
< -41> '00	.....	66
< -42>	.....	67
< -43>	.....	68
< -44>	.....	69
< -45>	.....	70
< -46>	.....	70
< -47>	.....	71
< -48>	.....	71

< -49>	2000	.....	72
< -50>	(2000 )	.....	73
< -51>		.....	74
< -52>		.....	75
< -53>		.....	75
< -54>		.....	76
< -55>		.....	77
< -56>	가	.....	77
< -57>	가	.....	78
< -58>		.....	79
< -59>	가	.....	79
< -60>	가	.....	79
< -61>		...	80
< -62>		.....	81
< -63>		.....	82
< -64>		.....	82
< -65>		.....	83
< -66>	.	.....	83
< -67>		.....	83
< -68>		.....	85
< -69>		.....	85
< -70>		.....	85
< -71>		.....	86
< -72>		.....	87
< - 1>		.....	94
< - 2>		.....	95
< - 3>		.....	95
< - 4>		.....	99

[-1] WERS 98	.....	14
[-2]		... 18

•

1.

가.

가 2001 64 22 가
, 24 20 , 4 (가 ,
,) 가 (, 2001).

, ,
가 가
. 가

가
가 .
,

, ,
.

, ,
가 가
.

,

,

.

30 98 (35.1%) 123 4 279
가 . 2001 7
100 , 49 가
가
(biased) 가
가
가
가
가
■ 가 (HRM)
■ 가
, 가
DB ,
가
가
survey) 가 가
가 가 (longitudinal)

가

(panel attrition)

가 .

가 . ,
.

가 .

가

(dynamic)

가 .

.

가 .

,

(time-series data)

DB

.

,

(panel survey)

(longitudinal survey)

2.

,

,

,

3.

,

가 ,

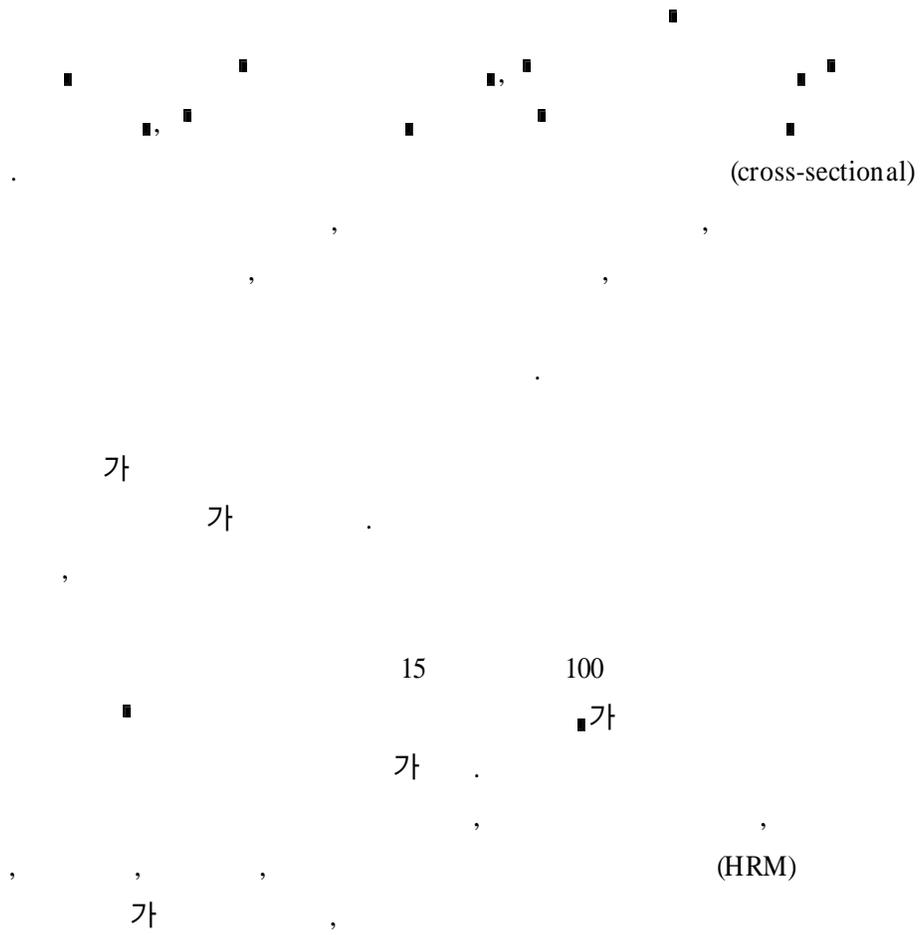
, ()

DB

,
DB

가

1.



, HRD , 가(evaluation) ,
, , 가.
가 .

2. WERS

가. WERS

WERS(Workplace Employee Relations Survey: WERS)
가
가 WERS 98
1).
WERS 가 가
WES . WERS
1980 Workplace Industrial Relations Survey(WIRS)

가 .

1) Colin Airey et al(1999), *THE WORKPLACE EMPLOYEE RELATIONS SURVEY (WERS) 1997-8, TECHNICAL REPORT, (CROSS-SECTION AND PANEL SURVEYS)*

WERS 98

3가

, ,

가 가 가

(Status)

가

1990 WIRS

1990

1990-98

1990

, 1998

3

1)

1990

1/3

, 1990

200

가

90 100

WERS 98

, WERS 98

가

(,

)

2)

가 , WERS 98
가 ,
가 가 ,
가 가
가 가 . WERS 98
가
가 가
가
가
(commonality)
가
가 WERS 98
가 5
가
WERS 98 1996 1997 5

, , ,
 . 5
 SCPR(Social and Community Planning Research)
 . 1 6 (CAPI; computer-aided
 interviewing) . 39 23
 16 ,
 , 2 8 .
 .
 2 , 3
 .
 ,
 , 가
 가 . ,
 ,
 .

. WERS 98

1) 1990 98

.
 가 가 .
 1984 90 1984
 WERS 98
 . , 1990

가 가 . ,
 1990 .
 , 1990 가
 , 1990 1,000
 (deaths)' (survivors)'

2)
 WIRS WERS 98
 . Geary(1996)
 , , 가 ,
 , , , , ,
) (initiative) , (

가 가 가 .
 가 가
 가

가

1)

1997 98

IDBR

(Inter- Department Business Register)

가

IDBR (local unit)

10

(SIC; Standard Industrial Classification)

가

(Strata)

SIC

25

가

(variable sampling fraction)

가

가

가

가

2)

WERS 1997 98

1990

, 2,061

1,130

가

IDBR

407

IDBR

가

1990

WIRS

2,061

1990

1997 10

1998 6

2

175

10 11

SCPR

400

가

, 가

SCPR

400

가

81%

1990

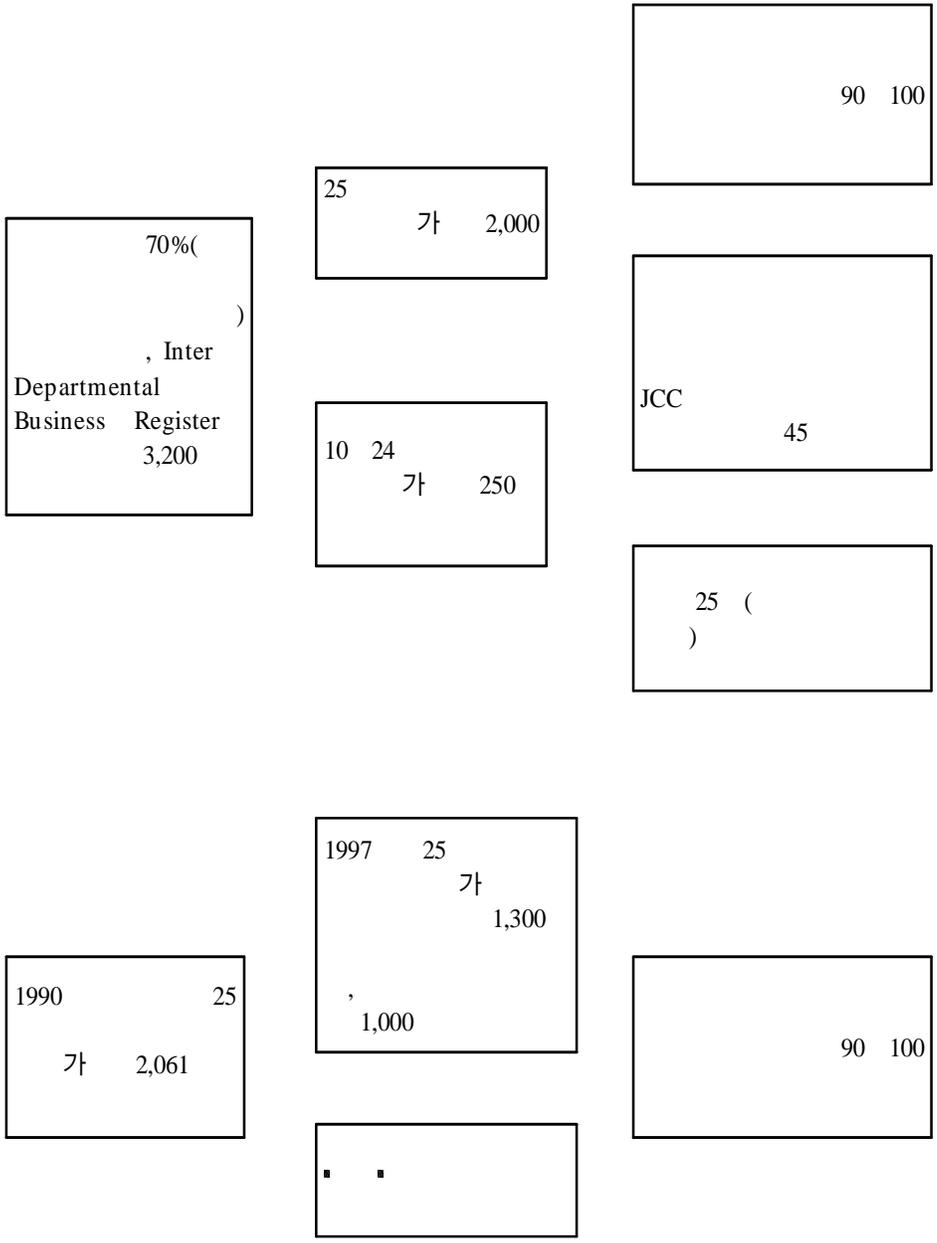
83%

1984-90

89%

. WERS

WERS
, , , 25
70%
, 가
, 80%
, 가
, 가
, 가
, WERS 98
10
,
가 .



[-1] WERS 98

3. WES²⁾

가. WES

■ (New Workplace and Employee Survey:
WES)■ (Human Resource Development)
· WES ·
· 가
· (the knowledge-based
economy)■ (learning organization)
· ,
· (practice)
· 가
· ,
· 가

2) Statistics Canada(2001), *Employer and Employee Perspectives on Human Resource Practices*, Statistic Canada Human Resources Development Canada.

(events)

가

, WES

(link)

[-2]

WES

가

가?

가?

?

가

가?

WES

. WES

WES

WES 1999

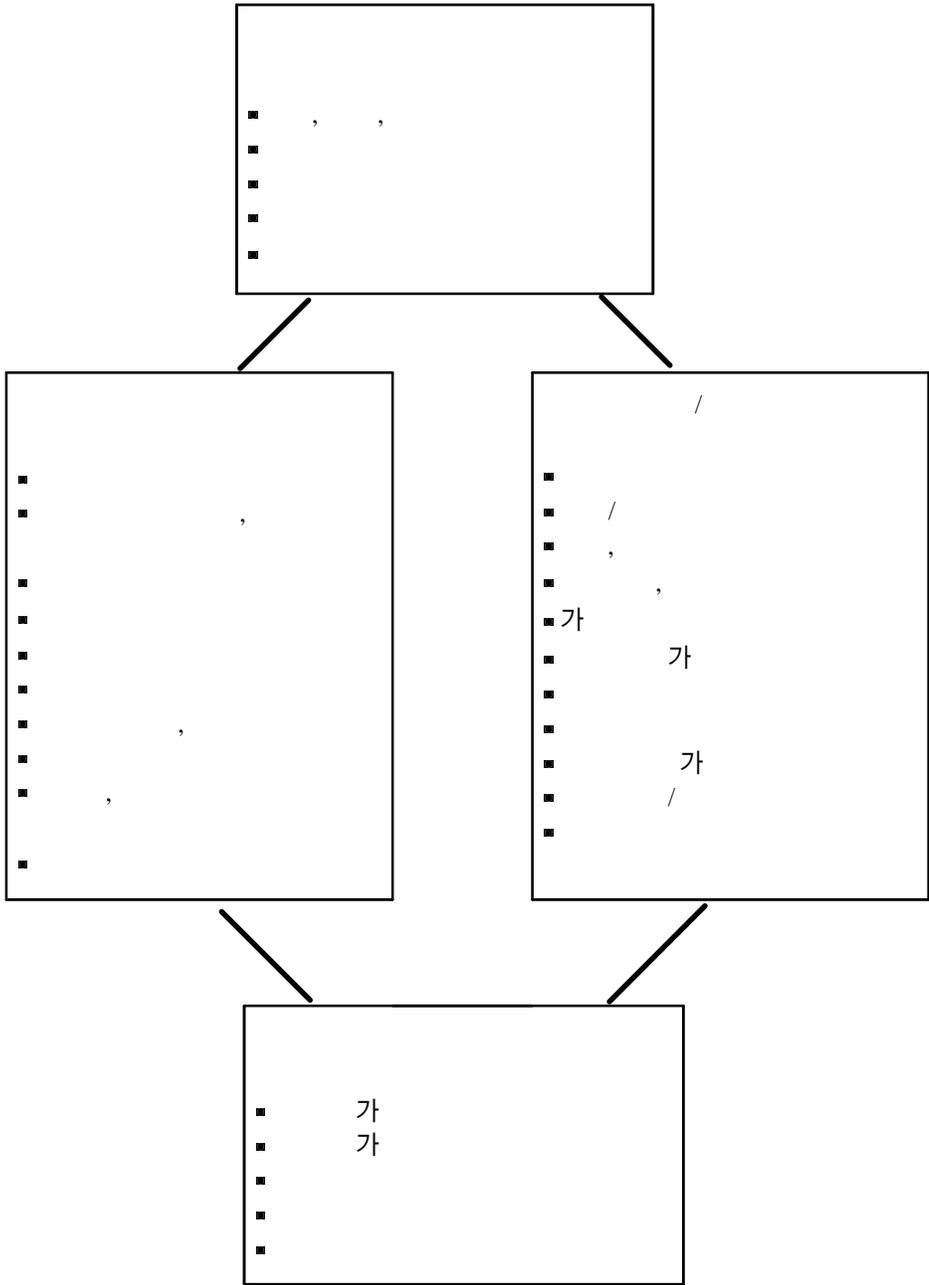
() 가 ()
. 6,350 24,600

, 94% 83% .
,
,
2
2
가

Yukon Northwest
(hunting and trapping),
가

WES
(BR: Business Register)

1)
WES
가



[-2]

(strata)

WES (14), (6), (3)

/

Neyman

가

WES 9,144 6,351

가

(payroll deduction account)

2)

WES 가

12

4

WES

WES 가

가

가

WES

가

4.

WERS
가

WES

.

가

.

2002

가

가

.

,

가

가

.

,

.

.

•

1.

가.

가

DB

가

가

가

50

, 50 300

300

2

3

. < -1 >

300
 30 , 50 , 100 200
 50 , 10
 50
 , 300

< -1>

	300	80	50
, ,	300	30	50
,	300	300	10
, , , ,	200	200	10
, , , , ,	100	100	10
, , , , ,	50	50	10
	30	20	10

: 가 (2001.9), , p.13.

, , , , ,
 가 , , , , ,
 가 , , , , , 4

(sampling frame)

가

(list) (: 126).

가

가

DB

CD

3가 가

(, 2001).

DB

(

) 가

가

가

CD

가

1 가

가

가

1998

DB가 가

. < -2>

2000 12

1,027,000

693,000

67.5%

가 ,

가 (ID)가

DB가 가

가

CD-

< -2>

(: ,)

			1 4		5	
	1,027	8,700	812	1,720	215	6,990
	693	6747	468	1,004	225	5,743
(%)	67.5	77.6	57.6	58.7	105.7	82.2

: (2001), , p.98.

< -3>

DB

CD-

DB	CD-
-	- ,
-	- ,
- ()	- ,
-	- ,
- , 1	- (, ,) ,
-	- ,
- ,	-
- , , , ,	-
- , , , ,	-
-	-

600 가 , 가
 가 (sampling error) 가
 < -4>, < -5>
 600 302
 가 16%, 8.2%, 9.3%
 50 49.5%, 50
 300 36.5%, 300 14.0%
 44.0%, 12.2%, 49.8%
 3).

2001. 12. 17 2002. 1. 22

가 가

가

3) /가 / , / / / , 가 ,

< -4>

(: , %)

		50	50 299	300	
		49	47	15	111
		24	7	2	33
		75	48	35	158
		148	102	52	302(50.3)
		17	24	4	45
		10	5	0	15
		16	13	7	36
		43	42	11	96(16.0)
		23	30	4	57
		7	5	1	13
		16	10	1	27
		46	45	6	97(16.2)
		19	5	1	25
		2	1	0	3
		11	6	4	21
		32	12	5	49(8.2)
		13	10	3	26
		6	1	2	9
		9	7	5	21
		28	18	10	56(9.3)
		49	47	15	264(44.0)
		24	7	2	73(12.2)
		75	48	35	263(49.8)
		297(49.5)	219(36.5)	84(14.0)	600(100)

< -5>

(: , %)

		50	50-299	300	
가		53(17.8)	46(21.0)	11(13.1)	110(18.3)
		27(9.1)	32(14.6)	10(11.9)	69(11.5)
		41(13.8)	38(17.4)	6(7.1)	85(14.2)
/ 가 / / / /		3(1.0)	1(5)	1(1.2)	5(8)
		49(16.5)	19(8.7)	5(6.0)	73(12.2)
		10(3.4)	15(6.8)	4(4.8)	29(4.8)
		31(10.4)	12(5.5)	1(1.2)	44(7.3)
		3(1.0)	5(2.3)	19(22.6)	27(4.5)
		80(26.9)	51(23.3)	27(32.1)	158(26.3)
		297(100)	219(100)	84(100)	600(100)

600 11,454 5.2%
 50 3.4%(297/ 8,628), 50 300 9.6%
 (219/ 2289), 300 15.6%(84/ 537)
 가 (3.3%) 10%

가 ,

가 .

2.

development), (individual
 development), (career development), (organizational
 development) ,

가 (individual performance
 improvement) ,

가 가 (,
 2000:16 17). , ,

가

가.

2000
8

6

(5)
가

, .
.
, , , , .
, , , , .
, , , , .
, , , , .
, , , , .
가

1999 2000 2
,
, 2000 , , , ,

.
, , , ,
2000 가,
2000

.
, , , ,
8 가 가 가 ,

가

가

가

5

, 4

가

< -6>

		2000 2000	1 2, 3 4 5 6-1 6-2 7-1 7-2 8
			9-1 2 10 11-1 11-2 3 12-1 2
			13 14, 15 16 17 18 19
		99, 00 00 00	20-1, 20-3 20-2, 20-4 20-5 6 21-1~15 22, 22-1 23 24 25 26
			27-1 14

< -6> , ()

			28 29 30 31-1 7 33 32 34-1 8 35 36 37, 37-1 37-2 37-3 38-1 7
	가	*00 , , , , ,	39, 39-1 39-3 4, 39-2
			40 41 42 42-1 43-1~6 44
			45-1~11

1.

< -1> < -5>

< -1> , (: , %)

		50	50-299	300	
		49	47	15	111
		34	16	5	55
		65	39	32	136
		148(49.8)	102(46.6)	52(61.9)	302(50.3)
		17	24	4	45
		10	6		16
		16	12	7	35
		43(14.5)	42(19.2)	11(13.1)	96(16.0)
		23	30	4	57
		9	10	1	20
		14	5	1	20
		46(15.5)	45(20.5)	6(7.1)	97(16.2)
		19	5	1	25
		3	2	2	7
		10	5	2	17
		32(10.8)	12(5.5)	5(6.0)	49(8.2)
		13	10	3	26
		6	1	2	9
		9	7	5	21
		28(9.4)	18(8.2)	10(11.9)	56(9.3)
		121(40.7)	116(53.0)	27(32.1)	264(44.0)
		62(20.9)	35(16.0)	10(11.9)	107(17.8)
		114(38.4)	68(31.1)	47(56.0)	229(38.2)
		297(100.0)	219(100.0)	84(100.0)	600(100.0)

< -1> , 600
 302 , (96) (97
)가 16%, (49) 8.2%, 56 9.3%
 . 50 297 49.5%, 50
 300 219 36.5%, 300 84
 14.0% 44.0%,
 17.8%, 38.2%

< -2> . (2001 10)
 (: , %)

	50	13.3	0.9	93.9	14.2
	50 299	90.4	8.9	91.6	99.3
	300	501.9	64.4	86.8	566.3
		109.8	12.7	92.1	122.5
	50	4.3	0.6	93.2	4.9
	50 299	27.7	5.3	89.4	33.1
	300	186.5	92.0	76.5	278.5
		38.3	15.1	89.4	53.5
	50	17.5	1.5	92.7	19.0
	50 299	118.1	14.1	90.2	132.3
	300	688.4	156.4	82.5	844.8
		148.2	27.8	90.4	176.0
		97.1	7.3	94.4	104.5
		78.6	7.6	91.0	86.5
		138.9	21.3	89.9	160.2
		109.8	12.7	92.1	122.5
		35.2	6.5	92.2	41.7
		23.0	14.2	90.6	37.1
		49.1	25.3	85.5	74.6
		38.3	15.1	89.4	53.5
		132.4	13.8	93.3	146.2
		101.8	21.8	88.9	123.6
		188.0	46.8	87.7	234.8
		148.2	27.8	90.4	176.0

2001 10 < -2>
. , 122.5 , 53.5
70:30 . 90.4%
(92.1%)가 (89.4%)
50 92.7%, 50 299 90.2%, 300
82.5% ,
(93.3%), (88.9%), (87.7%)
< -3> .
. (■ ■)
, 300 30%가
(63.4%)
(69.5%)
< -4> .
3 5 (33.8%)가 가 , 10 5.5%
. 50 40.5%가 3
300 53.7%가 5
가 가
, 300 10 가
25.7% .
가 가
, 10 가

			4.8	0.9	98.6	4.8
			5.5	0.2	97.5	5.6
	50	.	6.4	0.3	96.4	6.6
			6.3	0.2	93.2	6.4
			5.7	3.0	76.0	8.7
		.	9.6	1.5	83.9	11.0
			17.6	1.5	93.1	18.9
	50 299	.	16.7	0.4	98.6	17.0
			29.8	2.4	96.0	32.0
		.	29.1	2.8	96.0	31.8
			22.6	0.6	96.0	23.2
		.	49.1	6.9	86.1	55.5
			49.2	11.9	78.4	60.2
			117.0	14.3	90.8	130.3
	300	.	167.7	22.3	92.1	188.2
			291.8	62.9	87.8	351.7
		.	129.2	25.7	82.6	155.0
			88.9	20.0	85.7	108.9
		.	164.3	152.7	70.1	317.0
			243.2	28.2	73.3	301.5
			675.2	157.2	81.5	842.2
			145.0	27.7	90.7	173.7
			20.8	0.4	99.1	20.6
		.	39.1	1.2	97.3	39.2
			18.8	1.4	96.4	20.1
		.	19.9	4.0	94.4	23.9
			33.2	17.0	86.4	49.7
		.	58.4	8.1	84.7	66.4
			129.3	14.3	92.9	141.9
			21.4	0.1	98.1	21.4
		.	21.4	0.5	99.3	21.9
			15.6	0.4	97.6	16.2
		.	70.6	1.2	92.3	71.8
			69.7	34.4	79.8	104.1
		.	43.3	17.9	63.4	92.1
			92.8	20.4	89.7	122.8
			47.8	7.8	96.1	55.7
		.	87.4	24.0	91.8	111.4
			62.0	11.9	90.1	73.8
		.	35.6	0.6	90.7	36.2
			63.4	48.6	69.5	112.0
		.	78.8	13.2	71.8	91.9
			187.6	46.4	88.5	234.1
			145.0	27.7	90.7	173.7

50	1	12(4.1)	5(4.4)	6(14.3)	11(11.1)	7(2.6)	
	1~3	105(35.8)	40(35.1)	18(42.9)	26(26.3)	103(38.9)	
	3~5	74(25.3)	31(27.2)	9(21.4)	30(30.3)	78(29.4)	
	5~10	77(26.3)	24(21.1)	8(19.0)	26(26.3)	67(25.3)	
	10	25(8.5)	14(12.3)	1(2.4)	6(6.1)	10(3.8)	
		293(100)	114(100)	42(100)	99(100)	265(100)	
	50~299	1	2(0.9)	2(1.8)	3(5.5)	6(4.8)	4(2.1)
		1~3	41(19.1)	21(19.1)	19(34.5)	40(32.0)	41(21.0)
		3~5	60(27.9)	33(30.0)	22(40.0)	43(34.4)	74(37.9)
		5~10	94(43.7)	43(39.1)	10(18.2)	27(21.6)	67(34.4)
		10	18(8.4)	11(10.0)	1(1.8)	9(7.2)	9(4.6)
		215(100)	110(100)	55(100)	125(100)	195(100)	
	300	1	0(0)	0(0)	2(9.5)	2(5.7)	1(1.5)
		1~3	5(6.3)	8(20.0)	3(14.3)	5(14.3)	4(6.0)
		3~5	17(21.5)	9(22.5)	6(28.6)	9(25.7)	26(38.8)
5~10		42(53.2)	17(42.5)	9(42.9)	10(28.6)	26(38.8)	
10		15(19.0)	6(15.0)	1(4.8)	9(25.7)	10(14.9)	
	79(100)	40(100)	21(100)	35(100)	67(100)		
	1	6(2.3)	4(2.8)	3(5.8)	12(6.3)	4(1.7)	
	1~3	55(21.2)	31(21.8)	12(23.1)	51(27.0)	60(25.2)	
	3~5	77(29.6)	40(28.2)	20(38.5)	61(32.3)	88(37.0)	
	5~10	103(39.6)	49(34.5)	15(28.8)	48(25.4)	75(31.5)	
	10	19(7.3)	18(12.7)	2(3.8)	17(9.0)	11(4.6)	
	260(100)	142(100)	52(100)	189(100)	238(100)		
	1	1(1.0)	1(3.8)	5(14.7)	4(16.7)	3(3.2)	
	1~3	33(32.4)	7(26.9)	11(32.4)	7(29.2)	32(34.4)	
	3~5	25(24.5)	7(26.9)	10(29.4)	9(37.5)	29(31.2)	
	5~10	33(32.4)	8(30.8)	8(23.5)	4(16.7)	27(29.0)	
	10	10(9.8)	3(11.5)	0(0)	0(0)	2(2.2)	
	102(100)	26(100)	34(100)	24(100)	93(100)		
	1	7(3.1)	2(2.1)	3(9.4)	3(6.5)	5(2.6)	
	1~3	63(28.0)	31(32.3)	17(53.1)	13(28.3)	56(28.6)	
	3~5	49(21.8)	26(27.1)	7(21.9)	12(26.1)	61(31.1)	
	5~10	77(34.2)	27(28.1)	4(12.5)	11(23.9)	58(29.6)	
	10	29(12.9)	10(10.4)	1(3.1)	7(15.2)	16(8.2)	
	225(100)	96(100)	32(100)	46(100)	196(100)		
	1	14(2.4)	7(2.7)	11(9.3)	19(7.3)	12(2.3)	
	1~3	151(25.7)	69(26.1)	40(33.9)	71(27.4)	148(28.1)	
	3~5	151(25.7)	73(27.7)	37(31.4)	82(31.7)	178(33.8)	
	5~10	213(36.3)	84(31.8)	27(22.9)	63(24.3)	160(30.4)	
	10	58(9.9)	31(11.7)	3(2.5)	24(9.3)	29(5.5)	
	587(100)	264(100)	118(100)	259(100)	527(100)		

< -5> (2000 12)
(: %)

	50	8.4	13.6	15.5	29.5	13.5
	50 299	7.7	11.4	8.7	19.3	8.9
	300	2.6	3.6	6.0	12.4	2.8
		7.5	11.3	10.8	22.4	10.4
		6.4	11.5	13.0	20.0	10.3
		10.1	16.8	10.6	50.1	12.5
		7.5	9.5	7.6	17.7	9.6
		7.5	11.3	10.8	22.4	10.4

2000 12 < -5>
10.4% .
, 300
2.8% 50 13.5% .
가 ,
22.4% 가 , 50 (29.5%)
. (50.1%)

2.

가.

() 가 , ()
가 ,
(32.9%) (22.7%) 가 .

(: , %)

		167(61.9)	121(44.8)	8(3.0)	4(1.5)	270(100)
50	·	159(63.3)	103(41.0)	7(2.8)	1(0.4)	251(100)
		76(66.7)	47(41.2)	2(1.8)		114(100)
50-299	·	32(62.7)	22(43.1)	1(2.0)		51(100)
		37(69.8)	20(37.7)	2(3.8)		53(100)
		72(72.7)	33(33.3)	1(1.0)		99(100)
		159(76.8)	71(34.3)	20(9.7)	2(1.0)	207(100)
300	·	163(79.9)	60(29.4)	20(9.8)	1(0.5)	204(100)
		85(80.2)	38(35.8)	8(7.5)		106(100)
		67(77.0)	34(39.1)	3(3.4)		87(100)
		49(87.5)	14(25.0)	3(5.4)		56(100)
	·	105(79.5)	43(32.6)	8(6.1)	1(0.8)	132(100)
		56(74.7)	24(32.0)	17(22.7)	1(1.3)	75(100)
		52(71.2)	20(27.4)	24(32.9)	2(2.7)	73(100)
		34(82.9)	10(24.4)	5(12.2)	1(2.4)	41(100)
	·	19(79.2)	5(20.8)	2(8.3)		24(100)
		20(83.3)	89(33.3)	3(12.5)		24(100)
		28(75.7)	13(35.1)			37(100)
		182(72.5)	98(39.0)	17(6.8)	1(0.4)	251(100)
	·	175(73.8)	79(33.3)	20(8.4)	2(0.8)	237(100)
		104(75.9)	57(41.6)	4(2.9)		137(100)
		88(73.3)	48(40.0)	6(5.0)		120(100)
		46(80.7)	21(36.8)	3(5.3)		57(100)
	·	147(77.8)	65(34.4)	6(3.2)	1(0.5)	189(100)
		63(67.0)	35(37.2)	5(5.3)	2(2.1)	94(100)
		63(69.2)	34(37.4)	6(6.6)		91(100)
		16(64.0)	10(40.0)	1(4.0)		25(100)
	·	7(58.3)	5(41.7)			12(100)
		31(81.6)	11(28.9)	3(7.9)		38(100)
		24(82.8)	7(24.1)	1(3.4)		29(100)
		137(66.2)	83(40.1)	23(11.1)	4(1.9)	207(100)
	·	136(68.0)	70(35.0)	25(12.5)	2(1.0)	200(100)
		75(75.8)	28(28.3)	10(10.1)	1(1.0)	99(100)
		23(76.7)	8(26.7)			30(100)
		29(76.3)	10(26.3)	2(5.3)		38(100)
	·	34(68.0)	17(34.0)	2(4.0)		50(100)
		69.2	39.1	8.2	1.3	100
		70.8	34.7	9.7	0.8	100
		74.7	36.4	5.7	0.4	100
	·	72.8	37.7	3.7	0	100
		79.7	31.6	6.0	0	100
		76.5	33.2	3.4	0.0	100

가 (41.6%)
 가 (79.7%)
 (76.5%) 가 (39.1%) (37.7%)
 가 (9.7%) 가
 < -7> 가
 , TV
 가 (24.5%),
 (24.0%), (24.4%) 가 (24.8%)
 (23.0%), (27.2%) 가 (18.8%) (19.1%)
 가
 50 가 , 50 299
 (22.7%) (24.8%)
 . 300
 가 (27.4%), (20.5%)
 가
 , < -8>
 (27.8%), (27.8%), (21.3%) 가 가
 가 (24.0%), (25.0%), (20.5%)
 가 가
 가
 가

< -7>

(1)

(: , %)

		50	50 299	300	
	(TV)	39(14.3) 53(19.7) 55(20.4) 62(23.0) 22(9.2) 25(9.3) 13(4.8) 269(100)	28(13.3) 56(26.7) 59(28.1) 19(9.0) 10(4.8) 29(13.8) 9(4.3) 210(100)	12(16.0) 21(28.0) 22(29.3) 9(12.0) 6(8.0) 4(5.3) 1(1.3) 75(100)	79(14.3) 130(23.5) 136(24.5) 90(16.2) 38(6.9) 58(10.5) 23(4.2) 554(100)
	(TV)	30(12.0) 49(19.7) 52(20.9) 43(17.3) 31(12.4) 35(14.1) 9(3.6) 249(100)	24(11.8) 55(27.0) 55(27.0) 10(4.9) 28(13.7) 30(14.7) 2(1.0) 204(100)	8(11.0) 18(24.7) 19(26.0) 4(5.5) 20(27.4) 3(4.1) 1(1.4) 73(100)	62(11.8) 122(23.2) 126(24.0) 57(10.8) 79(15.0) 68(12.9) 12(2.3) 526(100)
	(TV)	12(10.3) 18(15.4) 27(23.1) 22(18.8) 6(5.1) 13(11.1) 17(14.5) 2(1.7) 117(100)	9(8.4) 34(31.8) 23(21.5) 9(8.4) 3(2.8) 8(7.5) 18(16.8) 3(2.8) 107(100)	3(7.1) 11(26.2) 15(35.7) 2(4.8) 8(19.0) 3(7.1) 3(7.1) 42(100)	24(9.0) 63(23.7) 65(24.4) 33(12.4) 9(3.4) 29(10.9) 38(14.3) 5(1.9) 266(100)
	(TV)	6(11.5) 12(23.1) 5(9.6) 16(30.8) 3(5.8) 1(1.9) 7(13.5) 2(3.8) 52(100)	14(15.9) 21(23.9) 14(15.9) 10(11.4) 6(6.8) 2(2.3) 20(22.7) 1(1.1) 88(100)	2(8.0) 59(20.0) 7(28.0) 2(8.0) 4(16.0) 4(16.0) 1(4.0) 25(100)	22(13.3) 38(23.0) 26(15.8) 28(17.0) 9(5.5) 7(4.2) 31(18.8) 4(2.4) 165(100)
	(TV)	6(11.8) 11(21.6) 10(19.6) 11(21.6) 3(5.9) 7(13.7) 3(5.9) 51(100)	8(13.6) 20(33.9) 16(27.1) 1(1.7) 3(5.1) 10(16.9) 1(1.7) 59(100)	1(3.8) 6(23.1) 8(30.8) 4(15.4) 3(11.5) 3(11.5) 1(3.8) 26(100)	15(11.0) 37(27.2) 34(25.0) 16(11.8) 9(6.6) 20(14.7) 5(3.7) 136(100)
	(TV)	13(12.7) 26(25.5) 13(12.7) 26(25.5) 3(2.9) 3(2.9) 15(14.7) 3(2.9) 102(100)	20(14.6) 37(27.0) 19(13.9) 13(9.5) 3(2.2) 5(3.6) 34(24.8) 6(4.4) 137(100)	6(15.4) 6(15.4) 6(5.4) 8(20.5) 1(2.6) 6(15.4) 4(10.3) 2(5.1) 39(100)	39(14.0) 69(24.8) 38(13.7) 47(16.9) 7(2.5) 14(5.0) 53(19.1) 11(4.0) 278(100)

	(TV)	32(12.5) 53(20.8) 71(27.8) 40(15.7) 16(6.3) 29(11.4) 14(5.5) 225(100)	19(20.4) 18(19.4) 21(22.6) 13(14.0) 12(12.9) 9(9.7) 1(1.1) 93(100)	28(13.6) 59(28.6) 44(21.4) 37(18.0) 10(4.9) 20(9.7) 8(3.9) 206(100)	79(14.3) 130(23.5) 136(24.5) 90(16.2) 38(6.9) 58(10.5) 23(4.2) 554(100)
	(TV)	27(11.2) 52(21.6) 67(27.8) 21(8.7) 37(15.4) 30(12.4) 7(2.9) 241(100)	13(14.8) 17(19.3) 15(17.0) 13(14.8) 13(14.8) 16(18.2) 1(1.1) 88(100)	22(11.2) 53(26.9) 44(22.3) 23(11.7) 29(14.7) 22(11.2) 4(2.0) 197(100)	62(11.8) 122(23.2) 126(24.0) 57(10.8) 79(15.0) 68(12.9) 12(2.3) 526(100)
	(TV)	9(6.4) 29(20.6) 30(21.3) 21(14.9) 5(3.5) 20(14.2) 24(17.0) 3(2.1) 141(100)	6(24.0) 4(16.0) 3(12.0) 6(24.0) 2(8.0) 1(4.0) 3(12.0) 25(100)	9(9.0) 30(30.0) 32(32.0) 6(6.0) 2(2.0) 8(8.0) 11(11.0) 2(2.0) 100(100)	24(9.0) 63(23.7) 65(24.4) 33(12.4) 9(3.4) 29(10.9) 38(14.3) 5(1.9) 266(100)
	(TV)	14(11.3) 26(21.0) 20(16.1) 22(17.7) 9(7.3) 5(4.0) 24(19.4) 4(3.2) 124(100)	3(25.0) 3(25.0) 2(16.7) 2(16.7) 2(16.7) 2(16.7) 12(100)	5(17.2) 9(31.0) 4(13.8) 4(13.8) 2(6.9) 5(17.2) 29(100)	22(13.3) 38(23.0) 26(15.8) 28(17.0) 9(5.5) 7(4.2) 31(18.8) 4(2.4) 165(100)
	(TV)	4(6.9) 17(29.3) 15(25.9) 5(8.6) 5(8.6) 11(19.0) 1(1.7) 58(100)	5(12.5) 9(22.5) 7(17.5) 7(17.5) 4(10.0) 5(12.5) 3(7.5) 40(100)	6(15.8) 11(28.9) 12(31.6) 4(10.5) 4(10.5) 4(10.5) 1(2.6) 38(100)	15(11.0) 37(27.2) 34(25.0) 16(11.8) 9(6.6) 20(14.7) 5(3.7) 136(100)
	(TV)	26(13.2) 57(28.9) 29(14.7) 26(13.2) 7(3.6) 9(4.6) 37(18.8) 6(3.0) 197(100)	7(25.0) 6(21.4) 3(10.7) 6(21.4) 2(7.1) 2(7.1) 2(7.1) 28(100)	6(11.3) 6(11.3) 6(11.3) 15(28.3) 3(5.7) 14(26.4) 3(5.7) 53(100)	39(14.0) 69(24.8) 38(13.7) 47(16.9) 7(2.5) 14(5.0) 53(19.1) 11(4.0) 278(100)

1)

< -10>

300 (36.0%) 가 (9.8%) 50 (30.9%), 300 (27.8%), 50 (11.8%) , 300 (13.2%) 300

< -10>

(: , %)

		50	50 299	300	
		9(3.3)	12(5.6)	9(11.8)	30(5.3)
		238(86.5)	169(79.3)	60(78.9)	467(82.8)
		28(10.2)	32(15.0)	7(9.2)	67(11.9)
		6(2.4)	3(1.4)	5(9)	14(2.6)
		211(83.7)	165(79.3)	56(77.8)	432(81.2)
		35(13.9)	40(19.2)	11(15.3)	86(16.2)
		1(0.8)	1(0.9)	4(9.8)	6(2.2)
		88(73.3)	79(70.5)	29(70.7)	196(71.8)
		31(25.8)	32(28.6)	8(19.5)	71(26.0)
				1(4.2)	1(0.6)
		39(72.2)	66(73.3)	18(75.0)	123(73.2)
		15(27.8)	24(26.7)	5(20.8)	44(26.2)
			2(3.4)	1(4.0)	3(2.2)
		39(75.0)	44(74.6)	15(60.0)	98(72.1)
		13(25.0)	13(22.0)	9(36.0)	35(25.7)
		2(1.9)	4(2.9)	5(13.2)	11(3.9)
		75(72.8)	92(66.2)	22(57.9)	189(67.5)
		26(25.2)	43(30.9)	11(28.9)	80(28.6)

< -11>

(: , %)

		12(4.7)	2(2.1)	16(7.5)	30(5.3)
		209(82.0)	88(90.7)	170(80.2)	467(82.8)
		34(13.3)	7(7.2)	26(12.3)	67(11.9)
		5(2.1)	2(2.2)	7(3.6)	14(2.6)
		200(82.3)	76(81.7)	156(79.6)	432(81.2)
		38(15.6)	15(16.1)	33(16.8)	86(16.2)
		3(2.1)		3(2.9)	6(2.2)
		108(75.0)	20(74.1)	68(66.7)	196(71.8)
		33(22.9)	7(25.9)	31(30.4)	71(26.0)
		1(0.8)			1(0.6)
		90(70.3)	10(83.3)	23(82.1)	123(73.2)
		37(28.9)	2(16.7)	5(17.9)	44(26.2)
/		1(1.7)		2(5.3)	3(2.2)
		43(74.1)	32(80.0)	23(60.5)	98(72.1)
		14(24.1)	8(20.0)	13(34.2)	35(25.7)
		10(5.1)		1(1.9)	11(3.9)
		125(63.5)	23(76.7)	41(77.4)	189(67.5)
		62(31.5)	7(23.3)	11(20.8)	80(28.6)

< -11> , (31.5%),
 (25.9%), (30.4%)
 (34.2%)

가

2)

< -12>

가

가

가 . 300
 , , 가
 (34.8% 46.2%) 가
 , 300 (50%),
 , , (45.5% 60%)
 가 .

< -12>

(: , %)

		50	50 299	300	
	, ,	2(7.1)	2(6.5)	1(16.7)	5(7.7)
	, ,	8(28.6)	9(29.0)	1(16.7)	18(27.7)
	, ,	9(32.1)	11(35.5)	1(16.7)	21(32.3)
	, ,	9(32.1)	9(29.0)	3(50.0)	21(32.3)
	, ,	28(100)	31(100)	6(100)	65(100)
	, ,	3(9.1)	3(7.7)	3(27.3)	9(10.8)
	, ,	9(27.3)	8(20.5)	3(27.3)	20(24.1)
	, ,	10(30.3)	18(46.2)	1(9.1)	29(34.9)
	, ,	11(33.3)	10(25.6)	4(36.4)	25(30.1)
	, ,	33(100)	39(100)	11(100)	83(100)
	, ,	5(16.1)	10(32.3)	3(50.0)	18(26.5)
	, ,	12(38.7)	9(29.0)	2(33.3)	23(33.8)
	, ,	11(35.5)	5(16.1)		16(23.5)
	, ,	3(9.7)	7(22.6)	1(16.7)	11(16.2)
	, ,	31(100)	31(100)	6(100)	68(100)
	, ,	5(33.3)	7(30.4)	3(60.0)	15(34.9)
	, ,	3(20.0)	5(21.7)	1(20.0)	9(20.9)
	, ,	6(40.0)	8(34.8)		14(32.6)
	, ,	1(6.7)	3(13.0)	1(20.0)	5(11.6)
	, ,	15(100)	23(100)	5(100)	43(100)
	, ,		1(9.1)	2(28.6)	3(9.7)
	, ,	4(30.8)	4(36.4)	2(28.6)	10(32.3)
	, ,	5(38.5)	5(45.5)	2(28.6)	12(38.7)
	, ,	4(30.8)	1(9.1)	1(14.3)	6(19.4)
	, ,	13(100)	11(100)	7(100)	31(100)
	, ,	5(19.2)	14(35.9)	5(45.5)	24(31.6)
	, ,	6(23.1)	5(12.8)	3(27.3)	14(18.4)
	, ,	12(46.2)	18(46.2)	2(18.2)	32(42.1)
	, ,	3(11.5)	2(5.1)	1(9.1)	6(7.9)
	, ,	26(100)	39(100)	11(100)	76(100)

< -13> , (51.4%),
 (48.3%) , .
 (50.0%) , ,
 (57.1%), (40.0%)
 (45.2%) , . (50.0%)

< -13>

(: , %)

		1(3.0)	2(28.6)	2(8.0)	5(7.7)
	,	12(36.4)	1(14.3)	5(20.0)	18(27.7)
	,	11(33.3)	2(28.6)	8(32.0)	21(32.3)
		9(27.3)	2(28.6)	10(40.0)	21(32.3)
		2(5.4)	3(20.0)	4(12.9)	9(10.8)
	,	10(27.0)	2(13.3)	8(25.8)	20(24.1)
	,	19(51.4)	5(33.3)	5(16.1)	29(34.9)
		6(16.2)	5(33.3)	14(45.2)	25(30.1)
		10(30.3)		8(28.6)	18(26.5)
	,	9(27.3)	2(28.6)	12(42.9)	23(33.8)
	,	8(24.2)	4(57.1)	4(14.3)	16(23.5)
		6(18.2)	1(14.3)	4(14.3)	11(16.2)
		14(38.9)		1(20.0)	15(34.9)
	,	7(19.4)		2(40.0)	9(20.9)
	,	12(33.3)	1(50.0)	1(20.0)	14(32.6)
		3(8.3)	1(50.0)	1(20.0)	5(11.6)
		6(50.0)	2(25.0)	1(9.1)	3(9.7)
	,	5(41.7)		4(36.4)	10(32.3)
	,	1(8.3)	3(37.5)	4(36.4)	12(38.7)
			3(37.5)	2(18.2)	6(19.4)
		18(31.0)	2(28.6)	4(36.4)	24(31.6)
	,	10(17.2)	2(28.6)	2(18.2)	14(18.4)
	,	28(48.3)	2(28.6)	2(18.2)	32(42.1)
		2(3.4)	1(14.3)	3(27.3)	6(7.9)

3)

< -14> < -15>
 82.2%가 가

, 5.3%
 . 300 (95.7%) 가

가

< -14>

(: , %)

		50	50-299	300	
		2(8.0)	2(7.1)	1(14.3)	5(8.3)
		20(80.0)	24(85.7)	5(71.4)	49(81.7)
	+	3(12.0)	2(7.1)	1(14.3)	6(10.0)
		2(6.1)	3(8.8)		5(6.5)
		25(75.8)	23(67.6)	9(90.0)	57(74.0)
	+	6(18.2)	6(17.6)	1(10.0)	13(16.9)
			1(2.9)		1(1.3)
			1(2.9)		1(1.3)
		1(3.8)	2(7.1)	1(12.5)	4(6.5)
		21(80.8)	22(78.6)	7(87.5)	50(80.6)
	+	4(15.4)	3(10.7)		7(11.3)
			1(3.6)		1(1.6)
		1(7.7)	3(14.3)		4(10.3)
		10(76.9)	16(76.2)	5(100)	31(79.5)
	+	2(15.4)	2(9.5)		4(10.3)
		10(90.9)	11(91.7)	9(100)	30(93.8)
	+	1(9.1)	1(8.3)		2(6.3)
		22(91.7)	32(84.2)	10(100)	64(88.9)
	+	2(8.3)	6(15.8)		8(11.1)
		6(4.6)	10(6.2)	2(4.3)	18(5.3)
		108(81.8)	128(79.5)	45(95.7)	281(82.2)
	+	18(13.6)	20(12.4)	2(4.3)	40(11.7)
			3(1.9)		3(0.9)
		132(100)	161(100)	49(100)	342(100)

< -15>

(: , %)

		1(3.6)	2(28.6)	2(8.0)	5(8.3)
		25(89.3)	4(57.1)	20(80.0)	49(81.7)
	+	2(7.1)	1(14.3)	3(12.0)	6(10.0)
		4(12.5)		1(3.2)	5(6.5)
		26(81.3)	11(78.6)	20(64.5)	57(74.0)
	+	2(6.3)	3(21.4)	8(25.8)	13(16.9)
				1(3.2)	1(1.3)
				1(3.2)	1(1.3)
		2(6.7)		2(7.7)	4(6.5)
		23(76.7)	6(100)	21(80.8)	50(80.6)
	+	5(16.7)		2(7.7)	7(11.3)
				1(3.8)	1(1.6)
		3(9.4)		1(20.0)	4(10.3)
		25(78.1)	2(100)	4(80.0)	31(79.5)
	+	4(12.5)			4(10.3)
		13(92.9)	6(100)	11(91.7)	30(93.8)
	+	1(7.1)		1(8.3)	2(6.3)
		48(85.7)	6(100)	10(100)	64(88.9)
	+	8(14.3)			8(11.1)
		10(5.2)	2(4.9)	6(5.5)	18(5.3)
		160(83.3)	35(85.4)	86(78.9)	281(82.2)
	+	22(11.5)	4(9.8)	14(12.8)	40(11.7)
				3(2.8)	3(0.9)
		192(100)	41(100)	109(100)	342(100)

< -16> < -19> . (5)

(16.7%), (13.5%) 가
 , (37.6%), (34.4%) (40.4%)
 가 가 . 50
 (43.4%) (45.5%) 가가

(30.4%) 가 , 300 (34.2%)
가
가
가 (16.3%)
(27.1%) 가 , 50
가 300 (25.4%)
(4.3%) 가
(30.8%) (40.0%) 가가
(24.5%) (31.8%)
가

< -16 >

(: , %)

		50	50-299	300	
	가	18(6.4)	33(15.3)	27(34.2)	78(13.5)
	가	194(68.8)	144(67.0)	38(48.1)	376(65.3)
	가 가	70(24.8)	38(17.7)	14(17.7)	122(21.2)
	가	18(6.9)	27(12.9)	24(30.4)	69(12.5)
	가	198(75.6)	146(69.5)	41(51.9)	385(69.9)
	가 가	46(17.6)	37(17.6)	14(17.7)	97(17.6)
	가	8(6.2)	6(4.9)	8(15.4)	22(7.3)
	가	65(50.4)	74(60.7)	28(53.8)	167(55.1)
	가 가	56(43.4)	42(34.4)	16(30.8)	114(37.6)
	가	5(7.9)	14(14.4)	6(20.7)	25(13.2)
	가	33(52.4)	48(49.5)	18(62.1)	99(52.4)
	가 가	25(39.7)	35(36.1)	5(17.2)	65(34.4)
	가	4(7.3)	6(8.7)	5(15.6)	15(9.6)
	가	26(47.3)	39(56.5)	13(40.6)	78(50.0)
	가 가	25(45.5)	24(34.8)	14(43.8)	63(40.4)
	가	14(12.7)	24(17.3)	11(24.4)	49(16.7)
	가	62(56.4)	76(54.7)	23(51.1)	161(54.8)
	가 가	34(30.9)	39(28.1)	11(24.4)	84(28.6)

< -17>

(: , %)

	가	37(14.5)	10(9.8)	31(14.2)	78(13.5)
	가	171(66.8)	68(66.7)	137(62.8)	376(65.3)
	가	48(18.8)	24(23.5)	50(22.9)	122(21.2)
	가	35(13.8)	10(10.6)	24(11.8)	69(12.5)
	가	174(68.8)	66(70.2)	145(71.1)	385(69.9)
	가	44(17.4)	18(19.1)	35(17.2)	97(17.6)
	가	12(7.5)	2(6.7)	8(7.1)	22(7.3)
	가	95(59.4)	19(63.3)	53(46.9)	167(55.1)
	가	53(33.1)	9(30.0)	52(46.0)	114(37.6)
	가	17(12.4)	2(14.3)	6(15.8)	25(13.2)
	가	70(51.1)	9(64.3)	20(52.6)	99(52.4)
	가	50(36.5)	3(21.4)	12(31.6)	65(34.4)
	가	6(8.7)	4(10.3)	5(10.4)	15(9.6)
	가	38(55.1)	17(43.6)	23(47.9)	78(50.0)
	가	25(36.2)	18(46.2)	20(41.7)	63(40.4)
	가	38(18.7)	3(9.4)	8(13.6)	49(16.7)
	가	100(49.3)	23(71.9)	38(64.4)	161(54.8)
	가	65(32.0)	6(18.8)	13(22.0)	84(28.6)

< -18>

가

(: , %)

		50	50-299	300	
		1(1.5)		1(7.7)	2(1.7)
		59(88.1)	32(86.5)	8(61.5)	99(84.6)
	+	7(10.4)	5(13.5)	4(30.8)	16(13.7)
		1(2.2)	1(2.9)	2(15.4)	4(4.3)
		39(86.7)	29(82.9)	9(69.2)	77(82.8)
	+	5(11.1)	5(14.3)	2(15.4)	12(12.9)
		4(7.4)	1(2.5)	1(6.7)	6(5.5)
		45(83.3)	31(77.5)	8(53.3)	84(77.1)
	+	5(9.3)	8(20.0)	6(40.0)	19(17.4)
		1(4.3)	1(3.2)		2(3.4)
		15(65.2)	22(71.0)	4(80.0)	41(69.5)
	+	7(30.4)	8(25.8)	1(20.0)	16(27.1)
		22(88.0)	19(79.2)	12(85.7)	53(84.1)
	+	3(12.0)	5(20.8)	2(14.3)	10(15.9)
		27(87.1)	31(86.1)	5(71.4)	63(85.1)
	+	4(12.9)	5(13.9)	2(28.6)	11(14.9)
		7(2.9)	3(1.5)	4(6.0)	14(2.7)
		207(84.5)	164(80.8)	46(68.7)	417(81.0)
	+	31(12.7)	36(17.7)	17(25.4)	84(16.3)
		245(100)	203(100)	67(100)	515(100)

< -19>

가

(: , %)

		1(2.1)	1(4.5)		2(1.7)
		39(83.0)	20(90.9)	40(83.3)	99(84.6)
	+	7(14.9)	1(4.5)	8(16.7)	16(13.7)
		2(4.8)	1(5.9)	1(2.9)	4(4.3)
		33(78.6)	16(94.1)	28(82.4)	77(82.8)
	+	7(16.7)		5(14.7)	12(12.9)
		2(4.1)		4(7.8)	6(5.5)
		35(71.4)	7(77.8)	42(82.4)	84(77.1)
	+	12(24.5)	2(22.2)	5(9.8)	19(17.4)
		1(2.3)		1(8.3)	2(3.4)
		29(65.9)	2(66.7)	10(83.3)	41(69.5)
	+	14(31.8)	1(33.3)	1(8.3)	16(27.1)
		20(80.0)	17(94.4)	16(80.0)	53(84.1)
	+	5(20.0)	1(5.6)	4(20.0)	10(15.9)
		49(84.5)	5(83.3)	9(90.0)	63(85.1)
	+	9(15.5)	1(16.7)	1(10.0)	11(14.9)
		6(0.2)	2(2.7)	6(3.4)	14(2.7)
		205(78.9)	67(89.3)	145(82.9)	417(81.0)
	+	49(18.9)	6(8.0)	24(13.7)	84(16.3)
		260(100)	75(100)	175(100)	515(100)

3.

가.

< -20> < -21>

가

78.2%가

가

가

가 가

가 , 300
 83.3%가 , 76.2%가 50
 46.5%가 , 37%가
 가 300 56.0%가
 27.8%,
 27.2%, 가
 9.7%

< -20>

(: , %)

		50	50 299	300	
		35(11.8)	41(18.7)	24(28.6)	100(16.7)
		53(17.8)	74(33.8)	40(47.6)	167(27.8)
		97(32.7)	82(37.4)	47(56.0)	226(37.7)
		86(29.0)	77(35.2)	39(46.4)	202(33.7)
		50(16.8)	49(22.4)	26(31.0)	125(20.8)
		24(8.1)	25(11.4)	14(16.7)	63(10.5)
		16(5.4)	19(8.7)	7(8.3)	42(7.0)
		10(3.4)	16(7.3)	4(4.8)	30(5.0)
		63(21.2)	64(29.2)	36(42.9)	163(27.2)
		11(3.7)	19(8.7)	28(33.3)	58(9.7)
		13(4.4)	10(4.6)	9(10.7)	32(5.3)
		4(1.3)	3(1.4)	2(2.4)	9(1.5)
가		138(46.5)	151(68.9)	70(83.3)	359(59.8)
		110(37.0)	140(63.9)	64(76.2)	314(52.3)
		90(30.3)	38(17.4)	3(3.6)	131(21.8)
		297(100)	219(100)	84(100)	600(100)

*

< -21> 가
 가
 77.1%가
 1.7% , 300
 10.2%가
 가
 ,
 < -22> 가 ,
 60.7%가
 가
 < -23> , 가
 5
 (3.6), (3.0) (3.0)
 가 , 가
 (3.7), (3.0), (3.2) , (3.6)

< -21> (: , %)

	50	50-299	300				
	5(1.7)	5(2.3)		5(1.9)	2(1.9)	3(1.3)	10(1.7)
	226(76.1)	167(76.6)	68(81.9)	204(77.6)	74(69.8)	183(79.9)	461(77.1)
	34(11.4)	22(10.1)	5(6.0)	28(10.6)	9(8.5)	24(10.5)	61(10.2)
	17(5.7)	8(3.7)	6(7.2)	11(4.2)	8(7.5)	12(5.2)	31(5.2)
	18(6.1)	17(7.8)	6(7.2)	18(6.8)	13(12.3)	10(4.4)	41(6.9)
	297(100)	218(100)	83(100)	263(100)	106(100)	229(100)	598(100)

< -22>

(: , %)

	50	50 -299	300				
	8(2.7)	2(0.9)	2(2.4)	4(1.5)	4(1.5)	4(1.7)	12(2.0)
	121(40.9)	76(34.9)	26(31.0)	86(32.7)	86(32.7)	96(41.9)	223(37.3)
	156(52.7)	132(60.6)	54(64.3)	163(62.0)	163(62.0)	120(52.4)	342(57.2)
	11(3.7)	8(3.7)	2(2.4)	10(3.8)	10(3.8)	9(3.9)	21(3.5)
	296(100)	218(100)	84(100)	263(100)	263(100)	229(100)	598(100)

< -23>

가

	50	50-299	300				
	3.4	3.7	3.9	3.7	3.3	3.6	3.6
	2.9	3.0	3.1	3.0	2.8	3.1	3.0
	2.2	2.2	2.2	2.3	2.2	2.1	2.2
	2.7	2.9	2.9	3.0	2.6	2.8	2.8
	2.7	3.0	3.1	3.0	2.6	2.8	2.9
	2.8	3.2	3.4	3.2	2.8	2.9	3.0

* 4

5

가()

가

가

가

가

가

가

< -24>

28
(4.7%)
). (36%) (10.5%)
300 50%가 .
69 (11.5%)
가 ,
300
53.5%가 300 36%가
(< -26>).
47.7%가 ,
76%가 가
(39.4%), 가 (34.0%)
가 (19.6%) (< -27>
< -29>).
< -24>
(: , %)

	50	50-299	300				
	8(2.7)	8(3.7)	12(14.3)	10(3.8)	4(3.7)	14(6.1)	28(4.7)
	32(10.8)	25(11.4)	12(14.3)	28(10.6)	11(10.3)	30(13.1)	69(11.5)

< -25>
(: , %)

	50	50-299	300				
	5(1.7)	2(1.0)		2(8)	2(1.9)	3(1.4)	7(1.2)
	28(9.7)	18(8.7)	7(9.9)	13(5.1)	11(10.7)	29(13.7)	53(9.3)
	157(54.5)	117(56.3)	29(40.8)	143(56.5)	48(46.6)	112(53.1)	303(53.4)
	89(30.9)	66(31.7)	32(45.1)	86(34.0)	40(38.8)	61(28.9)	187(33.0)
	9(3.1)	5(2.4)	3(4.2)	9(3.6)	2(1.9)	6(2.8)	17(3.0)
	288(100)	208(100)	70(100)	253(100)	103(100)	212(100)	567(100)

< -26>

(: , %)

	50	50-299	300				
	4(1.5)	3(1.6)	1(1.4)	2(0.8)	2(2.1)	4(2.0)	8(1.5)
	29(10.9)	14(7.3)	3(4.2)	12(5.1)	11(11.6)	23(11.7)	46(8.7)
	135(50.9)	106(55.2)	29(40.8)	119(50.4)	43(45.3)	108(54.8)	270(51.1)
	92(34.7)	65(33.9)	38(53.5)	99(41.9)	38(40.0)	58(29.4)	195(36.9)
	5(1.9)	4(2.1)		4(1.7)	1(1.1)	4(2.0)	9(1.7)
	265(100)	192(100)	71(100)	236(100)	95(100)	224(100)	528(100)

< -27>

(: , %)

	50	50-299	300				
		2(0.9)	1(1.2)			3(1.3)	3(0.5)
	19(6.4)	8(3.7)	2(2.4)	5(1.9)	7(6.6)	17(7.5)	29(4.8)
	140(47.3)	107(48.9)	34(41.0)	130(49.2)	46(43.4)	105(46.1)	281(47.0)
	128(43.2)	94(42.9)	38(45.8)	117(44.3)	49(46.2)	94(41.2)	260(43.5)
	9(3.0)	8(3.7)	8(9.6)	12(4.5)	4(3.8)	9(3.9)	25(4.2)
	296(100)	219(100)	83(100)	264(100)	106(100)	228(100)	598(100)

< -28>

가

(: , %)

	50	50-299	300				
	30(10.1)	22(10.0)	5(6.0)	17(6.4)	10(9.3)	30(13.2)	57(9.5)
	46(15.5)	30(13.7)	11(13.3)	34(12.9)	19(17.8)	34(15.0)	87(14.5)
	208(70.3)	156(71.2)	62(74.7)	198(75.0)	72(67.3)	156(68.7)	426(71.2)
	12(4.1)	11(5.0)	5(6.0)	15(5.7)	6(5.6)	7(3.1)	28(4.7)
	296(100)	219(100)	83(100)	264(100)	107(100)	227(100)	598(100)

< -29>

(: , %)

	50	50-299	300				
가	123(41.8)	81(37.5)	29(35.4)	108(41.1)	47(44.8)	78(34.8)	233(39.4)
	62(21.1)	42(19.4)	12(14.6)	50(19.0)	17(16.2)	49(21.9)	116(19.6)
	21(7.1)	23(10.6)	10(12.2)	14(5.3)	8(7.6)	32(14.3)	54(9.1)
	95(32.3)	72(33.3)	34(41.5)	95(36.1)	36(34.3)	70(31.3)	201(34.0)
	297(100)	219(100)	84(100)	264(100)	107(100)	229(100)	600(100)

*

4.

가.

< -30>

35.1% 가 ,
28.4%, 20.7%

. , 50

, 50 300
37.6% 가 , 300

43.3%가

< -31>

2.3 5.6
(67.5%) , 가

1/3 300 (30.0%) 50

(38.5%)

(< -32>).

< -30>

(: , %)

	50	50-299	300				
,	21(7.1)	60(27.5)	43(51.2)	57(21.6)	13(12.1)	54(23.7)	124(20.7)
	55(18.5)	82(37.6)	33(39.3)	71(26.9)	34(31.8)	65(28.5)	170(28.4)
	62(20.9)	29(13.3)	4(4.8)	48(18.2)	14(13.1)	33(14.5)	95(15.9)
	159(53.5)	47(21.6)	4(4.8)	88(33.3)	46(43.0)	76(33.3)	210(35.1)
	297(100)	218(100)	84(100)	264(100)	107(100)	228(100)	599(100)

< -31>

(: ,)

	50	50-299	300				
	1.6	2.2	3.5	2.1	2.0	2.6	2.3
	5.5	5.8	5.4	5.7	5.4	5.5	5.6

< -32>

(: , %)

	50	50-299	300				
가	52(38.5)	51(29.7)	24(30.0)	67(38.1)	16(27.1)	44(28.9)	127(32.8)
	72(53.3)	113(65.7)	54(67.5)	101(57.4)	42(71.2)	96(63.2)	239(61.8)
	11(8.1)	8(4.7)	2(2.5)	8(4.5)	1(1.7)	12(7.9)	21(5.4)
	135(100)	172(100)	80(100)	176(100)	59(100)	152(100)	387(100)

< -33>

(: , %)

	50	50-299	300				
	18(13.1)	35(20.5)	35(43.8)	37(21.1)	7(11.5)	44(28.9)	88(22.7)
	112(81.8)	132(77.2)	41(51.3)	132(75.4)	50(82.0)	103(67.8)	285(73.5)
	7(5.1)	4(2.3)	4(5.0)	6(3.4)	4(6.6)	5(3.3)	15(3.9)
	137(100)	171(100)	80(100)	175(100)	61(100)	152(100)	388(100)

< -34>

(: , %)

	50	50-299	300				
	82(59.9)	106(62.4)	33(41.3)	104(59.4)	43(70.5)	74(49.0)	221(57.1)
	9(6.6)	25(14.7)	29(36.3)	21(12.0)	7(11.5)	35(23.2)	63(16.3)
	8(5.8)	13(7.6)	1(1.3)	11(6.3)	1(1.6)	10(6.6)	22(5.7)
	8(5.8)	4(2.4)	6(7.5)	10(5.7)		2(1.3)	12(3.1)
	5(3.6)	4(2.4)	6(7.5)	4(2.3)		6(4.0)	10(2.6)
	14(10.2)	4(2.4)	2(2.5)	2(1.1)	1(1.6)	12(7.9)	15(3.9)
	11(8.0)	7(4.1)	3(3.8)	11(6.3)	6(9.8)	6(4.0)	23(5.9)
		7(4.1)		12(6.9)	3(4.9)	6(4.0)	21(5.4)
	137(100)	170(100)	80(100)	175(100)	61(100)	151(100)	387(100)

< -34>

(57.1%)

(16.3%)

6.5%

< -33>

22.7%

300

43.8%가

28.9%가

(24.0%)

(■ ■)

144

< -35>

300

77.4%가

가

50

1.7%

가

< -36>

가

39% ,

36.9% . 300

(44.6%)가 가

36.9% 가
(50.0%)가 가

< -35>

(: , %)

	50	50-299	300				
	5(1.7)	74(33.8)	65(77.4)	60(22.7)	20(18.7)	64(27.9)	144(24.0)
	292(98.3)	145(66.2)	19(22.6)	204(77.3)	87(81.3)	165(72.1)	456(76.0)
	297(100)	219(100)	84(100)	264(100)	107(100)	229(100)	600(100)

< -36>

(: , %)

	50	50-299	300			
	1(20.0)	2(40.0)	2(40.0)			5(100)
	25(35.2)	20(28.2)	12(16.9)	14(19.7)		71(100)
	29(44.6)	12(18.5)	15(23.1)	9(13.8)		65(100)
	18(30.0)	15(25.0)	13(21.7)	14(23.3)		60(100)
	6(31.6)	5(26.3)	4(21.1)	4(21.1)		19(100)
	31(50.0)	14(22.6)	12(19.4)	5(8.1)		62(100)
	55(39.0)	34(24.1)	29(20.6)	23(16.3)		141(100)

1)

< -37>

(67.0) 가 ,

17.9%
 가
 , 가
 50 88.7%가
 80.4%가

< -37 >

(: , %)

50	11(3.8)	15(5.1)	5(1.7)	259(88.7)	2(0.7)	292(100)
50-299	44(20.5)	28(13.0)	16(7.4)	120(55.8)	7(3.3)	215(100)
300	51(60.7)	12(14.3)	3(3.6)	17(20.2)	1(1.2)	84(100)
	44(16.9)	30(11.5)	13(5.0)	168(64.4)	6(2.3)	261(100)
	10(9.8)	6(5.9)	3(2.9)	82(80.4)	1(1.0)	102(100)
	52(22.8)	19(8.3)	8(3.5)	146(64.0)	3(1.3)	228(100)
	106(17.9)	55(9.3)	24(4.1)	396(67.0)	10(1.7)	591(100)

2)

2000

, ,
 < -38 > 2.8%
 . 50 300
 3.7% 가 , 3.0%,
 2.6% .
 ,
 0.7% . 300
 1.3%, 50 0.8% ,
 0.8%, 0.2% .4)
 4) 150 0.1%, 150
 0.3%, 150-1000 0.5%, 1000 0.7%

< -38> 2000

(: , %)

		*	**	
	50	49738	522(2.1)	219(0.8)
	50-299	254218	2397(3.7)	294(0.4)
	300	1576960	49593(3.1)	7469(1.3)
		329767	3600(3.0)	1064(0.8)
		258563	5890(2.6)	1138(0.2)
		338801	11733(2.6)	898(0.8)
		321024	6998(2.8)	1016(0.7)

* () 2000

** () 2000

< -39> 1999, 2000

(: , %)

	'99	'00	가	
	50	188	219	16.4
	50-299	171	294	72.6
	300	5308	7469	40.7
		965	1064	10.3
		55	1138	1964.4
		683	898	31.4
		698	1016	45.5

< -39> 1999 2000

. 1999 45.5% 가
 , 50 300 (72.6%) 가 가

가
 가

가 < -40> 50
 1999 18.3% 2000 22.3% 4.0%P 가 . 6.2%P
 가 6.5%P 가 ,
 가 .
 < -41> 2000 (, , , ,)
 , 54.1% ,
 , 가 가 .
 24.4%
 300 35.8%, 50 14.6%
 , 30.6% 가 .

< -40> '99 '00

(: %)

	1999	2000	
50	14.0	20.5	6.5
50-299	18.5	20.0	1.5
300	26.5	31.4	4.9
	26.4	30.7	4.3
	14.5	20.7	6.2
	11.1	13.9	2.8
	18.3	22.3	4.0

< -41> '00

(: , %)

	2000 ()	2000 ()
50	108(49.3)	10(14.6)
50-299	3436(54.1)	262(28.8)
300	13303(64.8)	14369(35.8)
	3816(53.7)	470(30.6)
	946(64.1)	185(14.9)
	2830(50.9)	4143(18.3)
	2923(54.1)	1794(24.4)

< -42> 5 (3.3),
 (3.2),
 (3.2) OJT
 (2.4), (2.7),
 (2.8),
 (2.8)

< -42>

	50	50 -299	300				
	3.2	3.3	3.5	3.3	3.0	3.3	3.3
	3.0	2.9	3.1	3.0	2.9	3.1	3.0
	3.2	3.1	3.1	3.2	3.2	3.2	3.2
/	2.9	3.0	3.3	3.0	2.8	3.0	3.0
가	2.9	2.9	3.1	2.9	2.9	3.1	2.9
/	2.7	2.8	3.1	2.8	2.7	2.9	2.8
/	3.0	3.0	3.2	3.0	2.9	3.1	3.0
/	2.8	2.9	3.1	2.9	2.7	2.9	2.9
OJT	2.9	3.0	3.1	2.9	2.8	3.0	2.9
	2.1	2.5	3.2	2.5	2.2	2.4	2.4
/	2.6	2.9	3.3	2.8	2.6	2.9	2.8
/	3.1	3.2	3.4	3.2	3.1	3.2	3.2
가	2.8	3.1	3.4	3.0	2.8	3.0	3.0
	2.5	2.7	2.9	2.7	2.5	2.7	2.7

* 5

< -43> 5 가
 (3.2), (3.3), (3.4), (3.2), 가

< -43>

	50	50 -299	300				
	3.2	3.2	3.3	3.4	3.0	3.1	3.2
	3.0	3.1	3.0	3.2	3.0	2.9	3.0
	3.0	2.8	2.7	3.1	2.8	2.7	2.9
	3.4	3.4	3.3	3.5	3.4	3.2	3.4
	3.3	3.2	3.1	3.4	3.1	3.1	3.2
	2.8	2.7	2.7	2.8	2.9	2.7	2.8
	3.0	2.8	2.8	2.9	3.0	2.8	2.9
	2.7	2.8	2.9	2.9	2.9	2.7	2.8
	3.0	3.1	3.1	3.1	3.1	3.0	3.0
	3.2	2.9	2.6	3.1	3.1	2.9	3.0
	3.4	3.2	3.1	3.4	3.3	3.1	3.3
	3.2	3.1	2.9	3.1	3.2	3.0	3.1
	3.1	3.0	3.0	3.1	3.1	3.0	3.0
	3.1	3.0	3.0	3.1	3.1	3.0	3.1
	2.9	2.7	2.6	2.9	2.8	2.6	2.8

* 5

5.

가. ,

(31.1%) 가 , (29.3%), (26.5%)
 . , <
 -44> 50 (32.5%), 50
 299 (35.4%) 300
 (43.4%) .

가
 가 .

,
 가 , . < -45>
 , 300 (51.8%)
 가 , 50 300 (40.6%)
 가 .

가
 가 .

< -44>

(: , %)

	50	50-299	300				
	86(31.7)	53(25.4)	36(43.4)	61(24.4)	32(34.4)	82(37.3)	175(31.1)
	72(26.6)	74(35.4)	19(22.9)	86(34.4)	23(24.7)	56(25.5)	165(29.3)
	88(32.5)	49(23.4)	12(14.5)	77(30.8)	22(23.7)	50(22.7)	149(26.5)
	25(9.2)	33(15.8)	16(19.3)	26(10.4)	16(17.2)	32(14.5)	74(13.1)
	271(100)	209(100)	83(100)	250(100)	93(100)	220(100)	563(100)

< -45>

(: , %)

	50	50-299	300				
	92(33.8)	58(27.4)	43(51.8)	67(26.7)	32(34.4)	94(42.2)	193(34.0)
	82(30.1)	86(40.6)	22(26.5)	109(43.4)	19(20.4)	62(27.8)	190(33.5)
	77(28.3)	39(18.4)	6(7.2)	55(21.9)	27(29.0)	40(17.9)	122(21.5)
	21(7.7)	29(13.7)	12(14.5)	20(8.0)	15(16.1)	27(12.1)	62(10.9)
	272(100)	212(100)	83(100)	251(100)	93(100)	223(100)	567(100)

< -46>

(48.2%) 가 가
 , (37.1%), (29.0%)
 300
 (38.1) 가
 (44.0%) (30.2%),
 (55.6%)

< -46>

(: , %)

	50	50-299	300				
	54(20.1)	51(25.0)	20(23.8)	76(30.2)	9(10.0)	40(18.7)	125(22.5)
	80(29.9)	70(34.3)	11(13.1)	111(44.0)	18(20.0)	32(15.0)	161(29.0)
	54(20.1)	41(20.1)	7(8.3)	57(22.6)	16(17.8)	29(13.6)	102(18.3)
/	135(50.4)	91(44.6)	42(50.0)	95(37.7)	49(54.4)	124(57.9)	268(48.2)
	97(36.2)	67(32.8)	42(50.0)	76(30.2)	50(55.6)	80(37.4)	206(37.1)
/	43(16.0)	32(15.7)	10(11.9)	33(13.1)	7(7.8)	45(21.0)	85(15.3)
	31(11.6)	35(17.2)	32(38.1)	38(15.1)	14(15.6)	46(21.5)	98(17.6)
	10(3.7)	14(6.9)	2(2.4)	7(2.8)	8(8.9)	11(5.1)	26(4.7)
	268(100)	204(100)	84(100)	252(100)	90(100)	214(100)	556(100)

< -47> 5
 (4.1) (3.7),
 가 (3.7) .
 가 가 .

< -47>

	50	50-299	300				
가	2.8	2.8	3.0	2.8	3.0	2.8	2.9
	3.2	3.3	3.4	3.3	3.4	3.2	3.3
	3.9	4.1	4.5	4.1	3.9	4.1	4.1
	3.5	3.5	3.7	3.6	3.5	3.5	3.5
	3.6	3.7	4.0	3.9	3.5	3.7	3.7
	3.7	3.6	3.9	3.7	3.6	3.7	3.7
	3.5	3.5	3.5	3.7	3.3	3.4	3.5

* 4 5

. 가

가 < -48>

, ,
 (41.8%) 가 , (21.6%),
 (13.3%) .

< -48>

(: , %)

50	61(21.1)	30(10.4)	31(10.7)	110(38.1)	45(15.6)	12(4.2)	289(100)
50-299	44(20.5)	7(3.3)	22(10.2)	99(46.0)	29(13.5)	14(6.5)	215(100)
300	22(26.2)	5(6.0)	10(11.9)	37(44.0)	4(4.8)	6(7.1)	84(100)
	69(26.6)	18(6.9)	19(7.3)	116(44.8)	31(12.0)	6(2.3)	259(100)
	13(12.7)	3(2.9)	9(8.8)	50(49.0)	21(20.6)	6(5.9)	102(100)
	45(19.8)	21(9.3)	35(15.4)	80(35.2)	26(11.5)	20(8.8)	227(100)
	127(21.6)	42(7.1)	63(10.7)	246(41.8)	78(13.3)	32(5.4)	588(100)

2000

, , , ,

(2000)

가

1) 2000

()

(

) ,

< -49> 2000

(: , %)

	50	50-299	300				
	11(3.7)	22(10.2)	14(17.3)	21(8.0)	4(3.8)	22(9.8)	47(7.9)
	13(4.4)	33(15.3)	28(34.6)	41(15.7)	5(4.7)	28(12.4)	74(12.5)
	0	7(3.2)	1(1.2)	6(2.3)	0	2(0.9)	8(1.4)
	91(30.8)	73(33.8)	28(34.6)	100(38.3)	35(33.0)	57(25.3)	192(32.4)
	216(73.2)	126(58.3)	34(42.0)	155(59.4)	74(69.8)	147(65.3)	376(63.5)
	295(100)	216(100)	81(100)	261(100)	106(100)	225(100)	592(100)

*

< -49> , 2000
 36.5%(224)
 21.8%, 32.4%
 (12.5%) 가 , 7.9%,
 1.4%
 가
 40.6% 가 ,
 8.5%
 (25.3%) 가
 < -50>
 OJT 가

< -50> (2000) (:)

		OJT					
(1)		11.2	21.4	8.9	4.3	30.4	15.0
(20)		129.2	1.8	24	23	35.6	71.0
(2)		51.3	0	0.5	0	13	38.8
		60.2	6.4	1.1	1.2	60.5	12.5

2)

< -51> .
 (31.5%) 가
 (28.5%), (23.5%)
 가 .
 145.6 가
 , 31.7 가 .
 가 103.8 가 , 가
 가 16.3 가 .

< -51>

(: , %, ,)

	171(28.5)	83.2	39.5
	189(31.5)	51.0	51.3
	40(6.7)	85.8	42.1
	141(23.5)	35.6	47.4
가	87(14.5)	48.2	23.5
	72(12.0)	89.4	16.3
	64(10.7)	31.7	103.8
	20(3.3)	145.6	91.1

*

< -52> (66.5%)

(85.0%)

, , , ,
 , 가,
 .
 .

< -52>

(: %)

	(N=170)	(N=188)	(N=40)	(N=141)	(N=85)	(N=71)	(N=62)	(N=20)
	66.5	10.6	7.5	12.1	1.2		4.8	85.0
	14.1	19.7	7.5	19.9	10.6	7.0	4.8	
	25.9	33.0	22.5	7.8	41.2	50.7	40.3	
	11.2	3.2	12.5	3.5	2.4	12.7	14.5	
	2.9	5.9		1.4	5.9	4.2	6.5	
	15.9	39.9	55.0	60.3	30.6	39.4	17.7	
	4.1	10.1	2.5	4.3	11.8	8.5	3.2	
	4.1	11.2	2.5		1.2		8.1	
	4.7	13.3	10.0	.7		9.9	4.8	
	.6	2.1	2.5	.7				5.0
	8.8	14.3	22.5	25.5	18.8	18.3	12.9	15.0

가

*

< -53>

(: %)

	(N=171)	(N=189)	(N=40)	(N=141)	(N=85)	(N=71)	(N=63)	(N=20)
OJT	19.3	6.3	2.5	7.1	10.6	4.2	3.2	20.0
	74.3	48.7	35.0	55.3	50.6	26.8	23.8	65.0
	31.0	51.9	10.0	30.5	42.4	62.0	23.8	5.0
	1.8		2.5		2.4			5.0
	19.3	28.6	32.5	22.0	10.6	42.3	6.3	
	.6	.5			2.4	4.2	1.6	
	1.2	2.1	22.5				46.0	
		.5	7.5			1.4	3.2	
	1.8	9.0		3.5	1.2	1.4	1.6	
	1.2	1.1	10.0	9.9		2.8		
	8.8	13.2	22.5	9.9	3.5	5.6	9.5	10.0

가

*

< -53> 가 (51.9%) 가
(62.0%) 가 가

< -54> < -55> 가 (52.1%) 가
(55.0%) 가 가

가 (2).

< -54> (: %)

	(N=171)	(N=189)	(N=40)	(N=141)	(N=85)	(N=71)	(N=63)	(N=20)
	71.3	51.9	50.0	59.6	58.8	26.8	27.0	95.0
	32.2	17.5		7.8	5.9	9.9	12.7	5.0
	18.7	42.3	12.5	20.6	34.1	52.1	9.5	5.0
	4.7	4.2	25.0	15.6		7.0		
	7.0	19.0	7.5	14.9	5.9	21.1	6.3	
	5.3	9.5	5.0	10.6	2.4	19.7	6.3	
	2.3	2.6	2.5	5.0	1.2	5.6	3.2	
			5.0			1.4	7.9	
	17.0	14.3	35.0	4.3	15.3	7.0	46.0	

가

*

< -55>

(: %)

	(N=169)	(N=189)	(N=40)	(N=141)	(N=85)	(N=71)	(N=60)	(N=20)
	55.6	23.3	7.5	27.7	15.3	12.7	23.3	55.0
	26.6	20.6	2.5	14.9	9.4	12.7	11.7	25.0
	5.3	3.7	5.0	2.1	1.2	11.3		5.0
	2.4	3.7	7.5	.7	1.2		3.3	
	62.1	96.3	62.5	80.9	89.4	109.9	38.3	5.0
		1.6	20.0	.7	2.4		6.7	
	5.9	13.2	37.5	10.6	4.7	2.8	36.7	15.0

가

*

3) 가

가

< -56>

43.2%

50

74.1%가 가

, 300

80%가 가

가

가

(42.4%) 가

300

, 300

(< -57>).

< -56>

가

(: , %)

50	12(4.0)	65(21.9)	220(74.1)	297(100)
50-299	29(13.2)	86(39.3)	104(47.5)	219(100)
300	33(39.3)	34(40.5)	17(20.2)	84(100)
	34(12.9)	91(34.5)	139(52.7)	264(100)
	5(4.7)	23(21.5)	79(73.8)	107(100)
	35(15.3)	71(31.0)	123(53.7)	229(100)
	74(12.3)	185(30.8)	341(56.8)	600(100)

< -57>

가

(: , %)

	50	50 -299	300				
		51(18.3)	47(22.4)	30(36.6)	50(19.8)	21(21.4)	57(25.9)	128(22.4)
	65(23.3)	42(20.0)	6(7.3)	50(19.8)	28(28.6)	35(15.9)	113(19.8)
	119(42.7)	93(44.3)	30(36.6)	120(47.4)	42(42.9)	80(36.4)	242(42.4)
	23(8.2)	34(16.2)	32(39.0)	34(13.4)	9(9.2)	46(20.9)	89(15.6)
	14(5.0)	18(8.6)	11(13.4)	17(6.7)	7(7.1)	19(8.6)	43(7.5)
	9(3.2)	2(1.0)	5(6.1)	6(2.4)	1(1.0)	9(4.1)	16(2.8)
	279(100)	210(100)	82(100)	253(100)	98(100)	220(100)	571(100)

*

< -58>

가

(44.9%)가 가 . 50

, 300

가 가 가 (46.5%) (< -59>).

< -60>

가

5

가

. 300

(3.3)

(3.2)

< -58>

(: , %)

	50	50-299	300				
	6(8.0)	17(15.7)	13(20.3)	17(14.2)	3(11.5)	16(15.8)	36(14.6)
	17(22.7)	31(28.7)	23(35.9)	35(29.2)	9(34.6)	27(26.7)	71(28.7)
	39(52.0)	49(45.4)	23(35.9)	52(43.3)	8(30.8)	51(50.5)	111(44.9)
	13(17.3)	13(12.0)	9(14.1)	17(14.2)	6(23.1)	12(11.9)	35(14.2)
			1(1.6)			1(1.0)	1(0.4)
	75(100)	108(100)	64(100)	120(100)	26(100)	101(100)	247(100)

*

< -59>

가

(: , %)

		가					
50		49(24.0)	36(17.6)	103(50.5)	16(7.8)	204(100)	
50-299		31(32.3)	24(25.0)	37(38.5)	4(4.2)	96(100)	
300		5(31.3)	3(18.8)	7(43.8)	1(6.3)	16(100)	
		37(28.5)	23(17.7)	60(46.2)	10(7.7)	130(100)	
		16(22.5)	20(28.2)	32(45.1)	3(4.2)	71(100)	
		32(27.8)	20(17.4)	55(47.8)	8(7.0)	115(100)	
		85(26.9)	63(19.9)	147(46.5)	21(6.6)	316(100)	

< -60>

가

	50	50-299	300				
	2.6	2.8	3.0	2.8	2.5	2.7	2.7
	2.6	2.8	3.1	2.9	2.6	2.7	2.8
	2.0	2.0	2.1	2.0	2.1	1.9	2.1
	2.5	2.5	2.4	2.6	2.3	2.4	2.5
	2.7	3.0	3.3	2.9	2.7	2.9	2.9
	2.6	2.8	3.2	2.9	2.4	2.8	2.8
	2.8	2.9	3.1	3.0	2.6	2.8	2.9

* 4

5

가

< -61>

)가

40%가

300

300

50

< -61>

(: , %)

50	180(61.6)	38(13.0)	32(11.0)	42(14.4)	292(100)	
50-299	129(60.6)	44(20.7)	30(14.1)	10(4.7)	213(100)	
300	46(55.4)	24(28.9)	12(14.5)	1(1.2)	83(100)	
	136(52.1)	52(19.9)	43(16.5)	30(11.5)	261(100)	
	69(69.0)	11(11.0)	6(6.0)	14(14.0)	100(100)	
	150(66.1)	43(18.9)	25(11.0)	9(4.0)	227(100)	
	355(60.4)	106(18.0)	74(12.6)	53(9.0)	588(100)	

6.

가.

< -62>

(54.9%)가 가

(43.0%),

(29.7%),

(27.3%)

가

15.4%

가

5%

. 50

, 300

가

< -62 >

(: , %)

	50	50 -299	300				
	67(36.4)	78(45.3)	39(54.2)	82(40.6)	21(31.3)	81(50.9)	184(43.0)
	7(3.8)	13(7.6)	8(11.1)	15(7.4)	4(6.0)	9(5.7)	28(6.5)
/	45(24.5)	30(17.4)	9(12.5)	43(21.3)	11(16.4)	30(18.9)	84(19.6)
/	14(7.6)	15(8.7)	3(4.2)	21(10.4)	3(4.5)	8(5.0)	32(7.5)
가	25(13.6)	28(16.3)	13(18.1)	42(20.8)		24(15.1)	66(15.4)
가	1(0.5)	7(4.1)	8(11.1)	6(3.0)	1(1.5)	9(5.7)	16(3.7)
	99(53.8)	90(52.3)	46(63.9)	104(51.5)	29(43.3)	102(64.2)	235(54.9)
/	26(14.1)	33(19.2)	10(13.9)	33(16.3)	7(10.4)	29(18.2)	69(16.1)
/	42(22.8)	50(29.1)	35(48.6)	60(29.7)	17(25.4)	50(31.4)	127(29.7)
/	40(21.7)	56(32.6)	21(29.2)	60(29.7)	15(22.4)	42(26.4)	117(27.3)
/	7(3.8)	10(5.8)	3(4.2)	7(3.5)	5(7.5)	8(5.0)	20(4.7)
	7(3.8)	5(2.9)	2(2.8)	4(2.0)	1(1.5)	9(5.7)	14(3.3)
	7(3.8)	4(2.3)	1(1.4)	4(2.0)	2(3.0)	6(3.8)	12(2.8)
	184(100)	172(100)	72(100)	202(100)	67(100)	159(100)	428(100)

*

< -63 >

9.2%

가

< -63>

(: , %)

50	50-299	300				
20(6.7)	21(9.6)	14(16.7)	23(8.7)	7(6.5)	25(10.9)	55(9.2)

가 (49.1%)
 , , 300 71.4%가
 , 50 300 (28.6%),
 50 (30.0%)
 가 (< -64>).

< -64>

(: , %)

	50	50-299	300				
/	8(40.0)	9(42.9)	10(71.4)	9(39.1)	4(57.1)	14(56.0)	27(49.1)
	3(15.0)	6(28.6)	1(7.1)	5(21.7)	1(14.3)	4(16.0)	10(18.2)
	2(10.0)	2(9.5)	1(7.1)	2(8.7)	1(14.3)	2(8.0)	5(9.1)
	6(30.0)	3(14.3)		4(17.4)	1(14.3)	4(16.0)	9(16.4)
	1(5.0)	1(4.8)	2(14.3)	3(13.0)		1(4.0)	4(7.3)
	20(100)	21(100)	14(100)	23(100)	7(100)	25(100)	55(100)

< -65>
 (47.3%), (45.5%), 가 (41.8%)가
 23.6% 300
 . 50
 , 300
 71.4%가
 가 ,
 가 .

< -65>

(: , %)

	50	50 -299	300				
가	8(40.0)	10(47.6)	7(50.0)	13(56.5)	3(42.9)	9(36.0)	25(45.5)
	5(25.0)	11(52.4)	10(71.4)	10(43.5)	4(57.1)	12(48.0)	26(47.3)
	3(15.0)	7(33.3)	4(28.6)	6(26.1)	1(14.3)	7(28.0)	14(25.5)
	5(25.0)	11(52.4)	7(50.0)	12(52.2)		11(44.0)	23(41.8)
	2(10.0)	5(23.8)	1(7.1)	5(21.7)		3(12.0)	8(14.5)
	1(5.0)	3(14.3)	2(14.3)	2(8.7)		4(16.0)	6(10.9)
		4(19.0)	2(14.3)	3(13.0)		3(12.0)	6(10.9)
	3(15.0)	5(23.8)	5(35.7)	4(17.4)		9(36.0)	13(23.6)
	6(30.0)	2(9.5)	1(7.1)	6(26.1)		3(12.0)	9(16.4)
	20(100)	21(100)	14(100)	23(100)	7(100)	25(100)	55(100)

< -66>

(: , %)

	50	50 -299	300				
/	4(20.0)	1(4.8)			3(42.9)	2(8.3)	5(9.3)
	3(15.0)	2(9.5)	4(30.8)	2(8.7)	2(28.6)	5(20.8)	9(16.7)
	3(15.0)			1(4.3)	1(14.3)	1(4.2)	3(5.6)
	4(20.0)	7(33.3)	2(15.4)	9(39.1)		4(16.7)	13(24.1)
		3(14.3)	3(23.1)	2(8.7)		4(16.7)	6(11.1)
	5(25.0)	5(23.8)	3(23.1)	5(21.7)	1(14.3)	7(29.2)	13(24.1)
		2(9.5)	3(23.1)	2(8.7)			2(3.7)
1(5.0)	1(4.8)	1(7.7)	2(8.7)		1(4.2)	3(5.6)	
	20(100)	21(100)	13(100)	23(100)	7(100)	24(100)	54(100)

< -67>

(: , %)

50		19(6.9)	106(38.4)	137(49.6)	14(5.1)	276(100.0)
50-299		8(4.0)	66(33.3)	113(57.1)	11(5.6)	198(100.0)
300		1(1.4)	9(13.0)	47(68.1)	12(17.4)	69(100.0)
		11(4.6)	73(30.3)	145(60.2)	12(5.0)	241(100.0)
		7(7.0)	35(35.0)	50(50.0)	8(8.0)	100(100.0)
		10(5.0)	73(36.1)	102(50.5)	17(8.4)	202(100.0)
		28(5.2)	181(33.3)	297(54.7)	37(6.8)	543(100.0)

가
 < -66> 50
 (25.0%), 50 300
 (33.3%), 300 (30.8%)
 가 , 가
 (39.1%), 가
 61.5%가
 가
 300 85.5%가 (< -67>).

7. .

15.5%
 < -68> 4
 가 ,
 < -69> (52.9%) 가
 (20.7%), (20.7%), (13.8%), (13.8%)
 4
 < -70>
 5
 (3.5)가 가 , 가
 가

< -68>

(: , %)

	50	50 -299	300				
4	5(1.7)	10(4.6)	1(1.2)	12(4.5)	2(1.9)	4(1.7)	16(2.7)
	4(1.3)	6(2.7)	1(1.2)	9(3.4)		2(0.9)	11(1.8)
	21(7.1)	9(4.1)	4(4.8)	21(8.0)		11(4.8)	34(5.7)
	6(2.0)	2(0.9)	1(1.2)	9(3.4)			9(1.5)
	10(3.4)	24(11.0)	10(11.9)	25(9.5)	19(8.3)	44(7.3)	
	258(86.9)	180(82.2)	69(82.1)	204(77.3)	105(98.1)	198(86.5)	507(84.5)
	297(100)	219(100)	84(100)	264(100)	107(100)	229(100)	600(100)

< -69>

(: , %)

	13(81.3)	4(44.4)	21(65.6)	4(44.4)	15(37.5)	46(52.9)
	3(18.8)	2(22.2)	6(18.8)	1(11.1)	8(20.0)	12(13.8)
	3(18.8)	3(33.3)	8(25.0)	1(11.1)	7(17.5)	18(20.7)
	2(12.5)	3(33.3)	2(6.3)	1(11.1)	7(17.5)	11(12.6)
	2(12.5)	1(11.1)	3(9.4)	2(22.2)	5(12.5)	9(10.3)
	4(25.0)	1(11.1)	6(18.8)	3(33.3)	13(32.5)	18(20.7)
	1(6.3)	1(11.1)	3(9.4)		7(17.5)	8(9.2)
	1(6.3)		2(6.3)		5(12.5)	6(6.9)
			1(3.1)	1(11.1)	5(12.5)	6(6.9)
	16(100)	9(100)	32(100)	9(100)	40(100)	87(100)

< -70>

	50	50 -299	300				
OJT 가	3.5	3.3	3.5	3.3	3.0	3.7	3.4
	3.6	3.2	3.3	3.3	3.0	3.7	3.4
	3.2	3.1	3.1	3.2	3.0	3.1	3.2
	3.4	3.3	3.4	3.5	2.5	3.3	3.4
	3.6	3.5	3.3	3.6	2.5	3.4	3.5
	3.3	3.3	3.1	3.2	2.5	3.4	3.3

* 5

50 (3.6,
 3.7) . (3.7)

< -71> . 가
 가

< -71> (: , %)

	50	50-299	300				
	89(34.5)	82(45.6)	40(58.0)	105(51.5)	32(30.5)	74(37.4)	211(41.6)
	169(65.5)	98(54.4)	29(42.0)	99(48.5)	73(69.5)	124(62.6)	296(58.4)
	258(100)	180(100)	69(100)	204(100)	105(100)	198(100)	507(100)

8.

< -72>
 5

가.

< -72>

(3.6)

가 4

.

가

가

(3.6)

(3.8)

< -72 >

	50	50 -299	300				
	4.1	4.2	4.0	4.2	4.0	4.2	4.1
	4.0	4.1	4.2	4.1	4.0	4.1	4.1
	4.3	4.3	4.4	4.3	4.3	4.3	4.3
	3.6	3.6	3.5	3.6	3.6	3.6	3.6
가	4.2	4.1	4.1	4.2	4.2	4.1	4.2
	4.3	4.2	4.2	4.2	4.2	4.2	4.2
	3.8	3.7	3.7	3.7	3.8	3.8	3.8
	4.2	4.1	4.1	4.2	4.1	4.1	4.1
	4.3	4.3	4.0	4.3	4.2	4.1	4.2
	3.6	3.6	3.7	3.6	3.6	3.6	3.6
	4.1	4.0	4.0	4.1	4.1	4.0	4.1

* 5

9.

10%

, 2000 12 10.4%
 , ,
 ,
 가 , , TV
 가 , 가
 가
 가 (41.9%) 가 (24.7%)
 , ,
 , ,
 , , 가
 가 가 가 78.2% ,
 (37.7%) (33.7%) ,
 (9.7%) (5.3%)
 가
 (77.1%) , (10.2%) , 1.7%
 ,
 가

, (11.5%) 가 (4.7%) 가
 가
 , 76%가 가
 , 20.7% , 가
 35.1% 가
 , 2.8%가
 , 0.7% , 가
 , 가
 , 2000 , 가
 36.5% , 21.8%,
 32.4% ,
 (31.5%), (28.5%), (23.5%)

가
43.2% 가 . 가
(42.4%) 가 .
가
(44.9%) 가 .
가
40%가
. .
, ,
(54.9%)가 가 , ,
, .
, 9.2%
, 가 가 .
(47.3%), (45.5%), 가 (41.8%) ,
23.6% .
, . 15.5%
. 52.9% 가 ,
(20.7%), (20.7%), (13.8%),
(13.8%) .
, , ,
, , ,
, .
, , ,
. .

(panel survey)

1.

가.

1)

가

가

(, 1994).

가 . , (Trend)

. , (Cohort)

2

(Panel Study)

가

가

(Panel)

가

,

가

가

가

가

.

가

가

가

가 가

(panel attrition)

가

가

가

10

가

가 가 가 가 (, KLIPS)
 가 ,
 가 가 가 가 (, 2001: 55-57).

2)

< -1> , ,
 . 2000 2001
 15% .
 . , 7.0%, 10.4%, 14.4%
 26% . 31%
 300
 . 15% 3
 61.4%, 5 44.4% .
 가 가
 가 .

3)

5), ,

5) 4 가
 (,
 1998: 37-39).

< -1>

	1998		1999		2000		2001	
				()		()		()
	400,000	8,864	601,394	33,954 (8.5)	693,414	94,697 (15.7)	784,211	104,313 (15.0)
A.	731	10	1,042	44 (6.0)	1,280	114 (10.9)	1,496	138 (10.8)
B.	377	30	424	37 (9.8)	519	54 (12.7)	676	58 (11.2)
C.	784	16	908	89 (11.4)	1,002	110 (12.1)	1,039	129 (12.9)
D.	97,044	2,281	137,659	6,681 (6.9)	159,200	14,361 (10.4)	172,832	16,603 (10.4)
E. 가	575	10	768	48 (8.3)	841	65 (8.5)	862	107 (12.7)
F.	48,528	3,837	68,282	10,886 (22.4)	85,996	21,226 (31.1)	106,146	26,855 (31.3)
G.	91,968	498	150,054	6,120 (6.7)	166,125	22,407 (14.9)	188,776	23,895 (14.4)
H.	30,523	83	58,604	3,018 (9.9)	55,348	15,494 (26.4)	63,389	14,324 (25.9)
I.	12,242	774	16,789	810 (6.6)	21,102	1,488 (8.9)	23,790	2,206 (10.5)
J.	6,971	383	7,639	455 (6.5)	7,388	996 (13.0)	7,544	516 (7.0)
K.	41,218	576	58,947	2,284 (5.5)	75,022	6,458 (11.0)	85,917	7,323 (9.8)
M.	20,290	93	33,344	1,390 (6.9)	43,832	4,530 (13.9)	47,713	5,362 (12.2)
N.	31,401	100	37,529	1,013 (3.2)	40,272	2,560 (6.8)	44,611	2,656 (6.6)
O.	16,982	122	28,896	1,059 (6.2)	30,922	4,722 (16.3)	34,448	4,997 (16.2)
	365	50	509	20 (5.5)	4,565	112 (22.0)	4,972	144 (3.2)

* = / × 100

* 2001 11 .

*

* L. , P. 가 Q.

* , ()

: . ()

< -2>

	1998		1999		2000		2001	
				()		()		()
	400,000	8,864	601,394	33,954(8.5)	693,414	94,697(15.7)	784,211	104,313(15.0)
	120,367	1,739	191,005	9289(7.7)	221,680	28,677(15.0)	258,641	28,850(13.0)
	71,580	1,963	98,236	6368(8.9)	111,778	14,429(14.7)	122,105	15,591(13.9)
	43,496	1,336	62,682	4101(9.4)	71,527	9,542(15.2)	80,587	11,420(16.0)
	87,075	1,682	132,611	7113(8.2)	156,379	21,347(16.1)	176,303	27,562(17.6)
	40,142	1,099	35,347	3368(8.4)	74,317	10,743(30.4)	81,461	11,285(15.2)
	37,340	1,045	51,486	3715(9.9)	57,733	9,959(19.3)	65,114	9,605(16.6)

* = / × 100

* 2001 11 .

*

* , , ()

: . ()

< -3>

	1998		1999		2000		2001	
				()		()		()
	400,000	8,864	601,394	33,954(8.5)	693,414	94,697(15.7)	784,211	104,313(15.0)
50	372,903	6,207	576,011	30,800(8.3)	665,042	90,337(15.7)	755,594	100,229(15.1)
50 -299	23,427	2,427	22,049	2,882(12.3)	24,246	3,977(18.0)	24,853	3,674(15.2)
300	3,670	230	3,334	272(7.4)	4,126	383(11.5)	3,764	410(9.9)

* = / × 100

* 2001 11

*

* , , ()

: . ()

. .

가

(longitudinal)

가

.

,

WERS 98

가

.

,

WES

가

가

.

,

.

가

.

2.

가.

가

(sampling error)

가

가

.

가

,

가 (adequacy) .

가 (. .
, 1982:110-112).

가

가

가

2000
가 DB

가 가

DB가

가

(ID)가

CD 가

가 .

가

가

가

가

가 .

30% 45% .

,

가

가

.

.

.

, .

가

.

,

가 . ,

가

,

가

.

,

.

.

.

.

가

,

가

.

,

.

,

< -4>

가
가
DB CD 가
가

< -4>

4. 2000	91	15.2%
6-2. 2000	25	4.2%
7-1. 2000	4	0.7%
7-2. 2000	36	6.0%
24. 1999	314	52.3%
24. 1999	135	22.5%
24. 19'99	144	24.0%
24. 2000	281	46.8%
24. 2000	116	19.3%
24. 2000	129	21.5%
25. 2000	79	13.2%
26. 2000	82	13.7%

가
가
가
" ; " ...
?
가

5 (4, 24, 25, 26, 32) 32
32

, 32
가

, : 가
. 10 , 37-3

, :

. 4, 24, 25, 26, 32, 34 , ,

,

.

, :

가

, 26, 32

,

.

가

가

가

가

2

DB

DB가

가

DB

(time-series data)

DB

(end user)

DB

DB

DB가

DB가

(DB) 가 2

3.

가

가

가

가

가

- (1998). . 97-01.
 : .
- (1994). . : .
- (1999). . : .
 . (1999). . .
- (2001). .
- (). .
- _____(). .
- _____(). .
- _____(). .
- (). 가 (KHPS)
- (2001). IPS 가 .
- . . (2000). . :
- . .
- (2001). .
- . ()
- (2001). . . pp. 55-57.
- (). .
- (1998). 97(01 06).
- (2001). . . p.83.
- Allen Rubin & Earl Babbie(1997). *Research Methods for Social Work*.
 Cole Publishing Company.
- CHENG HSIAO(1987). *Analysis of panel Data*. Cambridge University Press.

Colin Airey et al(1999). *THE WORKPLACE EMPLOYEE RELATIONS SURVEY (WERS) 1997-8. TECHNICAL REPORT. (CROSS-SECTION AND PANEL SURVEYS).*

John Forth & Simon Kirby(2000). *GUIDE TO THE ANALYSIS OF THE WORKPLACE EMPLOYEE RELATIONS SURVEY 1998.* [Version 1.1: April 2000]. WERS 98 Data Dissemination Service.

John R. Baldwin. Joanne Johnson(1995). *HUMAN CAPITAL DEVELOPMENT AND INNOVATION: THE CASE OF TRAINING IN SMALL AND MEDIUM SIZED-FIRMS.* Statistic Canada Human Resources Development Canada.

Statistics Canada(2001). *Employer and Employee Perspectives on Human Resource Practices.* Statistic Canada Human Resources Development Canada.

Statistics Canada(2001). *Workplace and Employee Survey COMPENDIUM 1999 Data.* Catalogue no. 71-585-XIE.

Workplace Employee Relations Survey. 1998 : Panel Survey 1990-1998
<http://www.data-archive.ac.uk/findingData/snDescription.asp?sn=4026>

Workplace Employee Relations Survey : Cross-Section. 1998
<http://www.data-archive.ac.uk/findingData/snDescription.asp?sn=3955>

ABSTRACT

A Preliminary Study on the Current State of Human Resource Development in Enterprises

Korea Research Institute for Vocational Education & Training

Researcher-in-Charge : Young-Hoon Oh

Research Staff : Hong-Geun Chang

Dong-Im Lee

This study has been performed to develop the time-series data that can be used as basic data for the diverse and deep study on the connection between the educational training market and labor market in order to develop human resource in enterprises. The study also aims to investigate the validity of DB construction based on the above time-series data and finally, the study seeks the longitudinal survey method needed to continuously construct the data of human resource development in enterprises. The contents of the study related to the purposes of this study are as follows:

First, the study derives the current topics through the analysis of domestic tendency and foreign cases in relation with human resource development in enterprises.

Second, in order to construct the data that is able to track continuously the changes in the place of business, the study verified the validity of

survey through a preliminary survey conducted by the persons in charge of human resource development and derived the problems in the process of the survey.

Third, based on the result of the above survey, the study presents the survey method for the future and the improvement plan in carrying out the survey.

Major Outcomes and Issues from the Survey of the Place of Business

First, the employment of human resource is gradually being shifted from the traditional, regular open employment to irregular employment at any time. The major methods of recruitment are mass media such as newspapers and TV. Especially, the recruitment through the internet is rapidly increasing. Furthermore, the employment through national & public job stabilization institutes is also increasing in the case of manufacturing jobs.

Second, when we see the supply and demand of human resource, the rate insufficiency in the production field, including manufacturing technical jobs, is relatively high. To cope with the insufficiency of human resource, 'employment of necessary human resource' is used the most. The most important factors in selecting human resource are the individual's major skills (41.9%) and basic job skills (24.7%). The reasons for the difficulty in the supplement of necessary human resource vary according to the types of jobs. Especially, while low skill and technology are the main reasons in professional technical jobs, absolute shortage of human resource is the main reason in skilled working jobs, which shows that education training for these jobs are needed.

Third, the most reliable barometer in job competency is working career (77.1%), but academic career is only 1.7%. When the working career and

the academic career are identical between two persons, the licence holder's job competency is evaluated higher.

Fourth, only 20.7% of working places has an educational training organization and personnel to deal exclusively with human resource development, and 35.1% has no such an organization or personnel, which shows that the system of human resource development has not yet been systematically established in the place of business. In each working place, the degree of union's participation in human resource development is shown as very slight. Especially, management system of human resource development is very weak in small-sized companies and non-manufacturing business.

Fifth, the difficulty in the development of educational training programs, the understanding of training effects, the transfer of manpower, and the shortage of training facilities and equipment are being pointed out as major problems in carrying forward human resource development.

Sixth, during the year of 2000, the working places that operated educational training are 36.5% among the surveyed enterprises. Among them, 21.8% operated educational training that is governed by the Ministry of Labor, and 32.4% operated training that is supervised by the employer without the financial support from the government. The major kinds of training programs are job improvement training and educational training for different levels. The major targets for the training are the administrative managers and leading members of the company. The participation of employees from production field such as manufacturing techniques or skills, is very scarce. 43.2% of the surveyed places of business operates an evaluation program, and most of them operate this program when it is necessary. However, the result of evaluation is rarely reflected on performance rating. Also, about 40% answered that they would reduce or cancel the training program if the support from the government is cut off, which shows the necessity of support system for the training.

Seventh, in the competency development programs for the employees in the places of business, the support for attending the educational training (54.9%) is the highest, and the certificate acquisition support, the tuition support, and schooling expense support come in sequence.

Eighth, only 9.2% of the places of business operates career development program for their employees. The chief methods are career background management of educational training, career background management of employees, and performance rating system, and only 23.6% performs qualification system.

Ninth, only 15.5% of the working places keeps industrial-educational cooperation, whose major type is on-the-job training for students.

Tenth, the matters that need to be improved for human resource development from the view of places of business are awareness of the management, systematic education training, and the change of the mind of workers. From the view of the government, the establishment of long-term vision, the consistency of the policy, and the big support for medium and small-sized enterprises are seen as needed.

In general, while human resource development is relatively made systematically in big-sized manufacturing companies, it is weak in small-sized companies and non-manufacturing companies. This shows that multilateral support from the government should be executed for medium and small-sized companies and non-manufacturing companies.

Selection of Survey Types for the Study

Despite the excellence of panel survey, it is realistically very difficult to actually apply it considering the problems of obtaining enough budget, of cooperating with a service company that specializes in surveys, and the high panel attrition of the places of business. Therefore, it is appropriate

to secure the time-series data through the annual or periodical latitudinal survey until the environment fitting for the panel survey is established.

Improvement Direction in the Operation of Survey

First, the sampling must be able to represent the whole of the recruited group, and the volume of the sample must secure the required statistical reliability.

Second, the effect of the interview survey must be heightened through the construction of a list of places of business for the survey.

Third, with the analysis result of the preliminary questionnaire survey as a base, the quality of the place of survey and the compiling system should be corrected and supplemented for the optimum volume of the survey.

Fourth, in the operation of the questionnaire survey, a survey guide must be documented as one of the devices to minimize the problems in the answers. Then, the accuracy and the utility factor of the survey must be heightened by educating the interviewers based on the survey guide.

Fifth, in order to increase the success rate of the questionnaire survey and the quality of the survey, a minimum of two months' survey period must be secured during the first half of every year.

Sixth, in order to construct the human resource development DB in places of business, an accumulation of time-series data through a scientific and organized investigation and analysis must be preceded foremost. The construction of DB must be based on the recruited group DB for the survey of places of business, the actual condition of human resource development DB in places of business, and DB on the secondary data through the processing and the analysis of the original data. Such construction of DB would have maximum effect when a series of process

such as the development of questionnaire survey, the survey of working places, the formation of statistical data, and the development of DB contents are continually performed with consistency.

The Proposal

First, the said survey's phase must be executed on a national level. In order to do this, a general management system, which can regularly produce the related basic statistical information with consistency, needs to be constructed under the supervision of an expert research institution such as our institution.

Second, in order to comprehensively grasp the response of the enterprises and the workers to the change in the environment around the enterprises and to obtain and construct solid information, the integral research and survey of both the employers and the employees at the same time must be carried out.

FW	Open Coding	Punch	Punch

CCE	
-----	--

ID				
----	--	--	--	--



?

가,

가

13 14

2001 12

() 가

() 02- 538- 7002
02- 538- 7796

	(1)	(2)	(3)	(4)	(5)
--	-----	-----	-----	-----	-----

	50	50- 99	100- 299
	300	- 1000	1000
	()	-	
			2001
			2001

< > ?

->

1. ?

(, , , , , 가 가 ,)
 (, , , , , 1)
 가 (, , , , , , ,)
 /가 /
 / / /

2. 2001 10 ?

		*	

* , , , , .

3. 2001 10 ?

*			
▪			
/			

* , - , .

4. (2000) ?

5. (2000) () /
?
(%) + (%) = 100 %

6. ?

	6- 1. (2001 10)					6- 2. (2000 12)
	1	1 ~ 3	3 ~ 5	5 ~ 10	10	
/						
▪						
/						

7. (2000) ?

	7- 1.	* 7- 2.
/		
▪		
/		

*

8. 가 ?
가 -> 8-1 가
가 -> 9 가

8-1. 가 ?
2 2 3 2 3 3 4 3

9.

?

_____ ■ ,
_____ 2가 _____ .

	9- 1.	9- 2.	
		1	2
-			
/			

< >
, , TV ,
()

10.

?

2가

	()
	1 (), 2 ()
	1 (), 2 ()
▪	1 (), 2 ()
	1 (), 2 ()
/	1 (), 2 ()
	1 (), 2 ()

< >
(,)

11.

?

$\underline{\quad 2가 \quad}$, $\langle 1 \rangle$ $\underline{\quad \quad \quad}$
 $\langle 2 \rangle$ 가

	11- 1.	11- 2.		11- 3.
		(1)	(2)	()
	, ->11- 2, 11- 3 가			
	, ->11- 2, 11- 3 가			
▪	, ->11- 2, 11- 3 가			
	, ->11- 2, 11- 3 가			
/	, ->11- 2, 11- 3 가			
	, ->11- 2, 11- 3 가			

$\langle 1 \rangle$
 ▪ ▪ 가

$\langle 2 \rangle$
 +

13. 가 ?



	*			
		▪		
		/		
	(stock option)			
	*			
가	가 *			

* : 가, 가, 가)
 * 가
 *

14. 가
 ?
 (:)

15. ,
 ?

16. , 가 ?

16- 1.				
16- 2. ,				
16- 3.				
16- 4.				
16- 5.				
16- 6.				

17. _____ ?

■ 17-1 가 _____

■ 17-2 가 _____

■ 가() ? 가

17-1. _____
 ■ _____ 18 가 _____

17-2. _____ ?

18. _____ ?

■ 19 가 _____

■ 18-1 가 _____

■ ?

18-1. _____ ?

19. _____ ?

■ _____ ? 가

19-1. _____ ?

19-2. _____ 가 ?

19-3. _____ ?

가

가 가

20.

가

?

가

-> 21 가

20-1.

?

()

()

()

()

()

()

20-2.

?

20-2-1.	20-2-2.
	()

20-3.

()

?

()

(,) 가

20-4.

?

가

20-5.

(2000)

	*	

*

20-6.

?

21. 가 가

21- 1.					
21- 2.					
21- 3.	가				
21- 4.					
21- 5.	가				
21- 6.					
21- 7.	가				
21- 8.	가	가			
21- 9.	가				
21- 10.					
21- 11.	가	가			
21- 12.	가				
21- 13.					
21- 14.	가				
21- 15.					

22. ?

-> 22-1 가

-> 23 가

22-1.

?

가

23. ?

(,)

24. 1999 2000

?

	1999	2000
*		
**		

*		
**		

25. 2000 (, , , ,) ?

26. 2000

?

() _____ (2000)

27.

가



27- 1.					
27- 2. 가					
27- 3.					
27- 4.					
27- 5. 가 가					
27- 6.					
27- 7.					
27- 8.					
27- 9.					
27- 10. OJT					
27- 11.					
27- 12.					
27- 13. 가					
27- 14.					

28.

?

29.

?

30.

?

_____가

1

2

	<	>	
/			/

31.

31- 1.				
31- 2.				
31- 3.				
31- 4.				
31- 5. ()				
31- 6. 가				
31- 7.				

32.

(2000)

?

		OJT					
	(1)						
*	(20)						
	(2)						
**							

*
**

33.

?

가 _____

1

2

< >

(, , ())

34.

34-1. 1 _____ ?

	,	(▪)	,	,
--	---	---	---	---	---	---

-> 34-1-1 가 _____

-> 34-2 가 _____

34-1-1. _____ 3 ,
 , , , < > 가
 _____ 가 ,

< >
 ▪ (, ,) ▪ 

< >
 OJT ▪

< >
 /

< >

34-3. 1 _____ ?

	,	.	,	,
--	---	---	---	---

-> 34-3-1 가 _____ -> 34-4 가 _____

34-3-1. _____ 3 ,
 , , , < > 가
 _____ 가 ,

< > (, ,) ■ ■ ■
< > OJT ■
< > /
< >

34-4. 1 _____ ?

	(), (), (), (), (), ()
--	------------------------------------

-> 34-4-1 가 _____

-> 34-5 가 _____

34-4-1. _____ 3 ,
, , , < > 가
_____ 가 ,
.

< >

 (, ,)
 ■
 ■
 ■

< >
 OT
 ■

< >
 /

< >

34-5. 1 _____ ?

	ISO 9000, ISO SIX SIGMA14000, QS-9000, TL 9000, TS 16949, (IMS), 100PPM, RATING SYSTEM, IBEC, CE, OHSMS
--	---

-> 34-5-1 가 _____ -> 34-6 가 _____

34-5-1. _____ 3 ,
 , , , < > 가
 _____ 가 ,

< > (, ,) ■ ■ ■
< > OJT ■
< > /
< >

34-6. 1 가 ?

가	가,	가,	가,	가,	가,	가,
	가,	가,	가,	가,	가,	가
	가,	,	가,	가,	가, HRD	가

-> 34-6-1 가

-> 34-7 가

34-6-1. 가 3
 , , , , < > 가
가 ,
 .

가							

< > (, ,) . ■■■
< > OJT .
< > /
< >

34-7. 1 _____ ?

	,	,	,	,	,	,	,
--	---	---	---	---	---	---	---

-> 34-7-1 가 _____ -> 34-8 가 _____

34-7-1. _____ 3 ,
 , , , < > 가
 _____ 가 ,
 .

< >
 . (, ,) . ■■■

< >
 OT
 .

< >
 /

< >

34-8. 1 _____ ?

--	--

-> 34-8-1 가 _____

-> 35 가 _____

34-8-1. _____ 3
 , , , , < > 가
 _____ 가 ,

< > (, ,) . .	■ ■ ■
---------------------------	-------------

< > OJT .

< > /

< >

35. ()가
?

36. ? _____ .

가
가

/

37. 가 ?
-> 37-1 가
-> 37-1 가
-> 37-3 가

37-1. 가

.

▪

37-2.

?

1 :	,
2 :	
3 :	
4 :	
5 :	

-> 38 가

37-3. 가

?

가

가

가

38. 가

?

38- 1.				
38- 2, ,				
38- 3.				
38- 4.				
38- 5.				
38- 6.				
38- 7.				

39.

-> 39-1 가

?
-> 39-4 가

39-1.

2가

1

2

?

39-2.

? 가

- 가

.

39-3.

? _____

가

-> 40 가

39-4.

?

(CDP)

가

40.

?

	(1)*			4
- - -	- - -	- - -	- - -	- - -

* 1

()



41.

가

?

	(1)*			4
- - -	- - -	- - -	- - -	- - -



가

가

가

42.

?

4

-> 45 가

42-1.

?
, 2.1
,
()

,
,
,
,

43.

? . -> 45 가

43- 1.					
43- 2.					
43- 3. OJT					
43- 4.					
43- 5. (,)					
43- 6. ,					

44.

가 ?

가 -> 45 가

가 -> 44-1 가

44-1.

가 가

?

45.

가

45- 1.	가				
45- 2.	가	가			
45- 3.					
45- 4.					
45- 5.					
45- 6.					
45- 7.					
45- 8.					
45- 9.					
45- 10.	가				
45- 11.	가	가			

[2]

1.

	110	18.3	18.3
	69	11.5	11.5
가	85	14.2	14.2
/ 가 /	5	.8	.8
/ / /	73	12.2	12.2
	29	4.8	4.8
	44	7.3	7.3
	27	4.5	4.5
	158	26.3	26.3
	600	100.0	100.0

7-1. (2000)

(:)

	50	46.8	45.2	44.7	45.3	46.8
	50-299	45.8	46.0	45.5	46.6	46.4
	300	43.9	40.2	41.5	42.0	45.3
		46.0	44.8	44.5	45.5	46.4
		46.1	45.4	44.9	45.9	46.4
		46.7	43.3	44.1	43.3	46.5
		45.6	44.2	44.2	45.1	46.3
		46.0	44.8	44.5	45.5	46.4

7-2. (2000)

(:)

			.			
	50	3.1	4.0	3.7	4.6	3.9
	50 299	3.8	5.3	4.4	6.7	4.9
	300	3.8	3.6	2.4	5.7	4.7
		3.4	4.5	3.8	5.8	4.4
		3.9	5.2	5.6	6.5	5.3
		1.9	2.5	2.4	3.8	2.3
		3.6	3.9	3.1	4.3	4.2
		3.4	4.5	3.8	5.8	4.4

8.

(: ,%)

	50	50(16.8)	247(83.2)	297(100)
	50-299	91(41.6)	128(58.4)	219(100)
	300	28(33.3)	56(66.7)	84(100)
		169(28.2)	431(71.8)	600(100)
		101(38.3)	163(61.7)	264(100)
		20(18.7)	87(81.3)	107(100)
		48(21.0)	181(79.0)	229(100)
		169(28.2)	431(71.8)	600(100)

8-1.

(: ,%)

		2 2	3 2	3 3	4 3		
	50	29(58)		9(18)		12(24)	50(100)
	50-299	53(59.6)	1(1.1)	30(33.7)	1(1.1)	5(5.6)	89(100)
	300	16(57.1)	4(14.3)	8(28.6)	1(3.6)	2(7.1)	28(100)
		98(58.7)	5(3.0)	47(28.1)	2(1.2)	19(11.4)	167(100)
		63(63)	2(2)	30(30)	1(1)	5(5)	100(100)
		13(68.4)		4(21.1)		3(15.8)	19(100)
		22(45.8)	3(6.3)	13(27.1)	1(2.1)	11(22.9)	48(100)
		98(58.7)	5(3)	47(28.1)	2(1.2)	19(11.4)	167(100)

9-2.

2 -

		24	4.0
		100	16.7
	, TV	94	15.7
		70	11.7
		4	.7
		63	10.5
		92	15.3
		6	1.0
		9	1.5
		1	.2
		1	.2
		464	77.3
		136	22.7
		600	100.0

9-2. 2 -

	20	3.3	4.4
, TV	88	14.7	19.6
	97	16.2	21.6
	58	9.7	12.9
	6	1.0	1.3
	81	13.5	18.0
	84	14.0	18.7
	7	1.2	1.6
	9	1.5	2.0
	450	75.0	100.0
	150	25.0	
	600	100.0	

9-2. 2 - .

	19	3.2	8.4
, TV	37	6.2	16.4
	50	8.3	22.1
	29	4.8	12.8
	5	.8	2.2
	35	5.8	15.5
	41	6.8	18.1
	5	.8	2.2
	4	.7	1.8
	1	.2	.4
	226	37.7	100.0
	374	62.3	
	600	100.0	

9-2. 2 -

	11	1.8	7.3
, TV	26	4.3	17.2
	26	4.3	17.2
	22	3.7	14.6
	9	1.5	6.0
	14	2.3	9.3
	36	6.0	23.8
	6	1.0	4.0
	1	.2	.7
	151	25.2	100.0
	449	74.8	
	600	100.0	

9-2. 2 - /

	10	1.7	8.2
, TV	21	3.5	17.2
	29	4.8	23.8
	19	3.2	15.6
	1	.2	.8
	14	2.3	11.5
	22	3.7	18.0
	4	.7	3.3
	1	.2	.8
	1	.2	.8
	122	20.3	100.0
	478	79.7	
	600	100.0	

9-2. 2 -

	14	2.3	5.9
, TV	47	7.8	19.7
	31	5.2	13.0
	35	5.8	14.7
	13	2.2	5.5
	23	3.8	9.7
	60	10.0	25.2
	7	1.2	2.9
	6	1.0	2.5
	2	.3	.8
	238	39.7	100.0
	362	60.3	
	600	100.0	

10. 2 -

	79	13.2	15.1
	18	3.0	3.4
	26	4.3	5.0
	46	7.7	8.8
	102	17.0	19.5
	20	3.3	3.8
	101	16.8	19.3
	9	1.5	1.7
	120	20.0	22.9
	2	.3	.4
	523	87.2	100.0
	77	12.8	
	600	100.0	

10. 2 -

	64	10.7	12.7
	30	5.0	6.0
	25	4.2	5.0
	28	4.7	5.6
	99	16.5	19.7
	25	4.2	5.0
	105	17.5	20.9
	10	1.7	2.0
	114	19.0	22.7
	3	.5	.6
	503	83.8	100.0
	97	16.2	
	600	100.0	

10. 2 - . .

	28	4.7	11.2
	3	.5	1.2
	15	2.5	6.0
	14	2.3	5.6
	57	9.5	22.7
	43	7.2	17.1
	47	7.8	18.7
	2	.3	.8
	42	7.0	16.7
	251	41.8	100.0
	349	58.2	
	600	100.0	

10. 2 -

	19	3.2	12.2
	3	.5	1.9
	7	1.2	4.5
	15	2.5	9.6
	29	4.8	18.6
	27	4.5	17.3
	18	3.0	11.5
	7	1.2	4.5
	31	5.2	19.9
	156	26.0	100.0
	444	74.0	
	600	100.0	

10. 2 - /

	8	1.3	6.3
	1	.2	.8
	2	.3	1.6
	7	1.2	5.5
	19	3.2	15.0
	6	1.0	4.7
	36	6.0	28.3
	19	3.2	15.0
	29	4.8	22.8
	127	21.2	100.0
	473	78.8	
	600	100.0	

10. 2 -

	20	3.3	7.7
	4	.7	1.5
	6	1.0	2.3
	32	5.3	12.3
	46	7.7	17.6
	27	4.5	10.3
	45	7.5	17.2
	17	2.8	6.5
	64	10.7	24.5
	261	43.5	100.0
	339	56.5	
	600	100.0	

11-2. 2 -

	7	1.2	17.1
,	11	1.8	26.8
	10	1.7	24.4
	12	2.0	29.3
	1	.2	2.4
	41	6.8	100.0
	559	93.2	
	600	100.0	

11-2. 2 -

	3	.5	6.0
,	19	3.2	38.0
	14	2.3	28.0
	12	2.0	24.0
	1	.2	2.0
	1	.2	2.0
	50	8.3	100.0
	550	91.7	
	600	100.0	

11-2. 2 - .

	10	1.7	21.7
,	8	1.3	17.4
	15	2.5	32.6
	11	1.8	23.9
	2	.3	4.3
	46	7.7	100.0
	554	92.3	
	600	100.0	

11-2. 2 -

	6	1.0	17.1
,	9	1.5	25.7
	12	2.0	34.3
	5	.8	14.3
	3	.5	8.6
	35	5.8	100.0
	565	94.2	
	600	100.0	

11-2. 2 - /

	6	1.0	27.3
,	2	.3	9.1
	8	1.3	36.4
	5	.8	22.7
	1	.2	4.5
	22	3.7	100.0
	578	96.3	
	600	100.0	

11-2.

2 -

	11	1.8	19.6
,	14	2.3	25.0
	18	3.0	32.1
	6	1.0	10.7
	5	.8	8.9
	1	.2	1.8
	1	.2	1.8
	56	9.3	100.0
	544	90.7	
	600	100.0	

13.

(: ,%)

	49(18.6)	12(11.2)	39(17.0)	100(16.7)
	86(32.6)	19(17.8)	62(27.1)	167(27.8)
	93(35.2)	30(28.0)	103(45.0)	226(37.7)
	79(29.9)	29(27.1)	94(41.0)	202(33.7)
	53(20.1)	5(4.7)	67(29.3)	125(20.8)
	27(10.2)	12(11.2)	24(10.5)	63(10.5)
	23(8.7)	4(3.7)	15(6.6)	42(7.0)
	14(5.3)	1(0.9)	15(6.6)	30(5.0)
	67(25.4)	20(18.7)	76(33.2)	163(27.2)
	21(8.0)	7(6.5)	30(13.1)	58(9.7)
	8(3.0)	1(0.9)	23(10.0)	32(5.3)
	177(67.0)	48(44.9)	134(58.5)	359(59.8)
	160(60.6)	43(40.2)	111(48.5)	314(52.3)
	2(.8)	5(4.7)	2(0.9)	9(1.5)
	49(18.6)	39(36.4)	43(18.8)	131(21.8)
	264(100)	107(100)	229(100)	600(100)

20-5. 2000

(:)

50	50-299	300				
1.6	2.0	2.2	2.1	1.5	1.9	1.9

24. 1999

(: , %)

			*	**
	50	47320	432(2.1)	188(0.7)
	50-299	238224	1804(3.0)	171(0.6)
	300	1538596	33589(1.2)	5308(0.3)
		298380	3615(2.5)	965(0.8)
		246672	1105(2.1)	55(0.2)
		371846	8020(2.3)	683(0.7)
		315675	4796(2.4)	698(0.7)

* () '99

** () '99

30.

2

	47	7.8	9.1
	58	9.7	11.3
	64	10.7	12.4
/	149	24.8	28.9
	85	14.2	16.5
/	52	8.7	10.1
	40	6.7	7.8
	20	3.3	3.9
	515	85.8	100.0
	85	14.2	
	600	100.0	

33.

2

	127	21.2	22.2
	70	11.7	12.2
	75	12.5	13.1
	147	24.5	25.7
	66	11.0	11.5
	69	11.5	12.0
	19	3.2	3.3
	573	95.5	100.0
	27	4.5	
	600	100.0	

34.

(: ,%)

	50	50-299	300				
가	35(11.8)	80(36.5)	56(66.7)	68(25.8)	20(18.7)	83(36.2)	171(28.5)
	610(20.2)	81(37.0)	48(57.1)	94(35.6)	22(20.6)	73(31.9)	189(31.5)
	10(3.4)	15(6.8)	15(17.9)	10(3.8)	6(5.6)	24(10.5)	40(6.7)
	41(13.8)	55(25.1)	45(53.6)	56(21.2)	19(17.8)	66(28.8)	141(23.5)
	36(12.1)	41(18.7)	10(11.9)	64(24.2)	5(4.7)	18(7.9)	87(14.5)
	24(8.1)	26(11.9)	22(26.2)	34(12.9)	4(3.7)	34(14.8)	72(12.0)
	15(5.1)	28(12.8)	21(25.0)	26(9.8)	8(7.5)	30(13.1)	64(10.7)
	5(1.7)	11(5.0)	4(4.8)	8(3.0)	4(3.7)	8(3.5)	20(3.3)

39-1.

- 2

	10	1.7	18.9
	10	1.7	18.9
	6	1.0	11.3
	8	1.3	15.1
	2	.3	3.8
	17	2.8	32.1
	53	8.8	100.0
	547	91.2	
	600	100.0	

40.

	101(16.8)	71(11.8)	61(10.2)	63(10.5)	88(14.7)
	92(15.3)	109(18.2)	93(15.5)	133(22.2)	112(18.7)
	75(12.5)	97(16.2)	138(23.0)	122(20.3)	101(16.8)
	332(55.3)	323(53.8)	308(51.3)	282(47.0)	299(49.8)
	600(100)	600(100)	600(100)	600(100)	600(100)

41.

	174(29.0)	152(25.3)	136(22.7)	125(20.8)	133(22.2)
	109(18.2)	119(19.8)	113(18.8)	127(21.2)	103(17.2)
	66(11.0)	73(12.2)	96(16.0)	118(19.7)	119(19.8)
	251(41.8)	256(42.7)	255(42.5)	230(38.3)	245(40.8)
	600(100)	600(100)	600(100)	600(100)	600(100)

16-1. 가

	33	5.5	5.5	5.5
	108	18.0	18.0	23.5
	403	67.2	67.3	90.8
	55	9.2	9.2	100.0
	599	99.8	100.0	
	1	.2		
	600	100.0		

16-2. 가 .

	49	8.2	8.2	8.2
	245	40.8	41.1	49.3
	276	46.0	46.3	95.6
	26	4.3	4.4	100.0
	596	99.3	100.0	
	4	.7		
	600	100.0		

16-3. 가

	179	29.8	30.1	30.1
	278	46.3	46.8	76.9
	124	20.7	20.9	97.8
	13	2.2	2.2	100.0
	594	99.0	100.0	
	6	1.0		
	600	100.0		

16-4. 가

	77	12.8	12.9	12.9
	244	40.7	41.0	53.9
	249	41.5	41.8	95.8
	25	4.2	4.2	100.0
	595	99.2	100.0	
	5	.8		
	600	100.0		

16-5. 가

	77	12.8	12.9	12.9
	239	39.8	40.2	53.1
	256	42.7	43.0	96.1
	23	3.8	3.9	100.0
	595	99.2	100.0	
	5	.8		
	600	100.0		

16-6. 가

	73	12.2	12.3	12.3
	200	33.3	33.6	45.9
	291	48.5	48.9	94.8
	31	5.2	5.2	100.0
	595	99.2	100.0	
	5	.8		
	600	100.0		

21-1. -

	25	4.2	4.3	4.3
	137	22.8	23.3	27.6
	163	27.2	27.7	55.3
	215	35.8	36.6	91.8
	48	8.0	8.2	100.0
	588	98.0	100.0	
	12	2.0		
	600	100.0		

21-2. -

	34	5.7	5.8	5.8
	147	24.5	25.0	30.7
	190	31.7	32.3	63.0
	201	33.5	34.1	97.1
	17	2.8	2.9	100.0
	589	98.2	100.0	
	11	1.8		
	600	100.0		

21-3.

-

	44	7.3	7.5	7.5
	179	29.8	30.4	37.9
	197	32.8	33.4	71.3
	149	24.8	25.3	96.6
	20	3.3	3.4	100.0
	589	98.2	100.0	
	11	1.8		
	600	100.0		

21-4.

-

	23	3.8	3.9	3.9
	96	16.0	16.3	20.2
	170	28.3	28.9	49.1
	234	39.0	39.8	88.9
	65	10.8	11.1	100.0
	588	98.0	100.0	
	12	2.0		
	600	100.0		

21-5.

-

	21	3.5	3.6	3.6
	132	22.0	22.4	26.0
	181	30.2	30.7	56.7
	202	33.7	34.3	91.0
	53	8.8	9.0	100.0
	589	98.2	100.0	
	11	1.8		
	600	100.0		

21-6.

-

	75	12.5	12.8	12.8
	174	29.0	29.6	42.4
	175	29.2	29.8	72.2
	132	22.0	22.5	94.7
	31	5.2	5.3	100.0
	587	97.8	100.0	
	13	2.2		
	600	100.0		

21-7.

-

	41	6.8	7.6	7.6
	146	24.3	26.9	34.4
	222	37.0	40.9	75.3
	108	18.0	19.9	95.2
	26	4.3	4.8	100.0
	543	90.5	100.0	
	57	9.5		
	600	100.0		

21-8.

-

	39	6.5	6.6	6.6
	211	35.2	35.8	42.4
	185	30.8	31.4	73.9
	138	23.0	23.4	97.3
	16	2.7	2.7	100.0
	589	98.2	100.0	
	11	1.8		
	600	100.0		

21-9.

-

	35	5.8	5.9	5.9
	144	24.0	24.4	30.4
	212	35.3	36.0	66.4
	170	28.3	28.9	95.2
	28	4.7	4.8	100.0
	589	98.2	100.0	
	11	1.8		
	600	100.0		

21-10.

-

	46	7.7	7.8	7.8
	158	26.3	26.8	34.6
	179	29.8	30.4	65.0
	151	25.2	25.6	90.7
	55	9.2	9.3	100.0
	589	98.2	100.0	
	11	1.8		
	600	100.0		

21-11.

-

	26	4.3	4.4	4.4
	127	21.2	21.6	26.0
	163	27.2	27.7	53.7
	208	34.7	35.3	89.0
	65	10.8	11.0	100.0
	589	98.2	100.0	
	11	1.8		
	600	100.0		

21-12.

-

	27	4.5	4.6	4.6
	151	25.2	25.6	30.2
	196	32.7	33.3	63.5
	173	28.8	29.4	92.9
	42	7.0	7.1	100.0
	589	98.2	100.0	
	11	1.8		
	600	100.0		

21-13.

-

	22	3.7	3.7	3.7
	143	23.8	24.4	28.1
	236	39.3	40.2	68.3
	162	27.0	27.6	95.9
	24	4.0	4.1	100.0
	587	97.8	100.0	
	13	2.2		
	600	100.0		

21-14.

-

	27	4.5	4.6	4.6
	137	22.8	23.4	28.0
	223	37.2	38.1	66.0
	168	28.0	28.7	94.7
	31	5.2	5.3	100.0
	586	97.7	100.0	
	14	2.3		
	600	100.0		

21-15.

-

	42	7.0	7.1	7.1
	206	34.3	35.0	42.1
	216	36.0	36.7	78.8
	97	16.2	16.5	95.2
	28	4.7	4.8	100.0
	589	98.2	100.0	
	11	1.8		
	600	100.0		

27-1.

	17	2.8	2.9	2.9
	125	20.8	21.1	23.9
	193	32.2	32.5	56.5
	206	34.3	34.7	91.2
	52	8.7	8.8	100.0
	593	98.8	100.0	
	7	1.2		
	600	100.0		

27-2.

	24	4.0	4.0	4.0
	161	26.8	27.2	31.2
	234	39.0	39.5	70.7
	149	24.8	25.1	95.8
	25	4.2	4.2	100.0
	593	98.8	100.0	
	7	1.2		
	600	100.0		

27-3.

	13	2.2	2.2	2.2
	118	19.7	19.9	22.1
	241	40.2	40.6	62.7
	198	33.0	33.4	96.1
	23	3.8	3.9	100.0
	593	98.8	100.0	
	7	1.2		
	600	100.0		

27-4.

	19	3.2	3.2	3.2
	153	25.5	25.9	29.1
	255	42.5	43.1	72.3
	154	25.7	26.1	98.3
	10	1.7	1.7	100.0
	591	98.5	100.0	
	9	1.5		
	600	100.0		

27-5.

가 가

	19	3.2	3.2	3.2
	178	29.7	30.0	33.2
	233	38.8	39.2	72.4
	149	24.8	25.1	97.5
	15	2.5	2.5	100.0
	594	99.0	100.0	
	6	1.0		
	600	100.0		

27-6.

	38	6.3	6.5	6.5
	189	31.5	32.1	38.6
	232	38.7	39.5	78.1
	118	19.7	20.1	98.1
	11	1.8	1.9	100.0
	588	98.0	100.0	
	12	2.0		
	600	100.0		

27-7.

	21	3.5	3.6	3.6
	136	22.7	23.1	26.6
	251	41.8	42.5	69.2
	173	28.8	29.3	98.5
	9	1.5	1.5	100.0
	590	98.3	100.0	
	10	1.7		
	600	100.0		

27-8.

	29	4.8	4.9	4.9
	161	26.8	27.3	32.2
	271	45.2	45.9	78.1
	122	20.3	20.7	98.8
	7	1.2	1.2	100.0
	590	98.3	100.0	
	10	1.7		
	600	100.0		

27-9.

	26	4.3	4.4	4.4
	156	26.0	26.4	30.8
	242	40.3	41.0	71.9
	157	26.2	26.6	98.5
	9	1.5	1.5	100.0
	590	98.3	100.0	
	10	1.7		
	600	100.0		

27-10. OJT

	130	21.7	22.3	22.3
	205	34.2	35.1	57.4
	149	24.8	25.5	82.9
	83	13.8	14.2	97.1
	17	2.8	2.9	100.0
	584	97.3	100.0	
	16	2.7		
	600	100.0		

27-11.

	53	8.8	9.0	9.0
	182	30.3	30.8	39.8
	199	33.2	33.7	73.6
	137	22.8	23.2	96.8
	19	3.2	3.2	100.0
	590	98.3	100.0	
	10	1.7		
	600	100.0		

27-12.

	20	3.3	3.4	3.4
	106	17.7	17.9	21.2
	236	39.3	39.8	61.0
	207	34.5	34.9	96.0
	24	4.0	4.0	100.0
	593	98.8	100.0	
	7	1.2		
	600	100.0		

27-13.

가

	33	5.5	5.6	5.6
	150	25.0	25.5	31.1
	232	38.7	39.4	70.5
	158	26.3	26.8	97.3
	16	2.7	2.7	100.0
	589	98.2	100.0	
	11	1.8		
	600	100.0		

27-14.

,

	57	9.5	9.7	9.7
	190	31.7	32.2	41.9
	247	41.2	41.9	83.7
	90	15.0	15.3	99.0
	6	1.0	1.0	100.0
	590	98.3	100.0	
	10	1.7		
	600	100.0		

31-1.

-

	40	6.7	7.1	7.1
	276	46.0	48.8	55.9
	230	38.3	40.7	96.6
	19	3.2	3.4	100.0
	565	94.2	100.0	
	35	5.8		
	600	100.0		

31-2.

-

	16	2.7	2.8	2.8
	205	34.2	36.3	39.1
	296	49.3	52.4	91.5
	48	8.0	8.5	100.0
	565	94.2	100.0	
	35	5.8		
	600	100.0		

31-3.

-

	11	1.8	2.0	2.0
	65	10.8	11.5	13.5
	291	48.5	51.5	65.1
	197	32.8	34.9	100.0
	565	94.0	100.0	
	36	6.0		
	600	100.0		

31-4.

-

	15	2.5	2.7	2.7
	149	24.8	26.4	29.1
	324	54.0	57.4	86.5
	76	12.7	13.5	100.0
	565	94.0	100.0	
	36	6.0		
	600	100.0		

31-5.

-

	14	2.3	2.5	2.5
	121	20.2	21.5	23.9
	306	51.0	54.3	78.2
	123	20.5	21.8	100.0
	565	94.0	100.0	
	36	6.0		
	600	100.0		

31-6.

- 가

	16	2.7	2.8	2.8
	118	19.7	21.0	23.8
	323	53.8	57.4	81.2
	106	17.7	18.8	100.0
	564	93.8	100.0	
	37	6.2		
	600	100.0		

31-7.

-

	20	3.3	3.5	3.5
	155	25.8	27.4	31.0
	302	50.3	53.5	84.4
	88	14.7	15.6	100.0
	566	94.2	100.0	
	35	5.8		
	600	100.0		

38-1.

가

	79	13.2	14.4	14.4
	239	39.8	43.5	57.8
	218	36.3	39.6	97.5
	14	2.3	2.5	100.0
	550	91.7	100.0	
	50	8.3		
	600	100.0		

38-2. 가 ,

	64	10.7	11.6	11.6
	253	42.2	45.8	57.3
	218	36.3	39.4	96.7
	18	3.0	3.3	100.0
	553	92.2	100.0	
	47	7.8		
	600	100.0		

38-3. 가

	169	28.2	30.7	30.7
	299	49.8	54.3	84.9
	77	12.8	14.0	98.9
	6	1.0	1.1	100.0
	551	91.8	100.0	
	49	8.2		
	600	100.0		

38-4. 가

	98	16.3	17.8	17.8
	279	46.5	50.6	68.4
	165	27.5	29.9	98.4
	9	1.5	1.6	100.0
	551	91.8	100.0	
	49	8.2		
	600	100.0		

38-5. 가

	75	12.5	13.6	13.6
	201	33.5	36.3	49.9
	263	43.8	47.6	97.5
	14	2.3	2.5	100.0
	553	92.2	100.0	
	47	7.8		
	600	100.0		

38-6. 가

	79	13.2	14.3	14.3
	227	37.8	41.1	55.4
	232	38.7	42.0	97.5
	14	2.3	2.5	100.0
	552	92.0	100.0	
	48	8.0		
	600	100.0		

38-7. 가

	70	11.7	12.7	12.7
	213	35.5	38.7	51.5
	244	40.7	44.4	95.8
	23	3.8	4.2	100.0
	550	91.7	100.0	
	50	8.3		
	600	100.0		

4. 2000 (:)

689	1	.2	.2	.2
1100	1	.2	.2	.4
1180	1	.2	.2	.6
1320	1	.2	.2	.8
1500	1	.2	.2	1.0
2210	1	.2	.2	1.2
2400	1	.2	.2	1.4
2960	1	.2	.2	1.6
3000	1	.2	.2	1.8
3700	1	.2	.2	2.0
5000	1	.2	.2	2.2
5092	1	.2	.2	2.4
5374	1	.2	.2	2.6
5900	1	.2	.2	2.8

6693	1	.2	.2	2.9
7000	2	.3	.4	3.3
8000	3	.5	.6	3.9
10000	7	1.2	1.4	5.3
10100	1	.2	.2	5.5
12000	4	.7	.8	6.3
13000	3	.5	.6	6.9
14000	1	.2	.2	7.1
15000	1	.2	.2	7.3
15350	1	.2	.2	7.5
15900	1	.2	.2	7.7
16000	1	.2	.2	7.9
17000	1	.2	.2	8.1
17609	1	.2	.2	8.3
18000	2	.3	.4	8.6
18980	1	.2	.2	8.8
19000	1	.2	.2	9.0
20000	3	.5	.6	9.6
21000	1	.2	.2	9.8
21900	1	.2	.2	10.0
25000	2	.3	.4	10.4
26000	1	.2	.2	10.6
27400	1	.2	.2	10.8
30000	4	.7	.8	11.6
30780	1	.2	.2	11.8
31000	1	.2	.2	12.0
31608	1	.2	.2	12.2
36000	1	.2	.2	12.4
37000	1	.2	.2	12.6
40000	8	1.3	1.6	14.1
42100	1	.2	.2	14.3
43048	1	.2	.2	14.5
45000	1	.2	.2	14.7
50000	5	.8	1.0	15.7
54000	1	.2	.2	15.9
57000	1	.2	.2	16.1
58600	1	.2	.2	16.3
58960	1	.2	.2	16.5
60000	5	.8	1.0	17.5
61000	1	.2	.2	17.7
65000	1	.2	.2	17.9
70000	6	1.0	1.2	19.1
70682	1	.2	.2	19.3
71230	1	.2	.2	19.4
71296	1	.2	.2	19.6

72000	1	.2	.2	19.8
73600	1	.2	.2	20.0
75000	1	.2	.2	20.2
77810	1	.2	.2	20.4
80000	4	.7	.8	21.2
81688	1	.2	.2	21.4
82853	1	.2	.2	21.6
89000	1	.2	.2	21.8
89200	1	.2	.2	22.0
90000	2	.3	.4	22.4
95000	1	.2	.2	22.6
96000	2	.3	.4	23.0
100000	16	2.7	3.1	26.1
105814	1	.2	.2	26.3
110000	2	.3	.4	26.7
120000	3	.5	.6	27.3
130000	5	.8	1.0	28.3
140000	4	.7	.8	29.1
145000	1	.2	.2	29.3
146000	1	.2	.2	29.5
147400	1	.2	.2	29.7
148000	1	.2	.2	29.9
150000	9	1.5	1.8	31.6
151600	1	.2	.2	31.8
156793	1	.2	.2	32.0
160000	3	.5	.6	32.6
164429	1	.2	.2	32.8
169000	1	.2	.2	33.0
170000	2	.3	.4	33.4
170800	1	.2	.2	33.6
175900	1	.2	.2	33.8
178353	1	.2	.2	34.0
180000	1	.2	.2	34.2
195000	1	.2	.2	34.4
195200	1	.2	.2	34.6
200000	15	2.5	2.9	37.5
204000	1	.2	.2	37.7
207000	1	.2	.2	37.9
210000	3	.5	.6	38.5
212000	1	.2	.2	38.7
215251	1	.2	.2	38.9
220000	1	.2	.2	39.1
227384	1	.2	.2	39.3
229443	1	.2	.2	39.5
230000	4	.7	.8	40.3

240000	1	.2	.2	40.5
248000	1	.2	.2	40.7
250000	3	.5	.6	41.3
261467	1	.2	.2	41.5
267000	1	.2	.2	41.7
268300	1	.2	.2	41.8
270000	4	.7	.8	42.6
275575	1	.2	.2	42.8
280000	5	.8	1.0	43.8
287500	1	.2	.2	44.0
290000	1	.2	.2	44.2
300000	7	1.2	1.4	45.6
310000	2	.3	.4	46.0
316000	1	.2	.2	46.2
320000	3	.5	.6	46.8
337300	1	.2	.2	47.0
340000	2	.3	.4	47.3
350000	4	.7	.8	48.1
351696	1	.2	.2	48.3
380000	2	.3	.4	48.7
381640	1	.2	.2	48.9
390000	1	.2	.2	49.1
398600	1	.2	.2	49.3
400000	12	2.0	2.4	51.7
420000	1	.2	.2	51.9
450000	1	.2	.2	52.1
460000	1	.2	.2	52.3
470000	1	.2	.2	52.5
480000	2	.3	.4	52.8
491800	1	.2	.2	53.0
500000	9	1.5	1.8	54.8
505000	1	.2	.2	55.0
509966	1	.2	.2	55.2
532218	1	.2	.2	55.4
544427	1	.2	.2	55.6
547532	1	.2	.2	55.8
550000	1	.2	.2	56.0
560000	3	.5	.6	56.6
600000	3	.5	.6	57.2
606200	1	.2	.2	57.4
614265	1	.2	.2	57.6
620000	2	.3	.4	58.0
640000	1	.2	.2	58.2
660000	1	.2	.2	58.3
670000	1	.2	.2	58.5

682000	1	.2	.2	58.7
700000	4	.7	.8	59.5
710200	1	.2	.2	59.7
720000	1	.2	.2	59.9
720491	1	.2	.2	60.1
720575	1	.2	.2	60.3
730000	2	.3	.4	60.7
760000	1	.2	.2	60.9
780000	2	.3	.4	61.3
800000	1	.2	.2	61.5
804174	1	.2	.2	61.7
816900	1	.2	.2	61.9
820000	1	.2	.2	62.1
829500	1	.2	.2	62.3
835800	1	.2	.2	62.5
850000	3	.5	.6	63.1
860000	1	.2	.2	63.3
890000	1	.2	.2	63.5
900000	2	.3	.4	63.9
920000	1	.2	.2	64.0
941200	1	.2	.2	64.2
943644	1	.2	.2	64.4
990000	1	.2	.2	64.6
995100	1	.2	.2	64.8
1000000	10	1.7	2.0	66.8
1004000	1	.2	.2	67.0
1020000	1	.2	.2	67.2
1025808	1	.2	.2	67.4
1030000	1	.2	.2	67.6
1036568	1	.2	.2	67.8
1100000	2	.3	.4	68.2
1130000	1	.2	.2	68.4
1180000	1	.2	.2	68.6
1196571	1	.2	.2	68.8
1200000	5	.8	1.0	69.7
1250000	2	.3	.4	70.1
1260000	1	.2	.2	70.3
1300000	3	.5	.6	70.9
1310000	1	.2	.2	71.1
1351600	1	.2	.2	71.3
1400000	1	.2	.2	71.5
1460000	1	.2	.2	71.7
1500000	3	.5	.6	72.3
1516052	1	.2	.2	72.5
1600000	3	.5	.6	73.1

1611917	1	.2	.2	73.3
1730000	1	.2	.2	73.5
1800000	2	.3	.4	73.9
1831444	1	.2	.2	74.1
1858181	1	.2	.2	74.3
1860000	1	.2	.2	74.5
1870000	1	.2	.2	74.7
1900000	3	.5	.6	75.2
2000000	3	.5	.6	75.8
2095732	1	.2	.2	76.0
2120000	2	.3	.4	76.4
2200000	1	.2	.2	76.6
2300000	1	.2	.2	76.8
2400000	2	.3	.4	77.2
2500000	2	.3	.4	77.6
2522255	1	.2	.2	77.8
2550222	1	.2	.2	78.0
2600000	1	.2	.2	78.2
2700000	2	.3	.4	78.6
2844918	1	.2	.2	78.8
2880000	1	.2	.2	79.0
2920000	1	.2	.2	79.2
3000000	8	1.3	1.6	80.7
3090000	1	.2	.2	80.9
3200000	1	.2	.2	81.1
3276267	1	.2	.2	81.3
3330000	2	.3	.4	81.7
3400000	1	.2	.2	81.9
3500000	2	.3	.4	82.3
3800000	2	.3	.4	82.7
3900000	3	.5	.6	83.3
4000000	1	.2	.2	83.5
4039000	1	.2	.2	83.7
4130000	1	.2	.2	83.9
4210000	1	.2	.2	84.1
4300000	2	.3	.4	84.5
4400000	1	.2	.2	84.7
4500000	1	.2	.2	84.9
4600000	1	.2	.2	85.1
4700000	3	.5	.6	85.7
4718700	1	.2	.2	85.9
4801021	1	.2	.2	86.1
4870000	1	.2	.2	86.2
5000000	2	.3	.4	86.6
5240000	1	.2	.2	86.8

5400000	2	.3	.4	87.2
5500000	1	.2	.2	87.4
5900000	1	.2	.2	87.6
6000000	1	.2	.2	87.8
6200000	1	.2	.2	88.0
6395295	1	.2	.2	88.2
6800000	1	.2	.2	88.4
7600000	1	.2	.2	88.6
7700000	1	.2	.2	88.8
8000000	4	.7	.8	89.6
8050000	1	.2	.2	89.8
8200000	1	.2	.2	90.0
8300000	1	.2	.2	90.2
8400000	1	.2	.2	90.4
9000000	2	.3	.4	90.8
9500000	1	.2	.2	91.0
9600000	1	.2	.2	91.2
9951617	1	.2	.2	91.4
10000000	1	.2	.2	91.6
10019300	1	.2	.2	91.7
10601234	1	.2	.2	91.9
11122800	1	.2	.2	92.1
11560000	1	.2	.2	92.3
12000000	2	.3	.4	92.7
12960000	1	.2	.2	92.9
13000000	1	.2	.2	93.1
13057900	1	.2	.2	93.3
13097699	1	.2	.2	93.5
13104836	1	.2	.2	93.7
15000000	3	.5	.6	94.3
16000000	2	.3	.4	94.7
20000000	1	.2	.2	94.9
22000000	1	.2	.2	95.1
23479400	1	.2	.2	95.3
24650000	1	.2	.2	95.5
24970000	1	.2	.2	95.7
26000000	1	.2	.2	95.9
26523650	1	.2	.2	96.1
27882200	1	.2	.2	96.3
29500000	1	.2	.2	96.5
32000000	1	.2	.2	96.7
33000000	1	.2	.2	96.9
34000000	1	.2	.2	97.1
36000000	1	.2	.2	97.2
39962100	1	.2	.2	97.4

42000000	1	.2	.2	97.6
49429000	1	.2	.2	97.8
50000000	1	.2	.2	98.0
60000000	1	.2	.2	98.2
80000000	1	.2	.2	98.4
90000000	1	.2	.2	98.6
99999999	1	.2	.2	98.8
100000000	1	.2	.2	99.0
110006000	1	.2	.2	99.2
113620000	1	.2	.2	99.4
120000000	2	.3	.4	99.8
170000000	1	.2	.2	100.0
	509	84.8	100.0	
	91	15.2		
	600	100.0		

5.

0	23	3.8	3.8	3.8
1%	2	.3	.3	4.2
4%	1	.2	.2	4.3
5%	7	1.2	1.2	5.5
6%	2	.3	.3	5.8
10%	14	2.3	2.3	8.2
15%	1	.2	.2	8.3
18%	1	.2	.2	8.5
20%	15	2.5	2.5	11.0
28%	1	.2	.2	11.2
30%	7	1.2	1.2	12.3
33%	1	.2	.2	12.5
40%	12	2.0	2.0	14.5
45%	1	.2	.2	14.7
50%	10	1.7	1.7	16.3
55%	2	.3	.3	16.7
60%	10	1.7	1.7	18.3
65%	3	.5	.5	18.8
70%	15	2.5	2.5	21.3
75%	1	.2	.2	21.5
76%	1	.2	.2	21.7
80%	15	2.5	2.5	24.2
82%	1	.2	.2	24.3

85%	2	.3	.3	24.7
86%	1	.2	.2	24.8
88%	1	.2	.2	25.0
89%	1	.2	.2	25.2
90%	22	3.7	3.7	28.8
92%	1	.2	.2	29.0
94%	1	.2	.2	29.2
95%	19	3.2	3.2	32.3
96%	3	.5	.5	32.8
97%	4	.7	.7	33.5
98%	3	.5	.5	34.0
99%	5	.8	.8	34.8
100%	348	58.0	58.0	92.8
	43	7.2	7.2	100.0
	600	100.0	100.0	

5.

0	348	58.0	58.0	58.0
1%	5	.8	.8	58.8
2%	3	.5	.5	59.3
3%	4	.7	.7	60.0
4%	3	.5	.5	60.5
5%	19	3.2	3.2	63.7
6%	1	.2	.2	63.8
8%	1	.2	.2	64.0
10%	22	3.7	3.7	67.7
11%	1	.2	.2	67.8
12%	1	.2	.2	68.0
14%	1	.2	.2	68.2
15%	2	.3	.3	68.5
18%	1	.2	.2	68.7
20%	15	2.5	2.5	71.2
24%	1	.2	.2	71.3
25%	1	.2	.2	71.5
30%	15	2.5	2.5	74.0
35%	3	.5	.5	74.5
37%	1	.2	.2	74.7
40%	10	1.7	1.7	76.3
45%	2	.3	.3	76.7
50%	10	1.7	1.7	78.3

55%	1	.2	.2	78.5
60%	12	2.0	2.0	80.5
67%	1	.2	.2	80.7
70%	7	1.2	1.2	81.8
72%	1	.2	.2	82.0
80%	15	2.5	2.5	84.5
82%	1	.2	.2	84.7
85%	1	.2	.2	84.8
90%	14	2.3	2.3	87.2
94%	2	.3	.3	87.5
95%	7	1.2	1.2	88.7
96%	1	.2	.2	88.8
99%	2	.3	.3	89.2
100%	23	3.8	3.8	93.0
	42	7.0	7.0	100.0
	600	100.0	100.0	

17-1.

Category label	Code	Count	Pct of Responses	Pct of Cases
가	1	1	2.2	3.8
	2	1	2.2	3.8
가	3	1	2.2	3.8
ISO9001	4	1	2.2	3.8
	5	1	2.2	3.8
	6	1	2.2	3.8
가	7	1	2.2	3.8
	8	1	2.2	3.8
	9	1	2.2	3.8
	11	2	4.4	7.7
	12	1	2.2	3.8
, ,	13	1	2.2	3.8
	14	1	2.2	3.8
	16	2	4.4	7.7
	20	1	2.2	3.8
	23	1	2.2	3.8
, ,	24	1	2.2	3.8
E/L	25	1	2.2	3.8
QA	26	1	2.2	3.8

OIT	27	1	2.2	3.8	
	28	1	2.2	3.8	
,	29	1	2.2	3.8	
	30	1	2.2	3.8	
	31	1	2.2	3.8	
	32	1	2.2	3.8	
	33	1	2.2	3.8	
	35	2	4.4	7.7	
	PCT	36	1	2.2	3.8
TOEIC	37	2	4.4	7.7	
	38	1	2.2	3.8	
FRM	39	1	2.2	3.8	
FP	40	1	2.2	3.8	
	41	1	2.2	3.8	
가	50	1	2.2	3.8	
	51	1	2.2	3.8	
	52	1	2.2	3.8	
	53	1	2.2	3.8	
	54	1	2.2	3.8	
	55	1	2.2	3.8	
	70	1	2.2	3.8	
	71	1	2.2	3.8	
	Total responses		45	100.0	173.1

574 missing cases; 26 valid cases

20-5. 2000

Category label	Code	Count	Pct of Responses	Pct of Cases
CAD	1	1	.7	1.2
	2	1	.7	1.2
	3	1	.7	1.2
	4	6	4.4	7.2
	5	1	.7	1.2
	6	1	.7	1.2
	7	2	1.5	2.4
	8	1	.7	1.2
	9	1	.7	1.2
	10	1	.7	1.2
	11	1	.7	1.2
	12	1	.7	1.2

		13	2	1.5	2.4
		17	1	.7	1.2
DISC		18	1	.7	1.2
Wap account		19	1	.7	1.2
		31	1	.7	1.2
		32	1	.7	1.2
		33	1	.7	1.2
		34	1	.7	1.2
		35	1	.7	1.2
		36	1	.7	1.2
		37	1	.7	1.2
		38	1	.7	1.2
		39	2	1.5	2.4
		41	1	.7	1.2
CS		42	4	2.9	4.8
		43	1	.7	1.2
		44	3	2.2	3.6
		45	1	.7	1.2
		46	1	.7	1.2
		47	1	.7	1.2
		48	2	1.5	2.4
		49	7	5.1	8.4
	()	50	1	.7	1.2
		51	1	.7	1.2
CNC		52	1	.7	1.2
MBI		53	1	.7	1.2
		54	2	1.5	2.4
ISO9000		55	2	1.5	2.4
		56	1	.7	1.2
		57	1	.7	1.2
ISO		58	2	1.5	2.4
가		59	1	.7	1.2
		60	1	.7	1.2
		61	5	3.7	6.0
	(KPI)	62	1	.7	1.2
		63	2	1.5	2.4
		64	1	.7	1.2
		65	1	.7	1.2
		66	7	5.1	8.4
OJT		67	5	3.7	6.0
		68	3	2.2	3.6
		69	3	2.2	3.6
		70	1	.7	1.2
가		71	1	.7	1.2

	72	3	2.2	3.6
	73	2	1.5	2.4
	74	1	.7	1.2
(	75	1	.7	1.2
	76	3	2.2	3.6
(6	77	1	.7	1.2
	78	1	.7	1.2
	79	1	.7	1.2
	80	1	.7	1.2
	81	1	.7	1.2
	82	1	.7	1.2
	83	2	1.5	2.4
	84	1	.7	1.2
KPI	85	2	1.5	2.4
	86	1	.7	1.2
KSA	87	1	.7	1.2
KFQ	88	1	.7	1.2
	89	1	.7	1.2
TA	90	1	.7	1.2
	91	1	.7	1.2
TPM	92	1	.7	1.2
	94	1	.7	1.2
	95	4	2.9	4.8
PC	96	1	.7	1.2
	97	1	.7	1.2
PCT KOREA	98	1	.7	1.2
	99	1	.7	1.2
	100	1	.7	1.2
		-----	-----	-----
	Total responses	136	100.0	163.9

517 missing cases; 83 valid cases

20-5. 2000

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	11	3.9	7.5
	2	6	2.1	4.1
	3	2	.7	1.4
	4	6	2.1	4.1
	5	4	1.4	2.7

6	5	1.8	3.4
7	4	1.4	2.7
8	17	6.1	11.6
9	1	.4	.7
10	13	4.6	8.9
12	3	1.1	2.1
13	3	1.1	2.1
15	8	2.9	5.5
16	19	6.8	13.0
18	5	1.8	3.4
20	17	6.1	11.6
21	5	1.8	3.4
24	40	14.3	27.4
25	4	1.4	2.7
26	1	.4	.7
28	2	.7	1.4
30	15	5.4	10.3
32	9	3.2	6.2
34	2	.7	1.4
36	2	.7	1.4
40	11	3.9	7.5
44	1	.4	.7
45	1	.4	.7
48	8	2.9	5.5
50	2	.7	1.4
60	9	3.2	6.2
64	1	.4	.7
70	5	1.8	3.4
72	2	.7	1.4
80	6	2.1	4.1
90	2	.7	1.4
100	1	.4	.7
120	4	1.4	2.7
140	1	.4	.7
200	1	.4	.7
480	5	1.8	3.4
500	3	1.1	2.1
640	6	2.1	4.1
720	2	.7	1.4
960	3	1.1	2.1
1440	1	.4	.7
3840	1	.4	.7
	-----	-----	-----
Total responses	280	100.0	191.8
454 missing cases; 146 valid cases			

20-5. 2000

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	105	37.4	71.4
	2	37	13.2	25.2
	3	18	6.4	12.2
	4	10	3.6	6.8
	5	13	4.6	8.8
	6	11	3.9	7.5
	7	3	1.1	2.0
	8	1	.4	.7
	9	1	.4	.7
	10	11	3.9	7.5
	11	1	.4	.7
	12	3	1.1	2.0
	13	1	.4	.7
	14	2	.7	1.4
	15	9	3.2	6.1
	16	3	1.1	2.0
	18	2	.7	1.4
	20	7	2.5	4.8
	30	5	1.8	3.4
	33	1	.4	.7
	35	1	.4	.7
	39	1	.4	.7
	40	2	.7	1.4
	44	1	.4	.7
	50	4	1.4	2.7
	57	1	.4	.7
	60	1	.4	.7
	70	1	.4	.7
	75	2	.7	1.4
	80	1	.4	.7
	84	1	.4	.7
	85	1	.4	.7
	90	1	.4	.7
	100	1	.4	.7
	110	1	.4	.7
	120	3	1.1	2.0
	150	3	1.1	2.0
	170	2	.7	1.4
	224	1	.4	.7
	300	1	.4	.7

320	1	.4	.7	
330	3	1.1	2.0	
332	1	.4	.7	
350	1	.4	.7	
360	1	.4	.7	
Total responses		281	100.0	191.2

453 missing cases; 147 valid cases

20-6.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	1	.4	.6
	2	1	.4	.6
	3	7	3.0	4.3
	4	1	.4	.6
	5	1	.4	.6
	6	1	.4	.6
■	7	3	1.3	1.8
QC ()	8	1	.4	.6
	9	1	.4	.6
가	10	3	1.3	1.8
	11	4	1.7	2.4
	12	1	.4	.6
가	13	2	.9	1.2
	14	1	.4	.6
	15	3	1.3	1.8
	16	3	1.3	1.8
	17	2	.9	1.2
,	18	3	1.3	1.8
	19	1	.4	.6
	20	4	1.7	2.4
	21	1	.4	.6
	22	4	1.7	2.4
	23	1	.4	.6
	24	1	.4	.6
	25	3	1.3	1.8
	26	1	.4	.6
	27	1	.4	.6
	28	1	.4	.6

		29	4	1.7	2.4
		30	2	.9	1.2
		31	1	.4	.6
TM		32	1	.4	.6
		33	1	.4	.6
		34	2	.9	1.2
		35	1	.4	.6
	, , 가	36	1	.4	.6
		37	1	.4	.6
		38	2	.9	1.2
	가	39	1	.4	.6
HRD		40	1	.4	.6
CS		41	1	.4	.6
		42	2	.9	1.2
		43	1	.4	.6
		44	1	.4	.6
Needs	가	45	1	.4	.6
	가	46	1	.4	.6
		47	1	.4	.6
		48	1	.4	.6
		49	5	2.2	3.0
		50	1	.4	.6
		51	1	.4	.6
		52	1	.4	.6
		53	2	.9	1.2
		54	1	.4	.6
		55	1	.4	.6
		56	1	.4	.6
		57	1	.4	.6
		58	1	.4	.6
	가	60	1	.4	.6
		61	5	2.2	3.0
		62	1	.4	.6
		63	1	.4	.6
		64	1	.4	.6
		65	1	.4	.6
		66	1	.4	.6
		67	1	.4	.6
	가	68	1	.4	.6
		69	1	.4	.6
	, , , 가	70	1	.4	.6
spot		71	1	.4	.6
		72	1	.4	.6
		73	1	.4	.6

가	74	2	.9	1.2
	75	1	.4	.6
	76	1	.4	.6
(,)	77	3	1.3	1.8
	78	1	.4	.6
	79	2	.9	1.2
가	80	2	.9	1.2
()	81	5	2.2	3.0
	82	2	.9	1.2
	83	1	.4	.6
business	84	1	.4	.6
	85	1	.4	.6
	86	1	.4	.6
	87	1	.4	.6
industry	88	1	.4	.6
HRD 가	91	1	.4	.6
e-learning 가	92	1	.4	.6
	93	1	.4	.6
	94	1	.4	.6
	95	1	.4	.6
	96	1	.4	.6
	97	1	.4	.6
	98	1	.4	.6
	99	3	1.3	1.8
	100	2	.9	1.2
	101	1	.4	.6
	103	1	.4	.6
	104	1	.4	.6
	105	1	.4	.6
	106	1	.4	.6
	107	1	.4	.6
	108	1	.4	.6
	109	1	.4	.6
	110	1	.4	.6
	111	1	.4	.6
	112	1	.4	.6
	113	1	.4	.6
	115	1	.4	.6
	116	2	.9	1.2
	117	1	.4	.6
	118	1	.4	.6
()	119	1	.4	.6
	120	1	.4	.6

	998	58	25.0	35.4
		-----	-----	-----
Total responses		232	100.0	141.5

436 missing cases; 164 valid cases

32.

Category label	Code	Count	Pct of Responses	Pct of Cases
/	1	65	7.5	11.0
/	2	93	10.8	15.7
/	3	12	1.4	2.0
	5	8	.9	1.4
	6	7	.8	1.2
	7	4	.5	.7
	8	7	.8	1.2
	9	9	1.0	1.5
	10	7	.8	1.2
	11	2	.2	.3
	12	4	.5	.7
	13	1	.1	.2
	14	2	.2	.3
	15	6	.7	1.0
	16	4	.5	.7
	17	1	.1	.2
	18	3	.3	.5
	19	1	.1	.2
	20	12	1.4	2.0
	21	2	.2	.3
	22	1	.1	.2
	23	2	.2	.3
	24	4	.5	.7
ISO	25	4	.5	.7
	26	11	1.3	1.9
	27	1	.1	.2
	28	1	.1	.2
	29	1	.1	.2
	30	8	.9	1.4
	31	1	.1	.2
	32	1	.1	.2
	33	2	.2	.3
	34	1	.1	.2

	가	35	2	.2	.3
		36	2	.2	.3
	(,)	37	3	.3	.5
		39	2	.2	.3
		40	4	.5	.7
		41	1	.1	.2
OA		42	1	.1	.2
CS		43	5	.6	.8
ERP		44	1	.1	.2
ISO 9000		45	4	.5	.7
		46	1	.1	.2
		47	1	.1	.2
		49	2	.2	.3
		50	9	1.0	1.5
		51	1	.1	.2
		52	1	.1	.2
/		53	1	.1	.2
		54	1	.1	.2
/		55	1	.1	.2
/		56	1	.1	.2
	가	57	2	.2	.3
	가	58	2	.2	.3
		59	5	.6	.8
		60	5	.6	.8
		61	2	.2	.3
		62	1	.1	.2
		63	2	.2	.3
		64	1	.1	.2
		65	1	.1	.2
		66	3	.3	.5
		67	5	.6	.8
		68	3	.3	.5
		69	1	.1	.2
		70	2	.2	.3
2000		71	1	.1	.2
		72	2	.2	.3
		73	1	.1	.2
		74	1	.1	.2
		75	1	.1	.2
		76	1	.1	.2
		77	1	.1	.2
		78	3	.3	.5
		79	2	.2	.3
가		80	7	.8	1.2

	81	1	.1	.2
	82	1	.1	.2
	83	2	.2	.3
	84	2	.2	.3
	85	1	.1	.2
	86	2	.2	.3
	87	1	.1	.2
	88	1	.1	.2
	89	2	.2	.3
	90	2	.2	.3
	91	1	.1	.2
	92	3	.3	.5
	93	1	.1	.2
	94	1	.1	.2
	95	2	.2	.3
	96	2	.2	.3
	97	1	.1	.2
	98	1	.1	.2
	99	2	.2	.3
QS9000	100	4	.5	.7
	101	1	.1	.2
	102	1	.1	.2
	103	1	.1	.2
CAD	104	1	.1	.2
	105	1	.1	.2
	106	2	.2	.3
PCC	107	1	.1	.2
	108	1	.1	.2
	109	1	.1	.2
	110	1	.1	.2
	111	1	.1	.2
	112	1	.1	.2
	113	3	.3	.5
	114	2	.2	.3
	115	1	.1	.2
	116	1	.1	.2
	117	1	.1	.2
KR	119	1	.1	.2
ISM	120	4	.5	.7
OJT	121	1	.1	.2
	122	1	.1	.2
	123	1	.1	.2
	124	1	.1	.2
	125	1	.1	.2

	126	2	.2	.3
ICS 9002	127	1	.1	.2
	128	1	.1	.2
	130	1	.1	.2
	131	1	.1	.2
	132	1	.1	.2
가	133	1	.1	.2
	134	1	.1	.2
	997	27	3.1	4.6
	998	376	43.6	63.5
		-----	-----	-----
	Total responses	863	100.0	145.8

8 missing cases; 592 valid cases

32. ojt

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	3	7.7	9.1
	2	4	10.3	12.1
	3	4	10.3	12.1
	5	2	5.1	6.1
	7	1	2.6	3.0
	10	1	2.6	3.0
	15	1	2.6	3.0
	20	3	7.7	9.1
	21	1	2.6	3.0
	26	1	2.6	3.0
	27	2	5.1	6.1
	30	3	7.7	9.1
	34	1	2.6	3.0
	40	1	2.6	3.0
	60	1	2.6	3.0
	70	1	2.6	3.0
	80	1	2.6	3.0
	100	1	2.6	3.0
	997	1	18.0	21.2
		-----	-----	-----
	Total responses	39	100.0	118.2

567 missing cases; 33 valid cases

32.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	2	9.5	10.5
	2	1	4.8	5.3
	15	1	4.8	5.3
	20	1	4.8	5.3
	29	1	4.8	5.3
	30	1	4.8	5.3
	31	1	4.8	5.3
	54	1	4.8	5.3
	72	1	4.8	5.3
	84	1	4.8	5.3
	100	1	4.8	5.3
	101	1	4.8	5.3
	120	1	4.8	5.3
	997	7	33.3	36.8
		-----	-----	-----
	Total responses	21	100.0	110.5

581 missing cases; 19 valid cases

32.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	4	16.7	18.2
	2	3	12.5	13.6
	3	1	4.2	4.5
	6	2	8.3	9.1
	20	1	4.2	4.5
	30	1	4.2	4.5
	50	2	8.3	9.1
	55	1	4.2	4.5
	60	2	8.3	9.1
	70	1	4.2	4.5
	95	1	4.2	4.5
	100	2	8.3	9.1
	997	3	12.5	13.6
		-----	-----	-----
	Total responses	24	100.0	109.1

578 missing cases; 22 valid cases

32.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	5	4.5	5.8
	2	11	10.0	12.8
	3	1	.9	1.2
	4	6	5.5	7.0
	5	6	5.5	7.0
	7	1	.9	1.2
	8	2	1.8	2.3
	10	5	4.5	5.8
	11	1	.9	1.2
	12	2	1.8	2.3
	14	2	1.8	2.3
	15	7	6.4	8.1
	18	1	.9	1.2
	20	4	3.6	4.7
	21	1	.9	1.2
	26	2	1.8	2.3
	27	1	.9	1.2
	29	1	.9	1.2
	30	7	6.4	8.1
	35	1	.9	1.2
	40	2	1.8	2.3
	43	1	.9	1.2
	50	6	5.5	7.0
	55	1	.9	1.2
	60	1	.9	1.2
	70	1	.9	1.2
	71	1	.9	1.2
	89	1	.9	1.2
	90	2	1.8	2.3
	94	1	.9	1.2
	100	2	1.8	2.3
	101	1	.9	1.2
	110	1	.9	1.2
	120	1	.9	1.2
	997	27	24.6	31.4
		-----	-----	-----
	Total responses	110	100.0	127.9

514 missing cases; 86 valid cases

32.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	35	20.5	26.9
	2	26	15.2	20.0
	3	8	4.7	6.2
	5	9	5.3	6.9
	6	9	5.3	6.9
	7	3	1.8	2.3
	8	4	2.3	3.1
	9	1	.6	.8
	10	8	4.7	6.2
	11	1	.6	.8
	12	3	1.8	2.3
	13	1	.6	.8
	20	10	5.8	7.7
	25	1	.6	.8
	27	1	.6	.8
	30	2	1.2	1.5
	33	1	.6	.8
	40	3	1.8	2.3
	45	1	.6	.8
	50	4	2.3	3.1
	55	1	.6	.8
	57	1	.6	.8
	58	1	.6	.8
	60	2	1.2	1.5
	61	1	.6	.8
	70	1	.6	.8
	72	1	.6	.8
	75	1	.6	.8
	80	3	1.8	2.3
	88	1	.6	.8
	93	1	.6	.8
	100	2	1.2	1.5
	110	1	.6	.8
	118	1	.6	.8
	120	3	1.8	2.3
	997	19	11.1	14.6
		-----	-----	-----
	Total responses	171	100.0	131.5

470 missing cases; 130 valid cases

32. (:)

Cat egory label	Code	Count	Pct of Responses	Pct of Cases
	1	32	17.8	23.4
	2	20	11.1	14.6
	3	10	5.6	7.3
	4	8	4.4	5.8
	5	11	6.1	8.0
	6	5	2.8	3.6
	7	3	1.7	2.2
	8	5	2.8	3.6
	9	2	1.1	1.5
	10	10	5.6	7.3
	12	2	1.1	1.5
	13	1	.6	.7
	15	2	1.1	1.5
	16	2	1.1	1.5
	20	2	1.1	1.5
	25	1	.6	.7
	27	1	.6	.7
	30	5	2.8	3.6
	37	1	.6	.7
	38	1	.6	.7
	40	2	1.1	1.5
	50	6	3.3	4.4
	60	1	.6	.7
	70	1	.6	.7
	75	1	.6	.7
	76	1	.6	.7
	84	1	.6	.7
	85	1	.6	.7
	90	1	.6	.7
	96	1	.6	.7
	100	9	5.0	6.6
	120	1	.6	.7
	150	5	2.8	3.6
	200	2	1.1	1.5
	250	1	.6	.7
	300	4	2.2	2.9
	380	1	.6	.7
	400	2	1.1	1.5
	500	1	.6	.7
	600	1	.6	.7

700	2	1.1	1.5
740	1	.6	.7
1200	2	1.1	1.5
1390	1	.6	.7
1400	2	1.1	1.5
1450	1	.6	.7
1500	3	1.7	2.2
1800	1	.6	.7
	-----	-----	-----
Total responses	180	100.0	131.4

463 missing cases; 137 valid cases

34-1.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	1	.4	.6
OT	2	6	2.2	3.5
	3	5	1.8	2.9
	4	8	2.9	4.7
	5	1	.4	.6
	6	3	1.1	1.8
	7	6	2.2	3.5
	8	2	.7	1.2
T. P. M	9	1	.4	.6
Q M	10	1	.4	.6
	11	4	1.5	2.3
	12	1	.4	.6
	13	80	29.4	46.8
MBO	14	1	.4	.6
/	15	5	1.8	2.9
	16	1	.4	.6
	17	1	.4	.6
	18	1	.4	.6
	19	1	.4	.6
	20	1	.4	.6
	21	1	.4	.6
	22	1	.4	.6
	23	5	1.8	2.9
	24	5	1.8	2.9
	25	1	.4	.6

			26	2	.7	1.2
			27	1	.4	.6
			28	1	.4	.6
			29	1	.4	.6
			30	1	.4	.6
			31	1	.4	.6
			32	3	1.1	1.8
CS			33	2	.7	1.2
HACCP			34	1	.4	.6
			35	1	.4	.6
			36	1	.4	.6
		SKILL	37	1	.4	.6
		!!	38	2	.7	1.2
OJT			39	1	.4	.6
			40	1	.4	.6
			41	1	.4	.6
			43	1	.4	.6
			45	1	.4	.6
			46	1	.4	.6
			47	1	.4	.6
			48	1	.4	.6
			49	1	.4	.6
STHS			50	1	.4	.6
			51	1	.4	.6
			53	1	.4	.6
			54	2	.7	1.2
			55	3	1.1	1.8
			56	1	.4	.6
			57	1	.4	.6
			58	1	.4	.6
CS	1		60	1	.4	.6
CS	2		61	1	.4	.6
QM	가		62	1	.4	.6
			64	1	.4	.6
			65	1	.4	.6
			68	1	.4	.6
			69	1	.4	.6
			70	1	.4	.6
			71	1	.4	.6
			72	1	.4	.6
			73	1	.4	.6
			74	1	.4	.6
			75	1	.4	.6

		76	1	.4	.6
		77	1	.4	.6
	,	78	1	.4	.6
		80	1	.4	.6
		81	1	.4	.6
		82	3	1.1	1.8
		83	4	1.5	2.3
		84	1	.4	.6
		85	1	.4	.6
		86	1	.4	.6
		87	2	.7	1.2
		88	1	.4	.6
		89	1	.4	.6
4		90	1	.4	.6
3		91	1	.4	.6
		92	1	.4	.6
		93	1	.4	.6
	,	94	1	.4	.6
		95	1	.4	.6
		96	1	.4	.6
		97	1	.4	.6
		98	1	.4	.6
		99	1	.4	.6
		100	1	.4	.6
		101	1	.4	.6
		102	1	.4	.6
		103	1	.4	.6
		104	2	.7	1.2
		105	1	.4	.6
	skill	106	1	.4	.6
		107	1	.4	.6
		108	1	.4	.6
		109	1	.4	.6
		110	1	.4	.6
		111	1	.4	.6
		112	1	.4	.6
		113	1	.4	.6
	-tech	114	1	.4	.6
chc		115	1	.4	.6
		116	1	.4	.6
QA		117	1	.4	.6
		118	2	.7	1.2
		119	1	.4	.6
		120	1	.4	.6

	121	1	.4	.6
	122	1	.4	.6
PCC	123	1	.4	.6
	124	1	.4	.6
가	125	1	.4	.6
	126	1	.4	.6
■	127	1	.4	.6
	128	1	.4	.6
	129	1	.4	.6
	130	4	1.5	2.3
	132	1	.4	.6
	133	1	.4	.6
TQM	134	1	.4	.6
	135	1	.4	.6
	136	1	.4	.6
QA	137	1	.4	.6
	138	1	.4	.6
	139	1	.4	.6
	140	1	.4	.6
	141	1	.4	.6
	143	1	.4	.6
	144	1	.4	.6
	145	1	.4	.6
		-----	-----	-----
	Total responses	272	100.0	159.1
429 missing cases; 171 valid case				

34-1.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	113	41.9	66.5
	2	24	8.9	14.1
	3	44	16.3	25.9
	4	19	7.0	11.2
	5	5	1.9	2.9
.	6	27	10.0	15.9
	7	7	2.6	4.1
	8	7	2.6	4.1
	9	8	3.0	4.7
	10	1	.4	.6

	13	1	.4	.6
	18	14	5.2	8.2
		-----	-----	-----
Total responses		270	100.0	158.8

430 missing cases; 170 valid case

34-1.

Category label	Code	Count	Pct of Responses	Pct of Cases
OT	1	33	12.1	19.3
	2	127	46.7	74.3
	3	53	19.5	31.0
	4	3	1.1	1.8
	5	33	12.1	19.3
	6	1	.4	.6
	7	2	.7	1.2
	9	3	1.1	1.8
	10	2	.7	1.2
	12	15	5.5	8.8
		-----	-----	-----
Total responses		272	100.0	159.1

429 missing cases; 171 valid case

34-1.

Category label	Code	Count	Pct of Responses	Pct of Cases
/	1	122	45.0	71.3
	2	55	20.3	32.2
	3	32	11.8	18.7
	4	8	3.0	4.7
	5	12	4.4	7.0
	6	9	3.3	5.3
	7	4	1.5	2.3
	9	29	10.7	17.0
		-----	-----	-----
Total responses		271	100.0	158.5

429 missing cases; 171 valid case

34-1.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	94	35.2	55.6
	2	45	16.9	26.6
	3	9	3.4	5.3
	4	4	1.5	2.4
	5	105	39.3	62.1
	7	10	3.7	5.9
		-----	-----	-----
	Total responses	267	100.0	158.0

431 missing cases; 169 valid case

34-1.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	5	2.0	3.1
	2	14	5.5	8.6
	3	4	1.6	2.5
	4	12	4.7	7.4
	5	6	2.4	3.7
	6	5	2.0	3.1
	7	1	.4	.6
	8	26	10.2	16.0
	10	4	1.6	2.5
	12	10	3.9	6.1
	13	2	.8	1.2
	14	3	1.2	1.8
	15	4	1.6	2.5
	16	16	6.3	9.8
	17	1	.4	.6
	18	5	2.0	3.1
	20	23	9.1	14.1
	21	5	2.0	3.1
	22	1	.4	.6
	24	31	12.2	19.0
	25	2	.8	1.2
	26	4	1.6	2.5

28	1	.4	.6
29	1	.4	.6
30	11	4.3	6.7
32	5	2.0	3.1
36	1	.4	.6
40	9	3.5	5.5
42	1	.4	.6
44	4	1.6	2.5
48	5	2.0	3.1
50	4	1.6	2.5
55	1	.4	.6
56	2	.8	1.2
60	2	.8	1.2
70	1	.4	.6
72	4	1.6	2.5
88	1	.4	.6
96	3	1.2	1.8
100	1	.4	.6
102	1	.4	.6
120	4	1.6	2.5
150	1	.4	.6
168	1	.4	.6
200	1	.4	.6
230	1	.4	.6
240	1	.4	.6
480	1	.4	.6
640	1	.4	.6
720	1	.4	.6
	-----	-----	-----
Total responses	254	100.0	155.8

437 missing cases; 163 valid case

34-1.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	20	7.7	12.3
	2	13	5.0	8.0
	3	14	5.4	8.6
	4	13	5.0	8.0
	5	18	6.9	11.1

6	7	2.7	4.3
7	3	1.1	1.9
8	4	1.5	2.5
9	3	1.1	1.9
10	15	5.7	9.3
11	1	.4	.6
12	8	3.1	4.9
15	11	4.2	6.8
16	3	1.1	1.9
17	1	.4	.6
18	2	.8	1.2
20	16	6.1	9.9
21	1	.4	.6
22	1	.4	.6
24	1	.4	.6
25	6	2.3	3.7
30	15	5.7	9.3
32	2	.8	1.2
33	2	.8	1.2
34	3	1.1	1.9
35	1	.4	.6
36	1	.4	.6
38	2	.8	1.2
40	12	4.6	7.4
45	2	.8	1.2
50	17	6.5	10.5
54	1	.4	.6
55	3	1.1	1.9
57	1	.4	.6
58	1	.4	.6
60	9	3.4	5.6
70	3	1.1	1.9
78	1	.4	.6
80	1	.4	.6
85	1	.4	.6
90	3	1.1	1.9
100	3	1.1	1.9
120	4	1.5	2.5
140	1	.4	.6
150	1	.4	.6
200	2	.8	1.2
210	1	.4	.6
390	1	.4	.6
400	2	.8	1.2
417	1	.4	.6

470	1	.4	.6
570	1	.4	.6
700	1	.4	.6
	-----	-----	-----
Total responses	261	100.0	161.1

438 missing cases; 162 valid case

34-2.

Category label	Code	Count	Pct of Responses	Pct of Cases
가	1	1	.3	.5
	2	2	.7	1.1
	3	1	.3	.5
	4	11	3.6	5.9
	5	11	3.6	5.9
	6	3	1.0	1.6
	7	1	.3	.5
	8	1	.3	.5
	9	1	.3	.5
	10	1	.3	.5
	11	2	.7	1.1
TPM	12	1	.3	.5
	13	1	.3	.5
	14	1	.3	.5
	15	1	.3	.5
	16	2	.7	1.1
	17	3	1.0	1.6
	18	1	.3	.5
	19	1	.3	.5
	20	1	.3	.5
	21	1	.3	.5
	22	1	.3	.5
	23	1	.3	.5
	24	1	.3	.5
	28	2	.7	1.1
	29	1	.3	.5
	30	1	.3	.5
	31	1	.3	.5
	32	2	.7	1.1
	33	1	.3	.5

		34	10	3.3	5.3
		35	1	.3	.5
		36	1	.3	.5
		37	1	.3	.5
		38	1	.3	.5
		39	2	.7	1.1
CFA		40	1	.3	.5
		41	1	.3	.5
	OIT	42	1	.3	.5
	, ,	43	1	.3	.5
	.	44	1	.3	.5
		45	1	.3	.5
		46	7	2.3	3.7
		47	1	.3	.5
		48	3	1.0	1.6
		49	1	.3	.5
		50	4	1.3	2.1
		51	3	1.0	1.6
		52	1	.3	.5
		53	1	.3	.5
		54	1	.3	.5
MDS		55	1	.3	.5
가		56	1	.3	.5
		57	2	.7	1.1
		58	1	.3	.5
		59	1	.3	.5
		60	2	.7	1.1
		61	10	3.3	5.3
		62	13	4.2	6.9
		63	3	1.0	1.6
		64	2	.7	1.1
		65	7	2.3	3.7
가		66	1	.3	.5
ost		67	1	.3	.5
		68	1	.3	.5
		69	3	1.0	1.6
		70	4	1.3	2.1
		71	1	.3	.5
		72	1	.3	.5
		73	4	1.3	2.1
PD		74	1	.3	.5
		75	1	.3	.5
		76	1	.3	.5
		77	1	.3	.5

		78	1	.3	.5
		79	1	.3	.5
	QC	80	1	.3	.5
		81	1	.3	.5
		82	1	.3	.5
		83	1	.3	.5
	CAD	84	1	.3	.5
		85	1	.3	.5
		86	1	.3	.5
		87	1	.3	.5
		88	1	.3	.5
		89	1	.3	.5
		90	1	.3	.5
	가	91	1	.3	.5
	MP	92	1	.3	.5
		93	2	.7	1.1
	가	94	1	.3	.5
	가	95	1	.3	.5
		96	1	.3	.5
	pt c korea	97	1	.3	.5
		98	1	.3	.5
		99	1	.3	.5
		100	1	.3	.5
	가	101	1	.3	.5
		102	1	.3	.5
		103	1	.3	.5
		104	2	.7	1.1
		105	19	6.2	10.1
		106	1	.3	.5
	tm	107	1	.3	.5
		108	1	.3	.5
		109	1	.3	.5
		110	1	.3	.5
		111	1	.3	.5
	, ,	112	1	.3	.5
		113	1	.3	.5
		114	1	.3	.5
		115	1	.3	.5
		116	1	.3	.5
	QA	117	1	.3	.5
		120	1	.3	.5
		121	1	.3	.5
	ISO 14000	124	1	.3	.5
		125	1	.3	.5

ISO ISM	126	1	.3	.5
	127	1	.3	.5
가	128	1	.3	.5
5	129	1	.3	.5
6	131	1	.3	.5
S/W	132	1	.3	.5
CNC	133	1	.3	.5
	135	2	.7	1.1
가	136	1	.3	.5
	137	1	.3	.5
	138	1	.3	.5
CPA	139	1	.3	.5
	140	1	.3	.5
CMD	141	1	.3	.5
	142	1	.3	.5
	143	1	.3	.5
	144	1	.3	.5
	145	2	.7	1.1
Level - up	146	1	.3	.5
	147	1	.3	.5
	148	2	.7	1.1
cs	149	1	.3	.5
	150	1	.3	.5
	151	1	.3	.5
	152	1	.3	.5
Survery Methodology	153	1	.3	.5
Esomar Congress 2001	154	1	.3	.5
ISO 9000	155	1	.3	.5
e-business	156	1	.3	.5
EXCESS	157	1	.3	.5
	158	1	.3	.5
	159	2	.7	1.1
e-learning 가	160	1	.3	.5
6	161	1	.3	.5
	162	1	.3	.5
nts basic	163	1	.3	.5
	164	1	.3	.5
AFP	165	1	.3	.5
CLAP	166	1	.3	.5
AP 가	167	1	.3	.5
IT	168	1	.3	.5
	169	2	.7	1.1
	170	1	.3	.5
	171	1	.3	.5

가	172	1	.3	.5
,	173	1	.3	.5
가	174	1	.3	.5
	175	2	.7	1.1
	176	1	.3	.5
	177	1	.3	.5
	178	1	.3	.5
	179	1	.3	.5
	180	1	.3	.5
	181	1	.3	.5
	182	1	.3	.5
	183	1	.3	.5
	185	1	.3	.5
	186	1	.3	.5
	189	1	.3	.5
KFQ	190	1	.3	.5
	191	1	.3	.5
	194	1	.3	.5
	195	2	.7	1.1
PL	196	1	.3	.5
	205	1	.3	.5
	206	1	.3	.5
	207	1	.3	.5
	208	1	.3	.5
	209	1	.3	.5
	210	1	.3	.5
		-----	-----	-----
	Total responses	307	100.0	163.3
412 missing cases; 188 valid case				

34-2.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	20	6.5	10.6
	2	37	12.1	19.7
	3	62	20.2	33.0
	4	6	2.0	3.2
	5	11	3.6	5.9
.	6	75	24.4	39.9
	7	19	6.2	10.1

	8	21	6.8	11.2
	9	25	8.1	13.3
	10	4	1.3	2.1
	12	1	.3	.5
	18	26	8.5	13.8
		-----	-----	-----
	Total responses	307	100.0	163.3

412 missing cases; 188 valid case

34-2.

Category label	Code	Count	Pct of Responses	Pct of Cases
OT	1	12	3.9	6.3
	2	92	29.9	48.7
	3	98	31.8	51.9
	5	54	17.5	28.6
	6	1	.3	.5
	7	4	1.3	2.1
	8	1	.3	.5
	9	17	5.5	9.0
	10	2	.6	1.1
	12	25	8.1	13.2
	99	2	.6	1.1
		-----	-----	-----
	Total responses	308	100.0	163.0

411 missing cases; 189 valid case

34-2.

Category label	Code	Count	Pct of Responses	Pct of Cases
/	1	98	31.8	51.9
	2	33	10.7	17.5
	3	80	26.0	42.3
	4	8	2.6	4.2
	5	36	11.7	19.0
	6	18	5.8	9.5
	7	5	1.6	2.6

	9	27	8.8	14.3
	99	3	1.0	1.6
		-----	-----	-----
Total responses		308	100.0	163.0

411 missing cases; 189 valid case

34-2.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	44	14.3	23.3
	2	39	12.7	20.6
	3	7	2.3	3.7
	4	7	2.3	3.7
	5	182	59.1	96.3
	6	3	1.0	1.6
	7	25	8.1	13.2
	9	1	.3	.5
		-----	-----	-----
Total responses		308	100.0	163.0

411 missing cases; 189 valid case

34-2.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	16	5.4	8.8
	2	20	6.8	11.0
	3	7	2.4	3.9
	4	23	7.8	12.7
	5	5	1.7	2.8
	6	8	2.7	4.4
	8	20	6.8	11.0
	10	8	2.7	4.4
	12	4	1.4	2.2
	14	1	.3	.6

15	4	1.4	2.2
16	18	6.1	9.9
18	3	1.0	1.7
20	38	12.8	21.0
21	2	.7	1.1
24	42	14.2	23.2
25	3	1.0	1.7
26	3	1.0	1.7
27	2	.7	1.1
28	3	1.0	1.7
30	11	3.7	6.1
32	9	3.0	5.0
35	1	.3	.6
36	3	1.0	1.7
40	12	4.1	6.6
42	1	.3	.6
44	1	.3	.6
48	5	1.7	2.8
50	1	.3	.6
60	7	2.4	3.9
70	2	.7	1.1
80	2	.7	1.1
82	1	.3	.6
120	1	.3	.6
160	3	1.0	1.7
200	2	.7	1.1
480	1	.3	.6
528	1	.3	.6
640	2	.7	1.1

Total responses	-----	-----	-----
	296	100.0	163.5

419 missing cases; 181 valid case

34-2.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	66	22.6	37.1
	2	45	15.4	25.3
	3	16	5.5	9.0
	4	11	3.8	6.2

5	22	7.5	12.4
6	6	2.1	3.4
7	1	.3	.6
8	1	.3	.6
9	3	1.0	1.7
10	8	2.7	4.5
11	3	1.0	1.7
12	1	.3	.6
13	1	.3	.6
14	1	.3	.6
15	5	1.7	2.8
16	1	.3	.6
17	1	.3	.6
18	2	.7	1.1
20	12	4.1	6.7
24	1	.3	.6
25	5	1.7	2.8
26	1	.3	.6
27	1	.3	.6
30	10	3.4	5.6
34	1	.3	.6
35	2	.7	1.1
38	2	.7	1.1
39	1	.3	.6
40	4	1.4	2.2
43	1	.3	.6
45	3	1.0	1.7
50	6	2.1	3.4
54	1	.3	.6
58	1	.3	.6
60	6	2.1	3.4
65	2	.7	1.1
68	1	.3	.6
70	2	.7	1.1
71	1	.3	.6
72	1	.3	.6
80	1	.3	.6
89	1	.3	.6
90	3	1.0	1.7
100	4	1.4	2.2
120	2	.7	1.1
136	1	.3	.6
150	2	.7	1.1
152	1	.3	.6
184	1	.3	.6

190	1	.3	.6
240	1	.3	.6
260	3	1.0	1.7
280	1	.3	.6
300	1	.3	.6
320	1	.3	.6
390	2	.7	1.1
400	2	.7	1.1
475	1	.3	.6
480	1	.3	.6
500	1	.3	.6
700	1	.3	.6
800	1	.3	.6

	-----	-----	-----
Total responses	292	100.0	164.0

422 missing cases; 178 valid case

34-3.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	10	17.5	25.6
	2	1	1.8	2.6
	3	5	8.8	12.8
	4	1	1.8	2.6
	5	1	1.8	2.6
c/s	6	1	1.8	2.6
	7	1	1.8	2.6
가	8	1	1.8	2.6
	9	1	1.8	2.6
	10	1	1.8	2.6
	11	2	3.5	5.1
	12	1	1.8	2.6
	13	1	1.8	2.6
	14	1	1.8	2.6
	15	2	3.5	5.1
	16	1	1.8	2.6
	17	1	1.8	2.6
	18	1	1.8	2.6
	19	1	1.8	2.6
	20	2	3.5	5.1

	21	1	1.8	2.6
	22	1	1.8	2.6
	23	1	1.8	2.6
	24	1	1.8	2.6
	25	2	3.5	5.1
	26	1	1.8	2.6
	27	1	1.8	2.6
wi n- wi n	28	1	1.8	2.6
	29	1	1.8	2.6
	30	2	3.5	5.1
	31	1	1.8	2.6
	32	1	1.8	2.6
	33	2	3.5	5.1
G	34	1	1.8	2.6
	36	1	1.8	2.6
	37	1	1.8	2.6
	38	1	1.8	2.6
가	39	1	1.8	2.6
		-----	-----	-----
	Total responses	57	100.0	146.2

561 missing cases; 39 valid case

34-3.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	3	5.2	7.5
	2	3	5.2	7.5
	3	9	15.5	22.5
	4	5	8.6	12.5
.	6	22	37.9	55.0
	7	1	1.7	2.5
	8	1	1.7	2.5
	9	4	6.9	10.0
	10	1	1.7	2.5
	18	9	15.5	22.5
		-----	-----	-----
	Total responses	58	100.0	145.0

560 missing cases; 40 valid case

34-3.

Category label	Code	Count	Pct of Responses	Pct of Cases
O/T	1	1	1.7	2.5
	2	14	24.1	35.0
	3	4	6.9	10.0
	4	1	1.7	2.5
	5	13	22.4	32.5
	7	9	15.5	22.5
	8	3	5.2	7.5
	10	4	6.9	10.0
	12	9	15.5	22.5
	Total responses		58	100.0	145.0

560 missing cases; 40 valid case

34-3.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	20	34.5	50.0
	3	5	8.6	12.5
	4	10	17.2	25.0
	5	3	5.2	7.5
	6	2	3.4	5.0
	7	1	1.7	2.5
	8	2	3.4	5.0
	9	14	24.1	35.0
	99	1	1.7	2.5
	Total responses		58	100.0	145.0

560 missing cases; 40 valid case

34-3.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	3	5.2	7.5
	2	1	1.7	2.5
	3	2	3.4	5.0
	4	3	5.2	7.5
	5	25	43.1	62.5
	6	8	13.8	20.0
	7	15	25.9	37.5
	9	1	1.7	2.5
		-----	-----	-----
	Total responses	58	100.0	145.0

560 missing cases; 40 valid case

34-3.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	4	7.7	11.1
	2	6	11.5	16.7
	3	3	5.8	8.3
	4	2	3.8	5.6
	12	1	1.9	2.8
	16	1	1.9	2.8
	20	5	9.6	13.9
	24	2	3.8	5.6
	30	2	3.8	5.6
	32	1	1.9	2.8
	40	2	3.8	5.6
	42	2	3.8	5.6
	60	5	9.6	13.9
	72	2	3.8	5.6
	80	1	1.9	2.8
	82	1	1.9	2.8
	100	1	1.9	2.8
	144	1	1.9	2.8
	200	4	7.7	11.1
	240	2	3.8	5.6

264	1	1.9	2.8
400	1	1.9	2.8
480	1	1.9	2.8
720	1	1.9	2.8
	-----	-----	-----
Total responses	52	100.0	144.4

564 missing cases; 36 valid case

34-3.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	8	14.5	21.6
	2	5	9.1	13.5
	3	2	3.6	5.4
	4	3	5.5	8.1
	5	6	10.9	16.2
	8	1	1.8	2.7
	10	7	12.7	18.9
	15	3	5.5	8.1
	20	4	7.3	10.8
	22	1	1.8	2.7
	25	5	9.1	13.5
	26	1	1.8	2.7
	30	2	3.6	5.4
	35	1	1.8	2.7
	40	1	1.8	2.7
	50	1	1.8	2.7
	90	1	1.8	2.7
	500	2	3.6	5.4
	600	1	1.8	2.7
	-----	-----	-----	-----
Total responses		55	100.0	148.6

563 missing cases; 37 valid case

34-4.

Category label	Code	Count	Pct of Responses	Pct of Cases
PC	1	1	.5	.7
	2	1	.5	.7
	3	14	7.2	10.1
	4	18	9.2	12.9
	5	20	10.3	14.4
	6	8	4.1	5.8
	7	9	4.6	6.5
	8	1	.5	.7
	9	9	4.6	6.5
OIT	10	1	.5	.7
	11	2	1.0	1.4
	12	1	.5	.7
	13	2	1.0	1.4
	14	1	.5	.7
ERP	15	3	1.5	2.2
	16	1	.5	.7
6	17	1	.5	.7
CEO	18	2	1.0	1.4
OS	19	1	.5	.7
	20	5	2.6	3.6
	21	2	1.0	1.4
	22	2	1.0	1.4
	23	6	3.1	4.3
PC	24	1	.5	.7
PC	26	1	.5	.7
QA	27	5	2.6	3.6
QA	28	1	.5	.7
	29	4	2.1	2.9
DB	30	2	1.0	1.4
	31	1	.5	.7
CDN	32	1	.5	.7
Peertree	33	1	.5	.7
. SP.	34	1	.5	.7
ERP	35	1	.5	.7
	36	1	.5	.7
	37	7	3.6	5.0
	38	3	1.5	2.2
	39	1	.5	.7
	40	1	.5	.7

office	41	1	.5	.7
	42	1	.5	.7
ERP	43	1	.5	.7
Web 가	44	1	.5	.7
	45	1	.5	.7
	46	1	.5	.7
EPR	47	1	.5	.7
	48	2	1.0	1.4
	49	1	.5	.7
2000	50	3	1.5	2.2
	51	1	.5	.7
ms-office	52	2	1.0	1.4
PC	53	1	.5	.7
Cyber plus	54	1	.5	.7
SHELL	55	1	.5	.7
OFFICE	56	1	.5	.7
	57	1	.5	.7
	58	1	.5	.7
	59	1	.5	.7
	60	1	.5	.7
DB	61	1	.5	.7
	62	2	1.0	1.4
	63	1	.5	.7
	64	1	.5	.7
	65	1	.5	.7
PC	66	1	.5	.7
	67	1	.5	.7
	68	1	.5	.7
,	69	1	.5	.7
	70	2	1.0	1.4
ASP	71	1	.5	.7
,	72	1	.5	.7
	73	1	.5	.7
	74	1	.5	.7
CAD	75	1	.5	.7
	76	1	.5	.7
	77	1	.5	.7
JAVA	78	1	.5	.7
	79	1	.5	.7
	80	1	.5	.7
PC	81	1	.5	.7
SAS	82	1	.5	.7
QA	83	1	.5	.7
	84	1	.5	.7

(1)	85	1	.5	.7
(2)	86	1	.5	.7
		-----	-----	-----
	Total responses	195	100.0	140.3

461 missing cases; 139 valid cas

34-4.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	17	8.6	12.1
	2	28	14.2	19.9
	3	11	5.6	7.8
	4	5	2.5	3.5
	5	2	1.0	1.4
.	6	85	43.1	60.3
	7	6	3.0	4.3
	9	1	.5	.7
	10	1	.5	.7
	15	1	.5	.7
	18	35	17.8	24.8
	99	5	2.5	3.5
		-----	-----	-----
	Total responses	197	100.0	139.7

459 missing cases; 141 valid cas

34-4.

Category label	Code	Count	Pct of Responses	Pct of Cases
OT	1	10	5.1	7.1
	2	78	39.6	55.3
.	3	43	21.8	30.5
	5	31	15.7	22.0
	9	5	2.5	3.5
	10	14	7.1	9.9
	11	2	1.0	1.4
	12	12	6.1	8.5

99	2	1.0	1.4
	-----	-----	-----
Total responses	197	100.0	139.7

459 missing cases; 141 valid cas

34-4.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	84	42.6	59.6
/	2	11	5.6	7.8
	3	29	14.7	20.6
	4	22	11.2	15.6
	5	21	10.7	14.9
	6	15	7.6	10.6
	7	7	3.6	5.0
	9	6	3.0	4.3
	99	2	1.0	1.4
		-----	-----	-----
Total responses		197	100.0	139.7

459 missing cases; 141 valid cas

34-4.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	39	19.8	27.7
	2	21	10.7	14.9
	3	3	1.5	2.1
	4	1	.5	.7
	5	114	57.9	80.9
	6	1	.5	.7
	7	15	7.6	10.6
	9	3	1.5	2.1
		-----	-----	-----
Total responses		197	100.0	139.7

459 missing cases; 141 valid cas

34-4.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	6	3.2	4.5
	2	21	11.2	15.9
	3	5	2.7	3.8
	4	10	5.3	7.6
	5	6	3.2	4.5
	6	1	.5	.8
	8	16	8.6	12.1
	10	14	7.5	10.6
	12	1	.5	.8
	14	5	2.7	3.8
	15	1	.5	.8
	16	4	2.1	3.0
	18	1	.5	.8
	20	28	15.0	21.2
	21	2	1.1	1.5
	24	16	8.6	12.1
	25	1	.5	.8
	28	1	.5	.8
	30	8	4.3	6.1
	32	4	2.1	3.0
	34	1	.5	.8
	36	1	.5	.8
	40	12	6.4	9.1
	45	1	.5	.8
	48	2	1.1	1.5
	50	2	1.1	1.5
	60	3	1.6	2.3
	70	1	.5	.8
	80	3	1.6	2.3
	100	2	1.1	1.5
	120	3	1.6	2.3
	480	3	1.6	2.3
	640	1	.5	.8
	720	1	.5	.8
		-----	-----	-----
	Total responses	187	100.0	141.7

468 missing cases; 132 valid cas

34-4.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	25	13.7	19.4
	2	17	9.3	13.2
	3	3	1.6	2.3
	4	8	4.4	6.2
	5	12	6.6	9.3
	6	6	3.3	4.7
	7	1	.5	.8
	8	3	1.6	2.3
	9	3	1.6	2.3
	10	17	9.3	13.2
	12	1	.5	.8
	15	6	3.3	4.7
	16	3	1.6	2.3
	18	1	.5	.8
	20	15	8.2	11.6
	21	1	.5	.8
	23	1	.5	.8
	25	3	1.6	2.3
	27	1	.5	.8
	30	5	2.7	3.9
	31	1	.5	.8
	38	1	.5	.8
	40	5	2.7	3.9
	50	8	4.4	6.2
	57	2	1.1	1.6
	60	4	2.2	3.1
	62	1	.5	.8
	64	1	.5	.8
	70	2	1.1	1.6
	71	1	.5	.8
	72	1	.5	.8
	80	1	.5	.8
	100	10	5.5	7.8
	120	1	.5	.8
	136	1	.5	.8
	150	2	1.1	1.6
	170	1	.5	.8
	200	1	.5	.8
	300	2	1.1	1.6
	337	1	.5	.8

	350	2	1.1	1.6
	500	1	.5	.8
		-----	-----	-----
Total responses		182	100.0	141.1

471 missing cases; 129 valid cas

34-5.

Category label	Code	Count	Pct of Responses	Pct of Cases
ISO 9001	1	11	10.3	12.8
ISO 9000	2	32	29.9	37.2
	3	1	.9	1.2
ISO	4	2	1.9	2.3
ISO 14001	5	3	2.8	3.5
ISO 14001	6	10	9.3	11.6
ISO 9000	7	2	1.9	2.3
ISO 9000	8	1	.9	1.2
ISO9000	9	2	1.9	2.3
QS9000	10	3	2.8	3.5
CE	11	1	.9	1.2
ISO	12	1	.9	1.2
	13	2	1.9	2.3
	14	1	.9	1.2
KS/ISO	15	1	.9	1.2
ISO	16	1	.9	1.2
TPM	17	1	.9	1.2
QS9001	18	1	.9	1.2
6	19	2	1.9	2.3
(IMS)	20	2	1.9	2.3
System	21	2	1.9	2.3
KQSP	22	1	.9	1.2
	23	1	.9	1.2
	24	1	.9	1.2
QS9000	25	2	1.9	2.3
ISO	26	2	1.9	2.3
	27	1	.9	1.2
	28	1	.9	1.2
	29	1	.9	1.2
	30	1	.9	1.2

ISM	31	2	1.9	2.3
SQM	32	1	.9	1.2
CF MARK	33	1	.9	1.2
ISO	34	1	.9	1.2
QS9000	35	1	.9	1.2
ISO/ISM	36	1	.9	1.2
ISM)	37	1	.9	1.2
ISM)	38	1	.9	1.2
ATQMS()	39	1	.9	1.2
	40	1	.9	1.2
	41	1	.9	1.2
ISO14000	42	1	.9	1.2
QS9000	43	1	.9	1.2
		-----	-----	-----
	Total responses	107	100.0	124.4
514 missing cases; 86 valid case				

34-5.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	1	1.0	1.2
	2	9	8.6	10.6
	3	35	33.3	41.2
	4	2	1.9	2.4
	5	5	4.8	5.9
	6	26	24.8	30.6
	7	10	9.5	11.8
	8	1	1.0	1.2
	18	16	15.2	18.8
		-----	-----	-----
	Total responses	105	100.0	123.5

515 missing cases; 85 valid case

34-5.

Category label	Code	Count	Pct of Responses	Pct of Cases
O/T	1	9	8.6	10.6
	2	43	41.0	50.6
	3	36	34.3	42.4
	4	2	1.9	2.4
	5	9	8.6	10.6
	6	2	1.9	2.4
	9	1	1.0	1.2
	12	3	2.9	3.5
Total responses		105	100.0	123.5

515 missing cases; 85 valid case

34-5.

Category label	Code	Count	Pct of Responses	Pct of Cases
/	1	50	47.6	58.8
	2	5	4.8	5.9
	3	29	27.6	34.1
	5	5	4.8	5.9
	6	2	1.9	2.4
	7	1	1.0	1.2
	9	13	12.4	15.3
Total responses		105	100.0	123.5

515 missing cases; 85 valid case

34-5.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	13	12.4	15.3
	2	8	7.6	9.4

	3	1	1.0	1.2
	4	1	1.0	1.2
	5	76	72.4	89.4
	6	2	1.9	2.4
	7	4	3.8	4.7
		-----	-----	-----
Total re	Total responses	105	100.0	123.5

515 missing cases; 85 valid cases

34-5.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	1	1.0	1.3
	2	2	2.0	2.5
	3	3	3.0	3.8
	4	14	14.1	17.5
	5	4	4.0	5.0
	6	4	4.0	5.0
	7	1	1.0	1.3
	8	20	20.2	25.0
	10	1	1.0	1.3
	12	3	3.0	3.8
	14	1	1.0	1.3
	16	2	2.0	2.5
	18	1	1.0	1.3
	20	5	5.1	6.3
	24	8	8.1	10.0
	28	1	1.0	1.3
	30	7	7.1	8.8
	32	1	1.0	1.3
	36	1	1.0	1.3
	40	5	5.1	6.3
	48	2	2.0	2.5
	50	2	2.0	2.5
	60	2	2.0	2.5
	100	3	3.0	3.8
	132	1	1.0	1.3
	192	1	1.0	1.3
	384	2	2.0	2.5

640	1	1.0	1.3
	-----	-----	-----
Total responses	99	100.0	123.8

520 missing cases; 80 valid case

34-5.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	16	16.5	20.3
	2	15	15.5	19.0
	3	8	8.2	10.1
	4	9	9.3	11.4
	5	3	3.1	3.8
	6	2	2.1	2.5
	7	3	3.1	3.8
	8	2	2.1	2.5
	10	8	8.2	10.1
	11	1	1.0	1.3
	15	6	6.2	7.6
	20	2	2.1	2.5
	25	2	2.1	2.5
	27	2	2.1	2.5
	28	1	1.0	1.3
	29	2	2.1	2.5
	30	1	1.0	1.3
	31	1	1.0	1.3
	34	1	1.0	1.3
	35	1	1.0	1.3
	40	1	1.0	1.3
	45	1	1.0	1.3
	49	1	1.0	1.3
	50	1	1.0	1.3
	60	1	1.0	1.3
	62	1	1.0	1.3
	80	1	1.0	1.3
	100	1	1.0	1.3
	120	2	2.1	2.5
	800	1	1.0	1.3
		-----	-----	-----
Total responses		97	100.0	122.8

521 missing cases; 79 valid case

34-6. 가

Category label	Code	Count	Pct of Responses	Pct of Cases
가	1	6	5.7	8.6
가	2	13	12.3	18.6
	3	3	2.8	4.3
	4	13	12.3	18.6
	5	2	1.9	2.9
	6	2	1.9	2.9
가	7	2	1.9	2.9
가	8	2	1.9	2.9
	9	3	2.8	4.3
	10	1	.9	1.4
가	11	2	1.9	2.9
	12	1	.9	1.4
	13	1	.9	1.4
	14	1	.9	1.4
	15	1	.9	1.4
	16	1	.9	1.4
	17	1	.9	1.4
가	18	1	.9	1.4
	19	1	.9	1.4
	20	1	.9	1.4
HRD 가	21	3	2.8	4.3
가	22	5	4.7	7.1
	23	1	.9	1.4
	24	2	1.9	2.9
가	25	1	.9	1.4
	26	1	.9	1.4
	27	1	.9	1.4
	28	1	.9	1.4
가	29	3	2.8	4.3
	30	2	1.9	2.9
	31	1	.9	1.4
	32	1	.9	1.4
Private Banking 가	33	1	.9	1.4
가	34	1	.9	1.4
HRD	35	1	.9	1.4
	36	1	.9	1.4
	37	1	.9	1.4
	38	1	.9	1.4
	39	1	.9	1.4

		40	1	.9	1.4	
		41	1	.9	1.4	
		42	1	.9	1.4	
	map	43	1	.9	1.4	
		44	1	.9	1.4	
		45	1	.9	1.4	
		46	1	.9	1.4	
	MBA	47	1	.9	1.4	
		48	1	.9	1.4	
		49	1	.9	1.4	
		50	1	.9	1.4	
		51	1	.9	1.4	
	6	가	52	2	1.9	2.9
			53	1	.9	1.4
	IR		54	1	.9	1.4
	VC		55	1	.9	1.4
			56	1	.9	1.4
	TQM		57	1	.9	1.4
			-----	-----	-----	
		Total responses	106	100.0	151.4	

530 missing cases; 70 valid case

34-6. 가

Category label	Code	Count	Pct of Responses	Pct of Cases
	2	5	4.7	7.0
	3	36	33.6	50.7
	4	9	8.4	12.7
	5	3	2.8	4.2
	6	28	26.2	39.4
	7	6	5.6	8.5
	9	7	6.5	9.9
	15	1	.9	1.4
	18	12	11.2	16.9
		-----	-----	-----
	Total responses	107	100.0	150.7

529 missing cases; 71 valid case

34-6. 가

Category label	Code	Count	Pct of Responses	Pct of Cases
O/T	1	3	2.8	4.2
	2	19	17.8	26.8
	3	44	41.1	62.0
	5	30	28.0	42.3
	6	3	2.8	4.2
	8	1	.9	1.4
	9	1	.9	1.4
	10	2	1.9	2.8
	12	4	3.7	5.6
	Total responses		107	100.0	150.7

529 missing cases; 71 valid case

34-6. 가

Category label	Code	Count	Pct of Responses	Pct of Cases
/	1	19	17.8	26.8
	2	7	6.5	9.9
	3	37	34.6	52.1
	4	5	4.7	7.0
	5	15	14.0	21.1
	6	14	13.1	19.7
	7	4	3.7	5.6
	8	1	.9	1.4
	9	5	4.7	7.0
Total responses		107	100.0	150.7

529 missing cases; 71 valid case

34-6. 가

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	9	8.5	12.7
	2	9	8.5	12.7
	3	8	7.5	11.3
	5	78	73.6	109.9
	7	2	1.9	2.8
		-----	-----	-----
	Total responses	106	100.0	149.3

529 missing cases; 71 valid case

34-6. 가

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	2	2.0	3.0
	2	5	5.1	7.6
	3	2	2.0	3.0
	4	7	7.1	10.6
	5	3	3.0	4.5
	7	1	1.0	1.5
	8	11	11.1	16.7
	10	2	2.0	3.0
	12	4	4.0	6.1
	13	1	1.0	1.5
	15	1	1.0	1.5
	16	4	4.0	6.1
	20	11	11.1	16.7
	24	8	8.1	12.1
	30	8	8.1	12.1
	32	6	6.1	9.1
	36	1	1.0	1.5
	40	5	5.1	7.6
	45	1	1.0	1.5
	60	4	4.0	6.1
	80	2	2.0	3.0
	100	1	1.0	1.5
	120	1	1.0	1.5

	130	1	1.0	1.5
	136	1	1.0	1.5
	300	2	2.0	3.0
	480	3	3.0	4.5
	640	1	1.0	1.5
		-----	-----	-----
	Total responses	99	100.0	150.0

534 missing cases; 66 valid case

34-6. 가

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	33	32.7	50.0
	2	25	24.8	37.9
	3	16	15.8	24.2
	4	8	7.9	12.1
	5	4	4.0	6.1
	7	1	1.0	1.5
	8	1	1.0	1.5
	10	4	4.0	6.1
	14	1	1.0	1.5
	20	1	1.0	1.5
	25	1	1.0	1.5
	30	2	2.0	3.0
	50	1	1.0	1.5
	60	1	1.0	1.5
	100	2	2.0	3.0
		-----	-----	-----
	Total responses	101	100.0	153.0

534 missing cases; 66 valid case

34-7.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	15	20.0	23.8
	2	6	8.0	9.5
	3	7	9.3	11.1

	4	2	2.7	3.2
	5	4	5.3	6.3
	6	1	1.3	1.6
	7	2	2.7	3.2
	8	1	1.3	1.6
	9	1	1.3	1.6
	10	1	1.3	1.6
	11	3	4.0	4.8
	12	2	2.7	3.2
MR	13	1	1.3	1.6
	14	1	1.3	1.6
Vi ct nam	15	1	1.3	1.6
	16	1	1.3	1.6
	17	1	1.3	1.6
CS	18	1	1.3	1.6
CEBI T	19	1	1.3	1.6
Col bal MBA progr am	20	1	1.3	1.6
BEi TS	21	1	1.3	1.6
	22	1	1.3	1.6
	23	1	1.3	1.6
	24	1	1.3	1.6
	25	1	1.3	1.6
	26	1	1.3	1.6
	27	1	1.3	1.6
	28	1	1.3	1.6
	29	1	1.3	1.6
1. 2	30	1	1.3	1.6
	31	1	1.3	1.6
	32	1	1.3	1.6
	33	1	1.3	1.6
TRS	34	1	1.3	1.6
	35	1	1.3	1.6
	36	2	2.7	3.2
	39	1	1.3	1.6
PL	40	1	1.3	1.6
	41	1	1.3	1.6
	42	1	1.3	1.6
	43	1	1.3	1.6
		-----	-----	-----
	Total responses	75	100.0	119.0

537 missing cases; 63 valid case

34-7.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	3	4.1	4.8
	2	3	4.1	4.8
	3	25	34.2	40.3
	4	9	12.3	14.5
	5	4	5.5	6.5
	6	11	15.1	17.7
	7	2	2.7	3.2
	8	5	6.8	8.1
	9	3	4.1	4.8
	17	1	1.4	1.6
	18	7	9.6	11.3
Total responses		73	100.0	117.7

538 missing cases; 62 valid case

34-7.

Category label	Code	Count	Pct of Responses	Pct of Cases
OT	1	2	2.7	3.2
	2	15	20.0	23.8
	3	15	20.0	23.8
	5	4	5.3	6.3
	6	1	1.3	1.6
	7	29	38.7	46.0
	8	2	2.7	3.2
	9	1	1.3	1.6
	12	6	8.0	9.5
Total responses		75	100.0	119.0

537 missing cases; 63 valid case

34-7.

Category label	Code	Count	Pct of Responses	Pct of Cases
/	1	17	22.7	27.0
	2	8	10.7	12.7
	3	6	8.0	9.5
	5	4	5.3	6.3
	6	4	5.3	6.3
	7	2	2.7	3.2
	8	5	6.7	7.9
	9	29	38.7	46.0
		-----	-----	-----
	Total responses	75	100.0	119.0

537 missing cases; 63 valid case

34-7.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	14	19.4	23.3
	2	7	9.7	11.7
	4	2	2.8	3.3
	5	23	31.9	38.3
	6	4	5.6	6.7
	7	22	30.6	36.7
		-----	-----	-----
	Total responses	72	100.0	120.0

540 missing cases; 60 valid case

34-7.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	3	4.3	5.2
	2	5	7.1	8.6
	3	1	1.4	1.7

4	16	22.9	27.6
5	1	1.4	1.7
6	4	5.7	6.9
8	6	8.6	10.3
10	1	1.4	1.7
12	1	1.4	1.7
14	1	1.4	1.7
16	1	1.4	1.7
20	3	4.3	5.2
24	7	10.0	12.1
32	3	4.3	5.2
36	1	1.4	1.7
40	5	7.1	8.6
44	2	2.9	3.4
45	1	1.4	1.7
50	1	1.4	1.7
56	1	1.4	1.7
70	1	1.4	1.7
80	1	1.4	1.7
104	1	1.4	1.7
120	2	2.9	3.4
720	1	1.4	1.7

Total responses	-----	-----	-----
	70	100.0	120.7

542 missing cases; 58 valid case

34-7.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	14	21.2	25.0
	2	9	13.6	16.1
	3	7	10.6	12.5
	4	3	4.5	5.4
	5	8	12.1	14.3
	6	1	1.5	1.8
	8	1	1.5	1.8
	9	1	1.5	1.8
	10	5	7.6	8.9
	20	4	6.1	7.1
	25	1	1.5	1.8

40	2	3.0	3.6
50	2	3.0	3.6
70	2	3.0	3.6
80	1	1.5	1.8
93	1	1.5	1.8
100	2	3.0	3.6
189	1	1.5	1.8
350	1	1.5	1.8

Total responses	66	100.0	117.9
-----------------	----	-------	-------

544 missing cases; 56 valid case

34-8.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	2	9.5	10.0
	2	1	4.8	5.0
	3	1	4.8	5.0
	4	1	4.8	5.0
	5	3	14.3	15.0
	6	1	4.8	5.0
	7	1	4.8	5.0
	8	1	4.8	5.0
	9	2	9.5	10.0
	10	1	4.8	5.0
	11	1	4.8	5.0
	12	1	4.8	5.0
	13	1	4.8	5.0
	14	1	4.8	5.0
	15	1	4.8	5.0
	16	1	4.8	5.0
	17	1	4.8	5.0

Total responses	21	100.0	105.0
-----------------	----	-------	-------

580 missing cases; 20 valid case

34-8.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	17	81.0	85.0
	10	1	4.8	5.0
	18	3	14.3	15.0
		-----	-----	-----
	Total responses	21	100.0	105.0

580 missing cases; 20 valid case

34-8.

Category label	Code	Count	Pct of Responses	Pct of Cases
OT	1	4	19.0	20.0
	2	13	61.9	65.0
	3	1	4.8	5.0
	4	1	4.8	5.0
	12	2	9.5	10.0
		-----	-----	-----
	Total responses	21	100.0	105.0

580 missing cases; 20 valid case

34-8.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	19	90.5	95.0
/	2	1	4.8	5.0
	3	1	4.8	5.0
		-----	-----	-----
	Total responses	21	100.0	105.0

580 missing cases; 20 valid case

34-8.

Category label	Code	Count	Pct of Responses	Pct of Cases
	1	11	52.4	55.0
	2	5	23.8	25.0
	3	1	4.8	5.0
	5	1	4.8	5.0
	7	3	14.3	15.0
		-----	-----	-----
	Total responses	21	100.0	105.0

580 missing cases; 20 valid case

34-8.

Category label	Code	Count	Pct of Responses	Pct of Cases
	2	2	12.5	13.3
	8	5	31.3	33.3
	16	1	6.3	6.7
	20	1	6.3	6.7
	21	1	6.3	6.7
	24	1	6.3	6.7
	30	3	18.8	20.0
	48	1	6.3	6.7
	52	1	6.3	6.7
		-----	-----	-----
	Total responses	16	100.0	106.7

585 missing cases; 15 valid case

34-8.

Category label	Code	Count	Pct of Responses	Pct of Cases
	2	1	6.7	7.1
	4	1	6.7	7.1
	5	2	13.3	14.3
	7	2	13.3	14.3
	10	5	33.3	35.7
	12	1	6.7	7.1
	15	1	6.7	7.1
	20	1	6.7	7.1
	130	1	6.7	7.1
		-----	-----	-----
	Total responses	15	100.0	107.1

586 missing cases; 14 valid case

01-50

2001 12
2001 12

2 15-1(135-949)
: <http://www.krivet.re.kr>
: (02) 3485-5000, 5 100
: (02) 3485-5200

16-1681 (1998. 6. 11)
I S B N 89-8436-342-1 93330

() : (02) 720-9786 9

< >

: (02)3485-5095 E-mail: yhoh@krivet.re.kr

