

01-54

A Study on Development of Human Resources in
Private Vocational High Schools

KRIVET

01-54

A Study on Development of Human Resources in
Private Vocational High Schools

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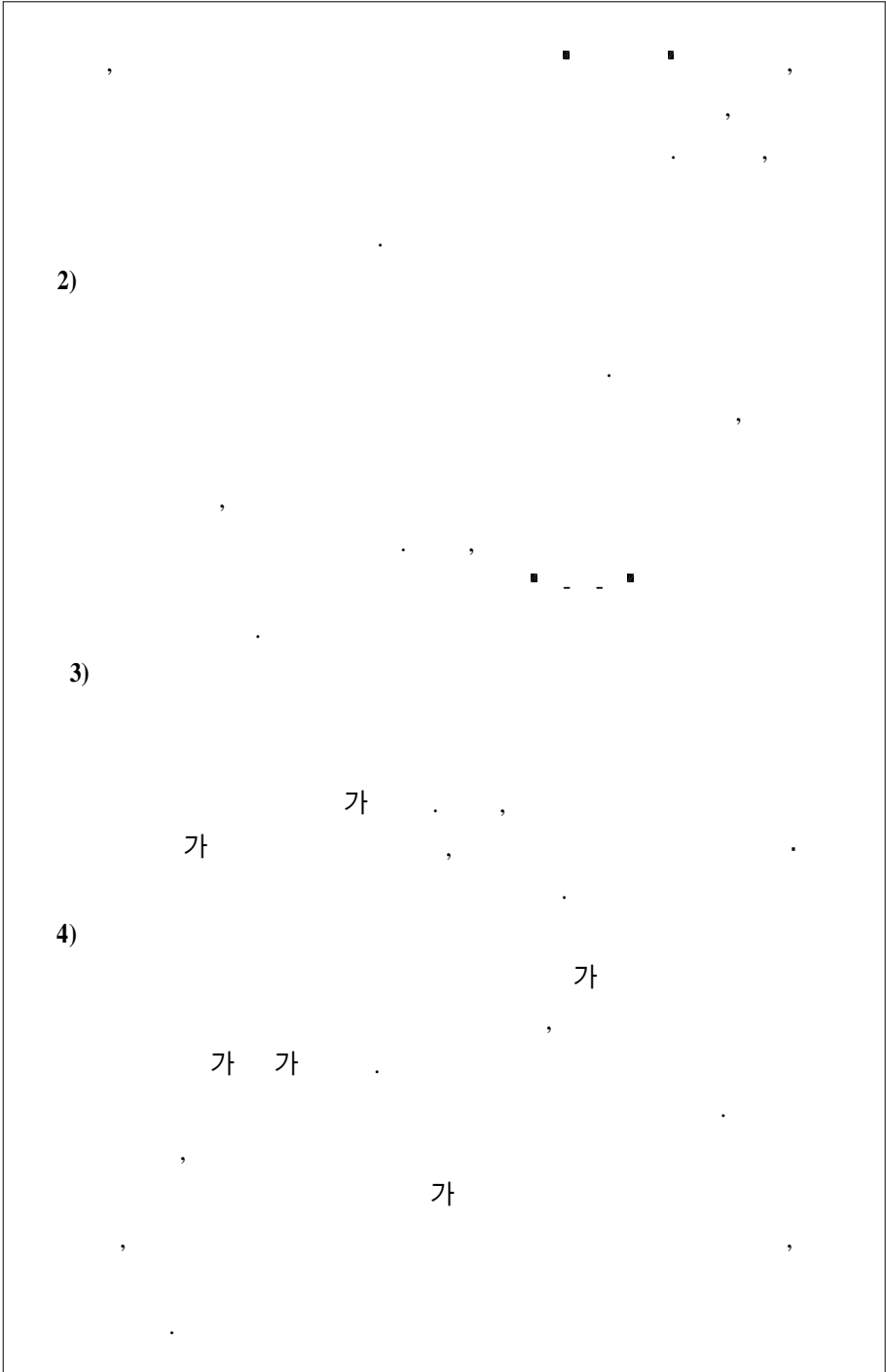
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4.	98
5.	105
6.	112
.	115
1. HRD	115
2.	119
3.	125
4.	132
.	135
1.	135
2. :	136
	141
ABSTRACT	147
	151
1.	.....	151
2.	.....	156

< -11>	.....	45
< -12>	.....	47
< -13>	.....	47
< -14>	.....	52
< -15>	.....	54
< -16>	.....	58
< -17>	.....	60
< -18>	.....	63
< -19>	.....	68
< -20>	.....	69
< -21>	.....	70
< -22>	.....	74
< -1>	.....	84
< -2>	.....	87
< -3>	.....	89
< -4>	.....	91
< -5>	.....	94
< -6>	97
< -7> 가	100
< -8>	102
< -9>	104
< -10>	107
< -11>	109
< -12>	111
< -1>	121

{	-1}	OECD	가	가	10
{	-1}		HRD		117
{	-2}		HRD		118
{	-3}				134

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3) 가

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1016
607 (59.7 %)
2001 10 23 11 5 14 " ■
-1
2001 10 가
1

4
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< -1 .

	()	()	(%)
	120	77	64.2
	148	86	58.1
	56	27	48.2
	32	12	37.5
	24	12	50.0
	48	23	47.9
	8	4	50.0
	160	84	52.5
	28	15	53.6
	24	16	66.7
	32	20	62.5
	44	39	88.6
	40	29	72.5
	120	55	45.8
	116	96	82.8
	16	12	75.0
	1016	607	59.7

< -2

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

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• ,
• SPSS/ WIN ,
(2)

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HRD

1.

가

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가. ·

21 , , ·

가 · , ·

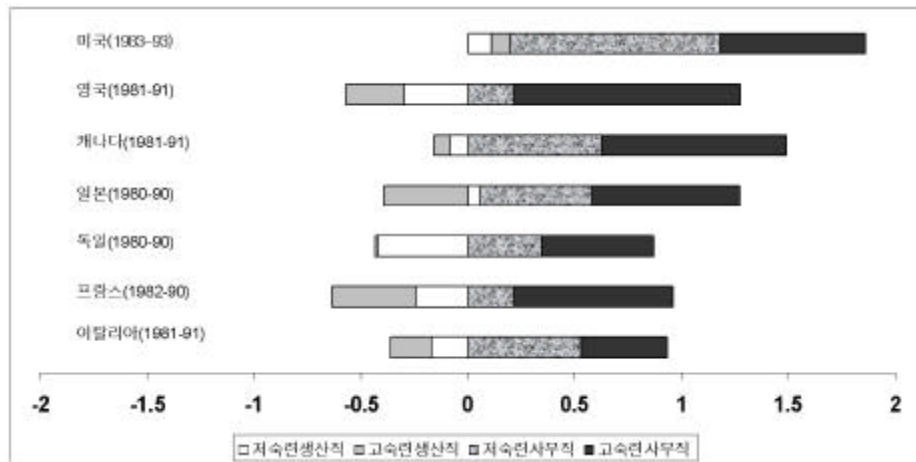
· 가 ·
가 ,

1)

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,
가 (Federal Ministry of
Education, Science, Research and Technology, 1998). 가
가 가

가 가

가 가



[-1] OECD 가 가

: OECD(1998). "OECD Data on Skills: Employment by Industry and Occupation," STI Working Papers.

(2000). , 「
」.

[II-1] OECD 가 가

(multi-skill) (upper-skill)

가 가

가 , 가

21 1990

가 가

가

가

1

가 (< II-2>)

(, 1999).

< II-2>

(: , %)

	1997	2000	2005	2010	가		
					1997-2000	2000-2005	2005-2010
	2,324	1,910	1,544	1,202	-6.3	-4.2	-4.9
	27	25	21	18	-2.2	-3.4	-3.5
	4,474	4,775	5,181	5,282	2.2	1.6	0.4
가	76	86	116	149	3.8	6.3	5.1
	2,004	2,006	1,887	1,777	0.0	-1.2	-1.2
	5,798	5,310	5,815	6,409	-2.9	1.8	2.0
	1,165	1,275	1,348	1,319	3.1	1.1	-0.4
	1,908	2,053	2,662	3,435	2.5	5.3	5.2
	3,272	3,658	4,673	5,168	3.8	5.0	2.0
	21,047	21,097	23,247	24,758	0.1	2.0	1.3

: (1998), ■ ■.

(< II-3>), ,

,

2010

1990

(

, 1999).

< II-3>

(: , %)

	1997	2000	2005	2010	가		
					1997-2000	2000-2005	2005-2010
	4.0	4.0	4.8	7.4	0.1	3.5	9.3
	88.0	88.2	108.3	198.1	0.1	4.2	12.8
	439.4	471.7	645.0	641.1	2.4	6.5	-0.1
, 가	270.7	566.7	946.5	818.3	27.9	10.8	-2.9
가	124.5	125.6	156.6	297.1	0.3	4.5	13.7
가	451.8	468.2	546.1	619.0	1.2	3.1	2.5
가	150.4	150.4	187.0	371.4	0.0	4.5	14.7
	374.5	473.9	754.5	1066.8	8.2	9.7	7.2
가	87.9	90.3	101.4	101.3	0.9	2.4	0.0
가	413.7	444.9	540.1	582.4	2.5	4.0	1.5
가	1307.2	1359.1	1497.4	1253.7	1.3	2.0	-3.5
	1750.8	1775.2	2064.6	2382.2	0.5	3.1	2.9
	823.3	822.9	923.5	1028.2	0.0	2.3	2.2
	2625.9	2838.5	4012.7	5141.9	2.6	7.2	5.1
,	2231.0	1878.1	1421.0	974.5	-5.6	-5.4	-7.3
	2211.4	2039.2	1362.6	969.7	-2.7	-7.7	-6.6
	1.5	1.4	0.9	0.7	-2.7	-7.7	-6.6
	989.2	990.8	1148.8	1328.2	0.1	3.0	2.9
,	1020.1	1012.9	1148.6	1299.0	-0.2	2.5	2.5
,	227.5	209.1	195.6	182.4	-2.8	-1.3	-1.4
	925.7	887.5	906.5	904.1	-1.4	0.4	-0.1
	156.0	148.2	147.2	144.6	-1.7	-0.1	-0.4
	909.4	864.1	858.2	843.2	-1.7	-0.1	-0.4
	1108.0	1145.7	1274.0	1283.8	1.1	2.1	0.2
	1397.3	1355.3	1457.9	1558.9	-1.0	1.5	1.3
	90.3	85.9	80.1	48.5	-1.6	-1.4	-9.6
, ,	867.3	799.3	756.6	712.0	-2.7	-1.1	-1.2

: (1998),

3)

가

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One-Stop

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TV

2)

가

가

1960

2 3%

가

2000

가

, 2000

가

(, 2000).

< -4>

		(6-21)	(6-11)	(12-14)	(15-17)	(18-21)
1980	38,124	14,401	5,499	2,599	2,671	3,632
1990	42,869	13,361	4,786	2,317	2,595	3,663
1995	45,093	11,918	3,901	2,443	2,349	3,225
2000	47,275	11,339	4,081	1,877	2,150	3,231
2005	49,123	10,837	4,265	2,082	1,880	2,610
2010	50,617	10,963	4,099	2,124	2,125	2,615
2015	51,677	10,810	3,871	2,028	2,094	2,816

: (1996).

가

< II-5>

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가

가

가 가

90%

가

, 가 20%

(

, 1993).

가

< II-5 >

(: %)

1980	32.8	34.0	31.2	45.8	72.8	10.1	44.0	96.1
1985	36.4	53.8	13.3	60.1	82.8	30.0	41.4	68.9
1990	33.2	47.2	8.3	63.0	86.0	22.1	43.3	68.8
1995	51.4	72.8	19.2	69.4	91.8	35.6	72.9	105.1
2000	68.0	83.9	41.9	77.9	94.5	50.8	80.2	103.0
2001	70.5	85.2	44.9	80.0	96.2	52.1	83.3	104.1

: 1)

2) = (/) × 100

3) = (/) × 100

: (1997).

▪ (2000, 2001). ▪

2. 가

21

(human resource)

20

2

(manpower)

(human resources development : HRD)

, Nadler(1989)

가 , 5 가 25.8%,
11.8% 가가 . 가
가 .

가

(2000a)
가 , ,

(2000) ■ 가 . 가
가 가

「 가 」 , 가

(2001) ■
가

(human capital)

(social capital)

가

(National Human Resources Development : NHRD)

가
가 가
가

가 .

가

가

가

가

IMD(International Institute for Management Development)

, 2000

249

가 47

25

27

가

가

가

가

가

(1995)

가

(1997)

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(1993)

2001 1

OECD 가

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(, 2001).

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 (1996. 2) 「 ()」,
 (1999. 3) 「 5 ()」 (1996,
 2) 「 , (1999. 12) 「21
 」, 「 (2000.
 1), (2000. 3) 「 3 ()」,
 (2000. 4) 「 ,
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(1996) 「
」 7가

, 1999 가 5 」

(1999) 7

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「 가 」 (2001. 6) , 가

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1997

< II-7> 1995 2000

(: , %)

	1995	1996	1997	1998	1999	2000
	80,131 (51.7)	99,320 (40.2)	126,100 (33.5)	120,465 (34.4)	70,127 (21.6)	55,633 (18.4)
	74,855 (48.3)	94,614 (38.3)	148,700 (39.5)	165,964 (47.4)	192,036 (59.1)	187,115 (61.7)
	-	52,966 (21.5)	101,300 (26.9)	63,921 (18.2)	62,544 (19.3)	60,281 (19.9)
	154,986 (100.0)	246,900 (100.0)	376,100 (100.0)	350,350 (100.0)	324,707 (100.0)	303,029 (100.0)

: (2001).

가 , 가 ,

가 ,

21 가

가

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가

(, 2001; , 1999; , 2001; ,

2000a).

, (2001) 가

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(, 2000a).

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▪(education through work producing)

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▪(learning by

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(1992)

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< -8 >

1. (postsecondary) 가 가 .	1. , .
2. 가 가 .	2. , .
3. 가 가 .	3. 가 .
4. 가 .	4. , .
5.	5. 가 .
가 가 .	가 .
가 가 .	가 .

: (2001).

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(, 2001).

가 , .

(2000) (, 2001).

가 가 .

가 .

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, 가 .

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가 .

가

가

(, 2001).

(, 2000)

< II-9>

< II-9>

(: , %)

	1999		2000		2001		2002		2003		가
	8,150	(2.8)	5793	(1.9)	3436	(2.0)	2913	(1.7)	2411	(1.4)	-0.26
	109,967	(37.9)	94610	(45.6)	79252	(46.9)	87,620	(51.5)	92641	(54.5)	-0.04
	165,761	(57.2)	122825	(48.7)	79,888	(47.3)	72246	(42.5)	65449	(38.5)	-0.12
	6,121	(2.1)	6273	(3.8)	6424	(3.8)	7221	(4.3)	9496	(5.6)	0.12
	290,000	(100.0)	229,500	(100.0)	169,000	(100.0)	170,000	(100.0)	170,000	(100.0)	-0.12

: (2000).

4)

1950

가

가

가 , , 가

2001
 1,969 가 38.54% 759 .
 651,198 , 34.07% (
)(< -1>).
 < -1> , 1991 2001
 50:50
 가 가 .
 가 , 가 ,
 , 1990 가 가
 . 1998 가 가
 , 1990 가 가
 ,

< -1>

	1991	1996	1997	1998	1999	2000	2001
	51	26	27	26	28	26	27
	113	184	191	200	196	203	209
	219	248	248	247	247	238	225
	9	10	10	9	9	8	8
가	-	-	-	(1)	(2)	(3)	()
	24	66	63	68	82	75	73
	202	237	232	222	200	214	217
	618	771	771	772	764	764	759

: . (1991-2001).

가
 (< -2> . , .

1991
가 가 . 가

2001 651,198
34%
가 , 2001
231,716 가
317,767 48.79%

< -2 >

	1991	1996	1997	1998	1999	2000	2001
	44,082	20,543	22,162	20,838	20,517	17,874	16,792
	207,106	297,732	318,144	316,828	295,930	265,837	231,716
	444,677	360,173	365,085	342,644	320,156	272,650	227,710
	9,278	7,626	7,452	6,983	6,739	5,607	5,016
		68,656	69,261	68,680	78,360	57,683	49,548
		184,703	177,933	171,513	130,049	127,335	120,416
		939,433	960,037	927,486	851,751	746,986	651,198

: . (1991-2001). .

2)

2001 757 .
< -1 > , 가 225 가
, 217 , 209 ,
73 , 27 , 8 .

58.2% .
(< -3>).

< -3> (2001)
(: , %)

.	27	132	94	8	59	122	442
	-	77	131	-	14	95	317
	27	209	225	8	73	217	759
	-	36.8%	58.2%	-	19%	43.7%	41.76%

: . (2001).
 , , , , , .
가 , , , , ,
가
(< -4>). 가
,
가 .

< -4> (2001)
(:)

	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	22	13	5	4	2	3	1	10	-	-	-	-	2	8	6	1	77
	32	18	6	6	3	4	-	15	1	8	4	8	4	12	8	2	131
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
가																	
	5	-	-	-	1	-	1	1	-	-	2	1	3	-	-	-	14
	-	-	1	-	1	1	-	32	5	-	4	16	4	11	20	-	95
	59	31	12	10	7	8	2	58	6	8	10	25	13	31	34	3	317

: . (2001). .

가 , .

1)

, 가
 , , , . ,

. 가 ,
 (< -6>)
 2).

, .

< -6> (1998-1999)

	1998	1999
	1,720	688
	3,252	3,507
	7,919	8,025
	12,441	12,220

: (1998-1999).

2) (1997) , , 92.0%가

1998 7 가 , 2001
 30
 1 , 11 , 13 , 가 3 , 2 가
 , 5,715
 가 , 가
 , 가 가
 가 6
 가 , 가
 가
 < -7> ,
 < -8> .

< -7> .

1998		1											1
1999		3		1	1		1		1		1		8
2000		2	1		3	1		1	1	2		2	13
2001	1	2								2	2		8
	1	8	1	1	4	1	1	1	2	4	3	2	30

: (2001).

< -8> (2001)

				1999	' , , ,
			"	1999	' , , ,
			"	1999	' , , ,
			"	1999	' , , ,
				1999	' , , ,
			"	2000	' , , ,
			"	1999	' , , ,

				2000	
			"	1999	
			"	2000	,
			"	2000	,
			"	1999	
			"	2001	
				2000	,
				2001	,
			"	2001	
			"	2000	,
			"	2000	
				2000	
				2000	,
			"	2001	
			"	2001	
			"	1999	
				2001	
				2001	
가			"	1999	
			"	2000	
		()	"	1999	
			"	2000	,
			"	2000	,

: (2001).

2)

, , 가

, ■

가

2000 7 14 5
 , 2006 (, 2001:46).
 < -9>

< -9>

	()		
		2001 - 2006	-
		()	-
			-
		2004 -	4 , 4
		()	(, ,)

: 1.
 : (2000).

3)

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 ,)
 . (< -10>).

1996 「 ()」

1996 8 4
 , 1997 12 2000
 40
 < -11>
 (1997) , 가 가
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 가 가
 가 2+2 가
 ,
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 ,
 가 가
 (, 1997:171).

< -11> (1996 1999)

1996 -1998	1	4	3	181	45	109	27
	2	12	8				
		12	71				
		28	82				
1999		40	225	253	54	82	117

: (1999).

. p42.

, 146-147.

가 1995 13.2%, 2000 42.0%, 2001 44.9% .
 , 1995 81.6% 1998 63.3%, 2000 51.3%, 2001 48.4%
 (< -12>).

< -12> , 가
 1997 , 가

가

< -12>

(: %)

	1985	1990	1995	1999
	7.3	8.7	15.5	18.9
	37.8	38.7	33.9	35.8
	54.9	52.6	37.8	33.7

* : (1985-1999).

2) 가

< -13>

가 , 가
 , 가
 가 (, 2001:5).

< -13>

(: %)

	1997	1998	1999	2000	2001
(%)	71.6	63.3	57.1	51.3	48.4
(%)	23.5	28.8	35.2	41.9	44.9

: (2001). . p6.

가

가

3)

가

가

(, 2000: 68).

가

가

가

, (, 1999)

가

(83.3%) ,

7.3%

(28.8%) ,

(, 1999:124-5).

가

가

689 (94.7%) ,

21 (2.9%),

17 (2.4%)

가

. , 가

597

가 가

(, 2000:29-30).

4)

4)

가

가

4)

가

4

가 , 가

(, 2001:12-13).

(, 2000:47). 7

5)

2 4

가
 (, 2000:52).
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 ,
 가 가 가 (, 2000:57).

6) .

가
 (1998) 가
 5)

< -14 >

5) (2000) ▪ , (1999) ▪

가

2.

가

가

가

가.

1)

■ ■

1993

439 , 3

501

1

457 , 2

1

가

1 : 1

, 2

3

(< III-15 >).

가 가

< III-15> ■ ■

				1		2		3		
				1	2	1	2	1	2	
	8	8	4	2	2					
	8	8	6	3	3					
	8	8	8	2	2	2	2			
	8	8	8	2	2	2	2			
	8	8	4					2	2	
	8	8	8			2	2	2	2	
	8	8	4					2	2	
	8	8	4					2	2	
	8	8	4					2	2	
	6	12	6	12	6			3	3	
	40	70	40	70	14	7	7			
			24			8	8	5	3	
			16					9	7	
		82		110	16	16	17	17	24	20
		70		78	16	16	15	15	8	8
		12		12	2	2	2	2	2	2
		4		4	1	1	1	1		
				204	35	35	35	35	34	30

1

가 가

, 가

2)

가)

가

) 1998

가

24.7%

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가 , 가

가

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) (2/3) 가 .
, 가 , 가

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) 7 가
. 7 (19), 3
, 가 .

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가 .

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3)

가) . 가

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가

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1)

■■

1 190 , 2 110 , 3 179

3

< III-16 >

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가

가

. 1999

2000

< III-16> ■ ■

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				1		2		3		
				1	2	1	2	1	2	
		4	12	6	3	3				
		4	12	6	3	3				
		4	12	8	4	4				
	II	4	12	6			3	3		
		4	12	6			3	3		
		4	12	8	4	4				
		4	12	6					3	3
		4	12	6			3	3		
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		4	12	8			4	4		
		82		86	14	14	13	13	16	16
		70		104	18	18	18	18	14	14
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			4					2	2
			114						
			114	16	16	19	19	22	22
			74	74	15	15	12	12	10
			82	188	31	31	31	31	32
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			204	34	34	34	34	34	34

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2001 759 , 가 317
 41.76%

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< -19> (2000) (:)

A	630	645	-15	102	
B	420	426	-6	101	"
C	504	511	-7	101	"
D	378	380	-2	101	"
E	504	506	-2	100	"
F	1008	1009	-1	100	"
G	588	588	0	100	"
H	504	301	203	60	
I	252	148	104	59	"
J	630	615	18	98	"
K	840	725	115	86	"
L	252	108	144	43	"
M	714	250	464	35	"
N	630	203	427	32	"

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. 2001 651,198 가 , 33,215
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2001	33,215	17,215	16,000	48.17%
2000	32,188	16,125	16,063	49.9%
1999	33,714	16,277	17,437	51.7%

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	2	10/ 4-12/ 9			9	2
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, . 23.9%, 36.2%, 27.2%,
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가
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		()	(%)	(%)
		77	12.7	12.7
		165	27.2	27.2
		220	36.2	36.2
	. .	145	23.9	23.9
		0	0	
		607	100.0	100.0
		170	28.0	28.0
		296	48.8	48.8
		141	23.2	23.2
		0	0	
		607	100.0	100.0
700		192	31.6	31.6
	700 ~1200	212	34.9	34.9
	1200	203	33.4	33.4
		0	0	
		607	100.0	100.0
		161	26.5	26.5
		411	67.7	67.7
		35	5.8	5.8
		0	0	
		607	100.0	100.0

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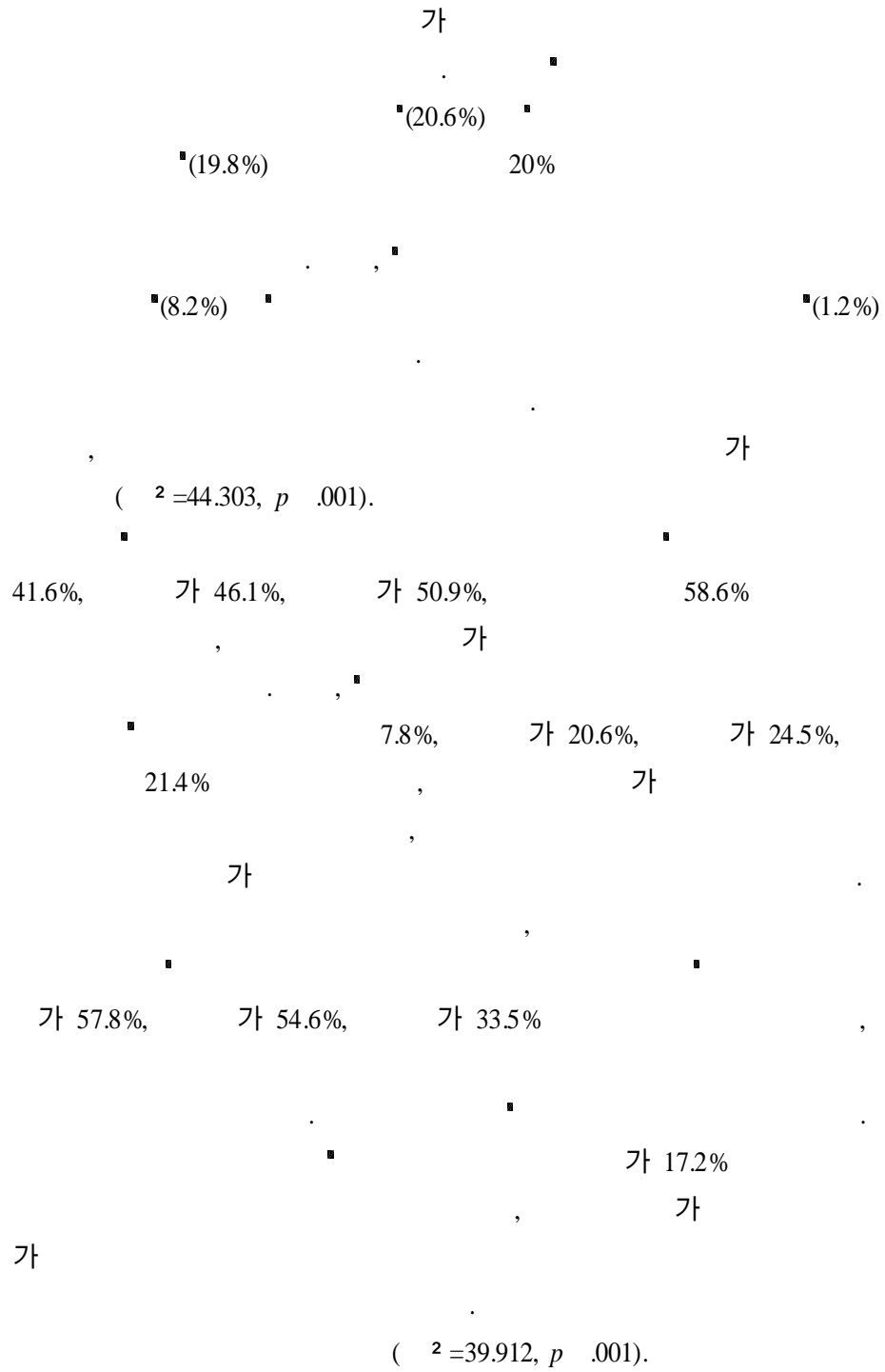
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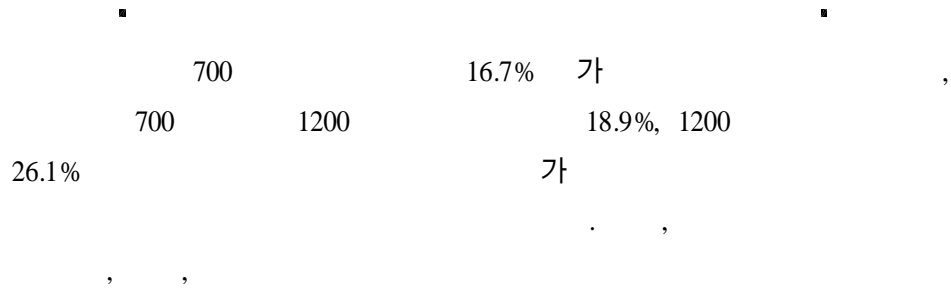
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50%가



($\chi^2=28.508, p .001$).

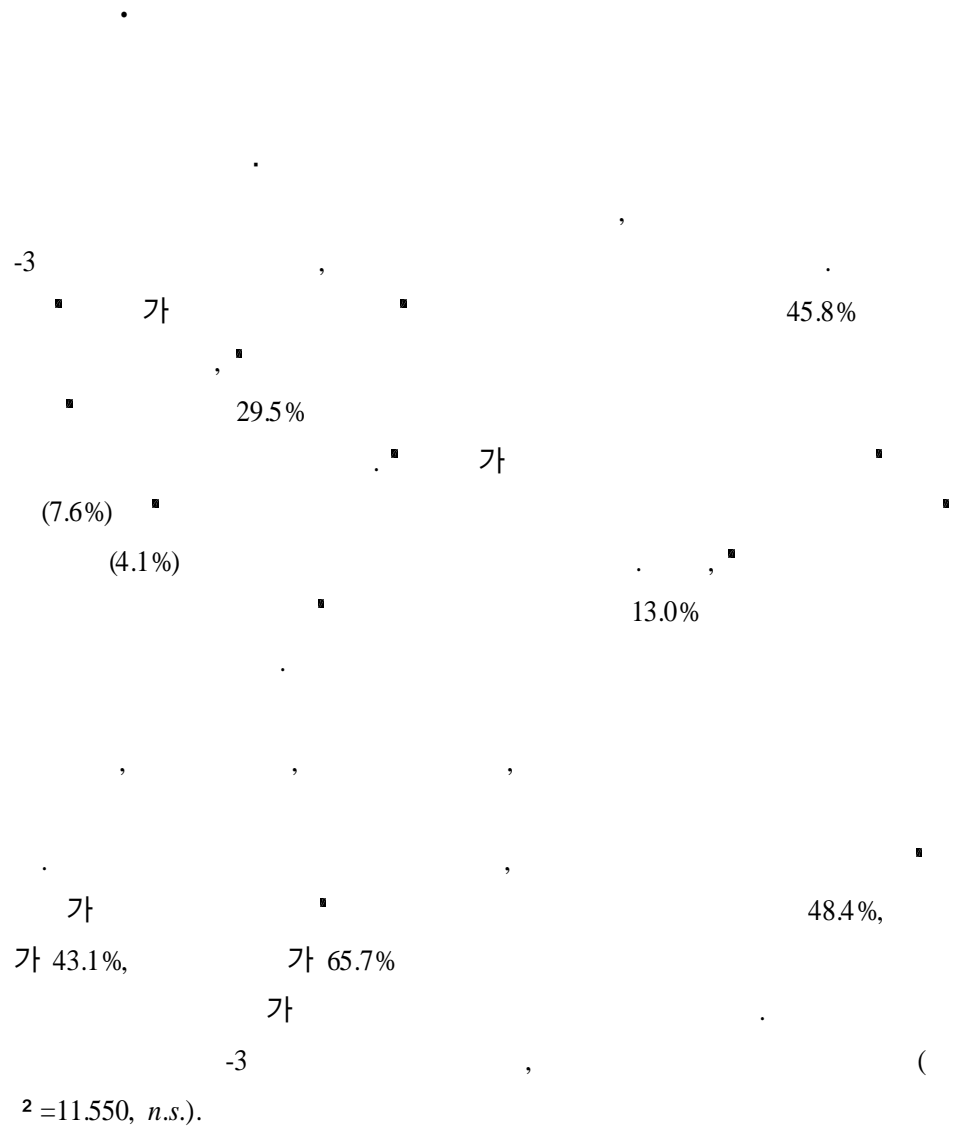


($\chi^2=6.049, n.s.$).

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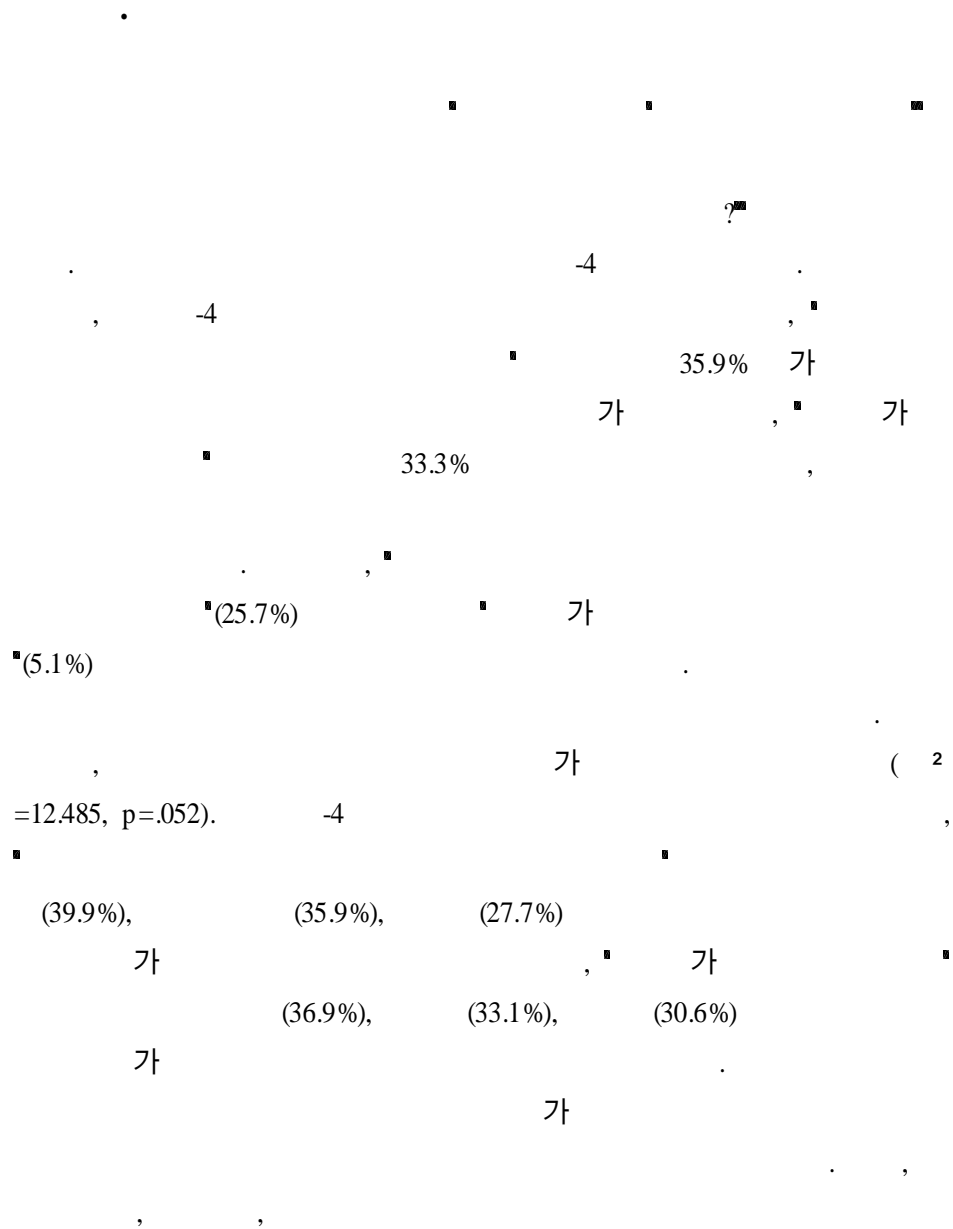
1		1	2	3	4	5		<i>df</i>	²	<i>p</i>	
		32	11		28	6	77	12	44.303	.000	
	%	41.6	14.3		36.4	7.8	100.0				
		76	13	1	41	34	165				
	%	46.1	7.9	.6	24.8	20.6	100.0				
		112	13	2	39	54	220				
	%	50.9	5.9	.9	17.7	24.5	100.0				
		85	13	4	12	31	145	12	44.303	.000	
	%	58.6	9.0	2.8	8.3	21.4	100.0				
		305	50	7	120	125	607	12	44.303	.000	
		50.2	8.2	1.2	19.8	20.6	100.0				
		57	27	2	45	39	170	8	39.912	.000	
	%	33.5	15.9	1.2	26.5	22.9	100.0				
		171	18	4	52	51	296				
	%	57.8	6.1	1.4	17.6	17.2	100.0				
		77	5	1	23	35	141				
	%	54.6	3.5	.7	16.3	24.8	100.0				
		305	50	7	120	125	607	8	39.912	.000	
		50.2	8.2	1.2	19.8	20.6	100.0				
700		107	17	5	31	32	192	8	28.508	.000	
	%	55.7	8.9	2.6	16.1	16.7	100.0				
	700 ~1200		122	15		35	40				212
		%	57.5	7.1		16.5	18.9				100.0
	1200		76	18	2	54	53				203
		%	37.4	8.9	1.0	26.6	26.1				100.0
		305	50	7	120	125	607	8	28.508	.000	
		50.2	8.2	1.2	19.8	20.6	100.0				
		91	12	1	26	31	161	8	6.049	.642	
	%	56.5	7.5	.6	16.1	19.3	100.0				
		196	34	6	86	89	411				
	%	47.7	8.3	1.5	20.9	21.7	100.0				
		18	4		8	5	35				
	%	51.4	11.4		22.9	14.3	100.0				
		305	50	7	120	125	607	8	6.049	.642	
		50.2	8.2	1.2	19.8	20.6	100.0				

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2		1	2	3	4	5		<i>df</i>	²	<i>p</i>				
		28	9	14	3	23	77	12	15.617	.209				
	%	36.4	11.7	18.2	3.9	29.9	100.0							
		80	14	19	4	48	165							
	%	48.5	8.5	11.5	2.4	29.1	100.0							
		95	16	27	8	74	220							
	%	43.2	7.3	12.3	3.6	33.6	100.0							
		75	7	19	10	34	145	12	15.617	.209				
	%	51.7	4.8	13.1	6.9	23.4	100.0							
		278	46	79	25	179	607							
	%	45.8	7.6	13.0	4.1	29.5	100.0							
			73	15	23	6	53				170	8	3.666	.886
		%	42.9	8.8	13.5	3.5	31.2				100.0			
		145	20	38	11	82	296							
%		49.0	6.8	12.8	3.7	27.7	100.0							
		60	11	18	8	44	141							
%		42.6	7.8	12.8	5.7	31.2	100.0							
		278	46	79	25	179	607	8	13.466	.097				
	%	45.8	7.6	13.0	4.1	29.5	100.0							
	700		102	11	23	6	50				192			
	%	53.1	5.7	12.0	3.1	26.0	100.0							
	700 ~1200		83	18	33	14	64				212			
	%	39.2	8.5	15.6	6.6	30.2	100.0							
		93	17	23	5	65	203	8	13.466	.097				
	%	45.8	8.4	11.3	2.5	32.0	100.0							
		278	46	79	25	179	607							
	%	45.8	7.6	13.0	4.1	29.5	100.0							
			78	8	18	5	52				161	8	11.550	.172
		%	48.4	5.0	11.2	3.1	32.3				100.0			
		177	36	58	20	120	411							
%		43.1	8.8	14.1	4.9	29.2	100.0							
		23	2	3		7	35							
%		65.7	5.7	8.6		20.0	100.0							
		278	46	79	25	179	607	8	11.550	.172				
	%	45.8	7.6	13.0	4.1	29.5	100.0							

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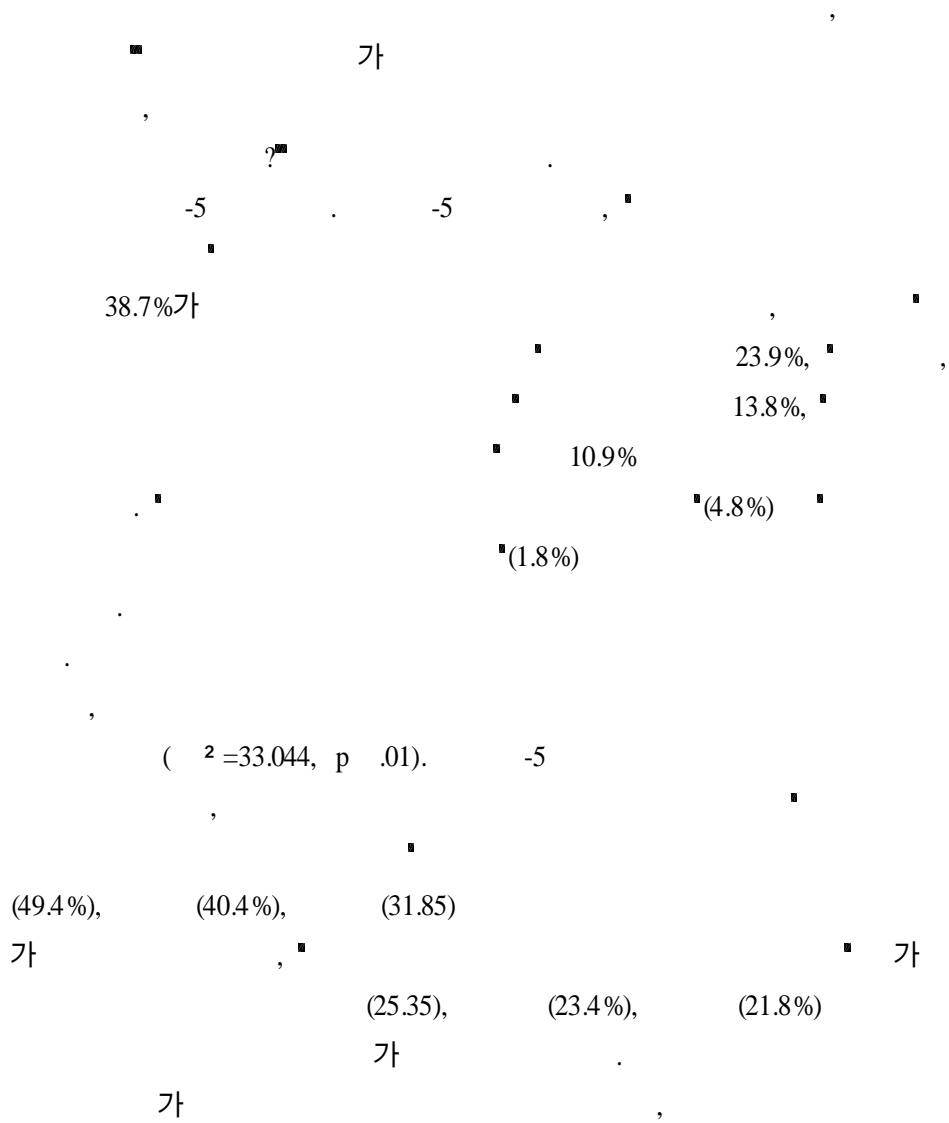


3		1	2	3	4		<i>df</i>	²	<i>p</i>			
		16	5	31	25	77	9	14.977	.092			
	%	20.8	6.5	40.3	32.5	100.0						
		58	9	55	43	165						
	%	35.2	5.5	33.3	26.1	100.0						
		78	8	71	63	220						
	%	35.5	3.6	32.3	28.6	100.0						
		50	9	61	25	145						
	%	34.5	6.2	42.1	17.2	100.0						
		202	31	218	156	607						
		%	33.3	5.1	35.9	25.7				100.0		
		52	8	61	49	170				6	12.485	.052
	%	30.6	4.7	35.9	28.8	100.0						
		98	10	118	70	296						
	%	33.1	3.4	39.9	23.6	100.0						
		52	13	39	37	141						
	%	36.9	9.2	27.7	26.2	100.0						
		202	31	218	156	607						
		%	33.3	5.1	35.9	25.7	100.0					
700		66	8	80	38	192	6	9.440	.150			
	%	34.4	4.2	41.7	19.8	100.0						
700 ~1200		63	14	73	62	212						
	%	29.7	6.6	34.4	29.2	100.0						
1200		73	9	65	56	203						
	%	36.0	4.4	32.0	27.6	100.0						
		202	31	218	156	607						
		%	33.3	5.1	35.9	25.7				100.0		
		54	8	58	41	161				6	4.352	.629
	%	33.5	5.0	36.0	25.5	100.0						
		132	23	150	106	411						
	%	32.1	5.6	36.5	25.8	100.0						
		16		10	9	35						
	%	45.7		28.6	25.7	100.0						
		202	31	218	156	607						
		%	33.3	5.1	35.9	25.7	100.0					

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4		1	2	3	4	5	6	7	8		<i>f</i>	²	<i>p</i>
		26	6	12		6	25	1	1	77	21	29.849	.095
	%	33.8	7.8	15.6		7.8	32.5	1.3	1.3	100.0			
		65	5	35	2	16	31	10	1	165			
	%	39.4	3.0	21.2	1.2	9.7	18.8	6.1	.6	100.0			
		88	14	23	5	26	51	12	1	220			
	%	40.0	6.4	10.5	2.3	11.8	23.2	5.5	.5	100.0			
		56	4	14	4	18	38	11		145			
	%	38.6	2.8	9.7	2.8	12.4	26.2	7.6		100.0			
		235	29	84	11	66	145	34	3	607			
		%	38.7	4.8	13.8	1.8	10.9	23.9	5.6	.5			100.0
		84	4	21	1	15	37	7	1	170	14	33.044	.003
	%	49.4	2.4	12.4	.6	8.8	21.8	4.1	.6	100.0			
		94	20	54	7	28	75	17	1	296			
	%	31.8	6.8	18.2	2.4	9.5	25.3	5.7	.3	100.0			
		57	5	9	3	23	33	10	1	141			
	%	40.4	3.5	6.4	2.1	16.3	23.4	7.1	.7	100.0			
		235	29	84	11	66	145	34	3	607			
		%	38.7	4.8	13.8	1.8	10.9	23.9	5.6	.5			100.0
700		67	8	22	4	17	57	16	1	192			
	%	34.9	4.2	11.5	2.1	8.9	29.7	8.3	.5	100.0			
700 ~1200		90	14	28	1	26	46	6	1	212	14	20.247	.123
	%	42.5	6.6	13.2	.5	12.3	21.7	2.8	.5	100.0			
1200		78	7	34	6	23	42	12	1	203			
	%	38.4	3.4	16.7	3.0	11.3	20.7	5.9	.5	100.0			
		235	29	84	11	66	145	34	3	607			
		%	38.7	4.8	13.8	1.8	10.9	23.9	5.6	.5			100.0
		70	6	26	4	8	39	7	1	161	14	20.015	.130
	%	43.5	3.7	16.1	2.5	5.0	24.2	4.3	.6	100.0			
		152	22	51	7	56	99	22	2	411			
	%	37.0	5.4	12.4	1.7	13.6	24.1	5.4	.5	100.0			
		13	1	7		2	7	5		35			
	%	37.1	2.9	20.0		5.7	20.0	14.3		100.0			
		235	29	84	11	66	145	34	3	607			
		%	38.7	4.8	13.8	1.8	10.9	23.9	5.6	.5			100.0

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5		1	2	3	4	5		<i>df</i>	²	<i>p</i>			
		20	13	2	19	23	77	12	19.706	.073			
	%	26.0	16.9	2.6	24.7	29.9	100.0						
		54	31	7	31	42	165						
	%	32.7	18.8	4.2	18.8	25.5	100.0						
		76	36	24	41	43	220						
	%	34.5	16.4	10.9	18.6	19.5	100.0						
		48	14	15	33	35	145						
	%	33.1	9.7	10.3	22.8	24.1	100.0						
		198	94	48	124	143	607						
	%	32.6	15.5	7.9	20.4	23.6	100.0						
		62	17	6	43	42	170				8	34.225	.000
	%	36.5	10.0	3.5	25.3	24.7	100.0						
		80	64	29	47	76	296						
	%	27.0	21.6	9.8	15.9	25.7	100.0						
		56	13	13	34	25	141						
	%	39.7	9.2	9.2	24.1	17.7	100.0						
		198	94	48	124	143	607						
	%	32.6	15.5	7.9	20.4	23.6	100.0						
700		66	20	20	48	38	192	8	20.197	.010			
	%	34.4	10.4	10.4	25.0	19.8	100.0						
700 ~1200		69	31	21	38	53	212						
	%	32.5	14.6	9.9	17.9	25.0	100.0						
1200		63	43	7	38	52	203						
	%	31.0	21.2	3.4	18.7	25.6	100.0						
		198	94	48	124	143	607	8	19.562	.012			
	%	32.6	15.5	7.9	20.4	23.6	100.0						
		51	28	20	17	45	161						
	%	31.7	17.4	12.4	10.6	28.0	100.0						
		135	59	26	99	92	411						
	%	32.8	14.4	6.3	24.1	22.4	100.0						
		12	7	2	8	6	35						
	%	34.3	20.0	5.7	22.9	17.1	100.0						
		198	94	48	124	143	607						
	%	32.6	15.5	7.9	20.4	23.6	100.0						

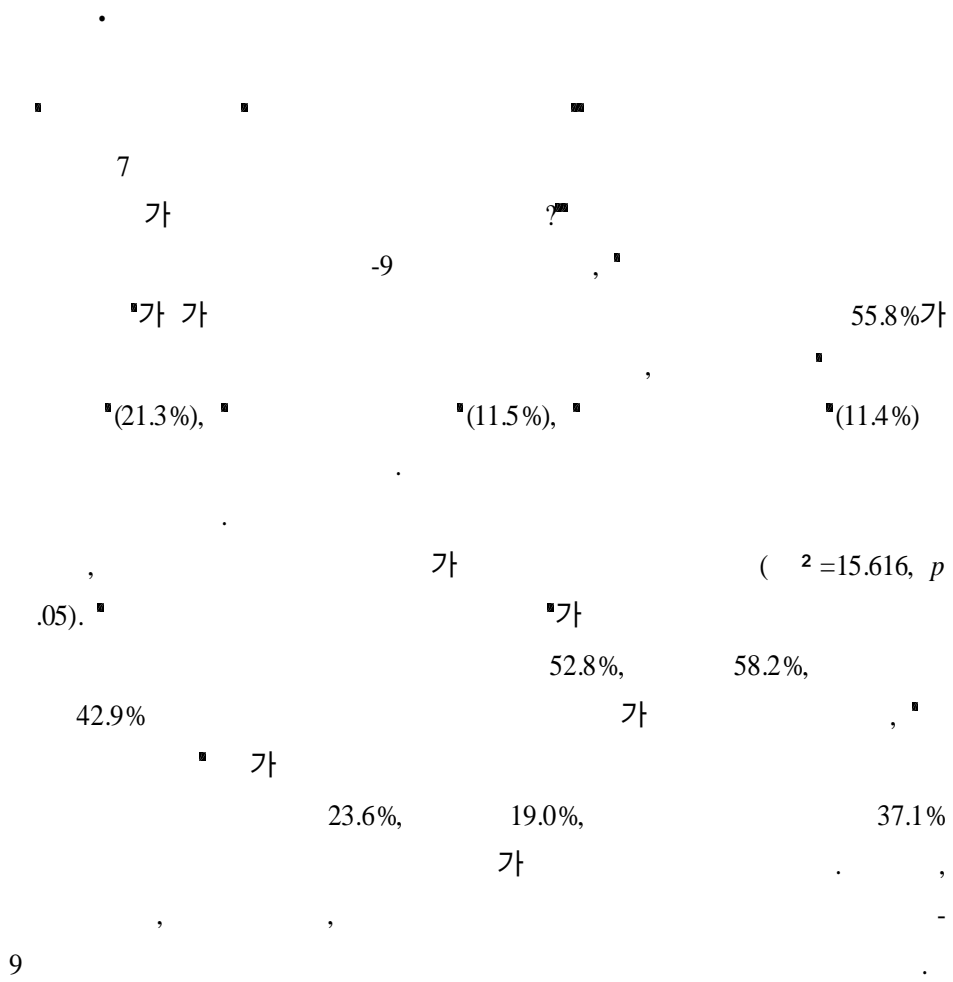
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가 42.4%, 가 41.2%, 가 46.8% ,
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 가 가 가
 25.3%, 가 32.8%, 가 22.0% , 가
 가 .
 ($\chi^2=17.159, p .05$).
 가

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6		1	2	3	4	5		<i>df</i>	²	<i>p</i>			
		1	8	13	21	34	77	12	30.005	.003			
	%	1.3	10.4	16.9	27.3	44.2	100.0						
		4	7	39	38	77	165						
	%	2.4	4.2	23.6	23.0	46.7	100.0						
		21	5	35	61	98	220						
	%	9.5	2.3	15.9	27.7	44.5	100.0						
		10	8	25	51	51	145						
	%	6.9	5.5	17.2	35.2	35.2	100.0						
		36	28	112	171	260	607						
	%	5.9	4.6	18.5	28.2	42.8	100.0						
		5	11	39	43	72	170				8	17.159	.028
	%	2.9	6.5	22.9	25.3	42.4	100.0						
		23	12	42	97	122	296						
	%	7.8	4.1	14.2	32.8	41.2	100.0						
		8	5	31	31	66	141						
	%	5.7	3.5	22.0	22.0	46.8	100.0						
		36	28	112	171	260	607						
	%	5.9	4.6	18.5	28.2	42.8	100.0						
700		14	13	32	62	71	192	8	10.160	.254			
	%	7.3	6.8	16.7	32.3	37.0	100.0						
700 ~1200		14	8	38	58	94	212						
	%	6.6	3.8	17.9	27.4	44.3	100.0						
1200		8	7	42	51	95	203						
	%	3.9	3.4	20.7	25.1	46.8	100.0						
		36	28	112	171	260	607	8	8.201	.414			
	%	5.9	4.6	18.5	28.2	42.8	100.0						
		9	4	30	48	70	161						
	%	5.6	2.5	18.6	29.8	43.5	100.0						
		23	22	80	111	175	411						
	%	5.6	5.4	19.5	27.0	42.6	100.0						
		4	2	2	12	15	35						
	%	11.4	5.7	5.7	34.3	42.9	100.0						
		36	28	112	171	260	607						
	%	5.9	4.6	18.5	28.2	42.8	100.0						

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8		1	2	3	4		<i>df</i>	²	<i>p</i>			
		10	44	5	18	77	9	7.308	.605			
	%	13.0	57.1	6.5	23.4	100.0						
		16	88	24	37	165						
	%	9.7	53.3	14.5	22.4	100.0						
		27	124	20	49	220						
	%	12.3	56.4	9.1	22.3	100.0						
		17	83	20	25	145						
	%	11.7	57.2	13.8	17.2	100.0						
		70	339	69	129	607						
	%	11.5	55.8	11.4	21.3	100.0						
		14	98	22	36	170				6	5.462	.486
	%	8.2	57.6	12.9	21.2	100.0						
		35	164	36	61	296						
	%	11.8	55.4	12.2	20.6	100.0						
		21	77	11	32	141						
	%	14.9	54.6	7.8	22.7	100.0						
		70	339	69	129	607						
	%	11.5	55.8	11.4	21.3	100.0						
700		25	111	26	30	192	6	8.468	.206			
	%	13.0	57.8	13.5	15.6	100.0						
700 ~1200		27	114	24	47	212						
	%	12.7	53.8	11.3	22.2	100.0						
1200		18	114	19	52	203						
	%	8.9	56.2	9.4	25.6	100.0						
		70	339	69	129	607						
	%	11.5	55.8	11.4	21.3	100.0						
		12	85	26	38	161				6	15.616	.016
	%	7.5	52.8	16.1	23.6	100.0						
		55	239	39	78	411						
	%	13.4	58.2	9.5	19.0	100.0						
		3	15	4	13	35						
	%	8.6	42.9	11.4	37.1	100.0						
		70	339	69	129	607						
	%	11.5	55.8	11.4	21.3	100.0						

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9		1	2	3	4	5		<i>df</i>	²	<i>p</i>			
		4	34	28	11		77	12	11.902	.454			
	%	5.2	44.2	36.4	14.3		100.0						
		10	67	62	25	1	165						
	%	6.1	40.6	37.6	15.2	.6	100.0						
		9	100	90	19	2	220						
	%	4.1	45.5	40.9	8.6	.9	100.0						
		10	54	68	13		145						
	%	6.9	37.2	46.9	9.0		100.0						
		33	255	248	68	3	607						
	%	5.4	42.0	40.9	11.2	.5	100.0						
		4	57	86	23		170				8	21.177	.007
	%	2.4	33.5	50.6	13.5		100.0						
		19	136	103	35	3	296						
	%	6.4	45.9	34.8	11.8	1.0	100.0						
		10	62	59	10		141						
	%	7.1	44.0	41.8	7.1		100.0						
		33	255	248	68	3	607						
	%	5.4	42.0	40.9	11.2	.5	100.0						
700		12	63	96	21		192	8	22.302	.004			
	%	6.3	32.8	50.0	10.9		100.0						
700 ~1200		11	106	77	18		212						
	%	5.2	50.0	36.3	8.5		100.0						
1200		10	86	75	29	3	203						
	%	4.9	42.4	36.9	14.3	1.5	100.0						
		33	255	248	68	3	607						
	%	5.4	42.0	40.9	11.2	.5	100.0						
		5	67	69	19	1	161				8	24.983	.002
	%	3.1	41.6	42.9	11.8	.6	100.0						
		27	175	164	45		411						
	%	6.6	42.6	39.9	10.9		100.0						
		1	13	15	4	2	35						
	%	2.9	37.1	42.9	11.4	5.7	100.0						
		33	255	248	68	3	607						
	%	5.4	42.0	40.9	11.2	.5	100.0						

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10		1	2	3	4		<i>df</i>	²	<i>p</i>			
		33	5	36	3	77	9	11.025	.274			
	%	42.9	6.5	46.8	3.9	100.0						
		74	5	78	8	165						
	%	44.8	3.0	47.3	4.8	100.0						
		102	11	95	12	220						
	%	46.4	5.0	43.2	5.5	100.0						
		79	3	51	12	145						
	%	54.5	2.1	35.2	8.3	100.0						
		288	24	260	35	607						
	%	47.4	4.0	42.8	5.8	100.0						
		59	7	97	7	170	6	20.651	.002			
	%	34.7	4.1	57.1	4.1	100.0						
		154	12	110	20	296						
	%	52.0	4.1	37.2	6.8	100.0						
		75	5	53	8	141						
	%	53.2	3.5	37.6	5.7	100.0						
		288	24	260	35	607						
	%	47.4	4.0	42.8	5.8	100.0						
700		101	6	69	16	192				6	9.714	.137
	%	52.6	3.1	35.9	8.3	100.0						
700		90	10	101	11	212						
~1200	%	42.5	4.7	47.6	5.2	100.0						
1200		97	8	90	8	203						
	%	47.8	3.9	44.3	3.9	100.0						
		288	24	260	35	607						
	%	47.4	4.0	42.8	5.8	100.0						
		75	5	72	9	161	6	4.375	.626			
	%	46.6	3.1	44.7	5.6	100.0						
		192	19	175	25	411						
	%	46.7	4.6	42.6	6.1	100.0						
		21		13	1	35						
	%	60.0		37.1	2.9	100.0						
		288	24	260	35	607						
	%	47.4	4.0	42.8	5.8	100.0						

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11		1	2	3	4		<i>df</i>	²	<i>p</i>
		27	33	13	4	77	9	16.229	.062
	%	35.1	42.9	16.9	5.2	100.0			
		40	93	23	9	165			
	%	24.2	56.4	13.9	5.5	100.0			
		41	131	40	8	220			
	%	18.6	59.5	18.2	3.6	100.0			
		25	85	31	4	145	6	7.702	.261
	%	17.2	58.6	21.4	2.8	100.0			
		133	342	107	25	607			
	%	21.9	56.3	17.6	4.1	100.0			
		42	98	22	8	170			
	%	24.7	57.6	12.9	4.7	100.0			
		65	169	53	9	296	6	3.882	.693
	%	22.0	57.1	17.9	3.0	100.0			
		26	75	32	8	141			
	%	18.4	53.2	22.7	5.7	100.0			
		133	342	107	25	607			
	%	21.9	56.3	17.6	4.1	100.0			
700		40	110	36	6	192	6	5.140	.526
	%	20.8	57.3	18.8	3.1	100.0			
700		45	114	42	11	212			
~1200	%	21.2	53.8	19.8	5.2	100.0			
1200		48	118	29	8	203			
	%	23.6	58.1	14.3	3.9	100.0			
		133	342	107	25	607	6	5.140	.526
	%	21.9	56.3	17.6	4.1	100.0			
		41	81	33	6	161			
	%	25.5	50.3	20.5	3.7	100.0			
		87	238	69	17	411			
	%	21.2	57.9	16.8	4.1	100.0			
		5	23	5	2	35	6	5.140	.526
	%	14.3	65.7	14.3	5.7	100.0			
		133	342	107	25	607			
	%	21.9	56.3	17.6	4.1	100.0			

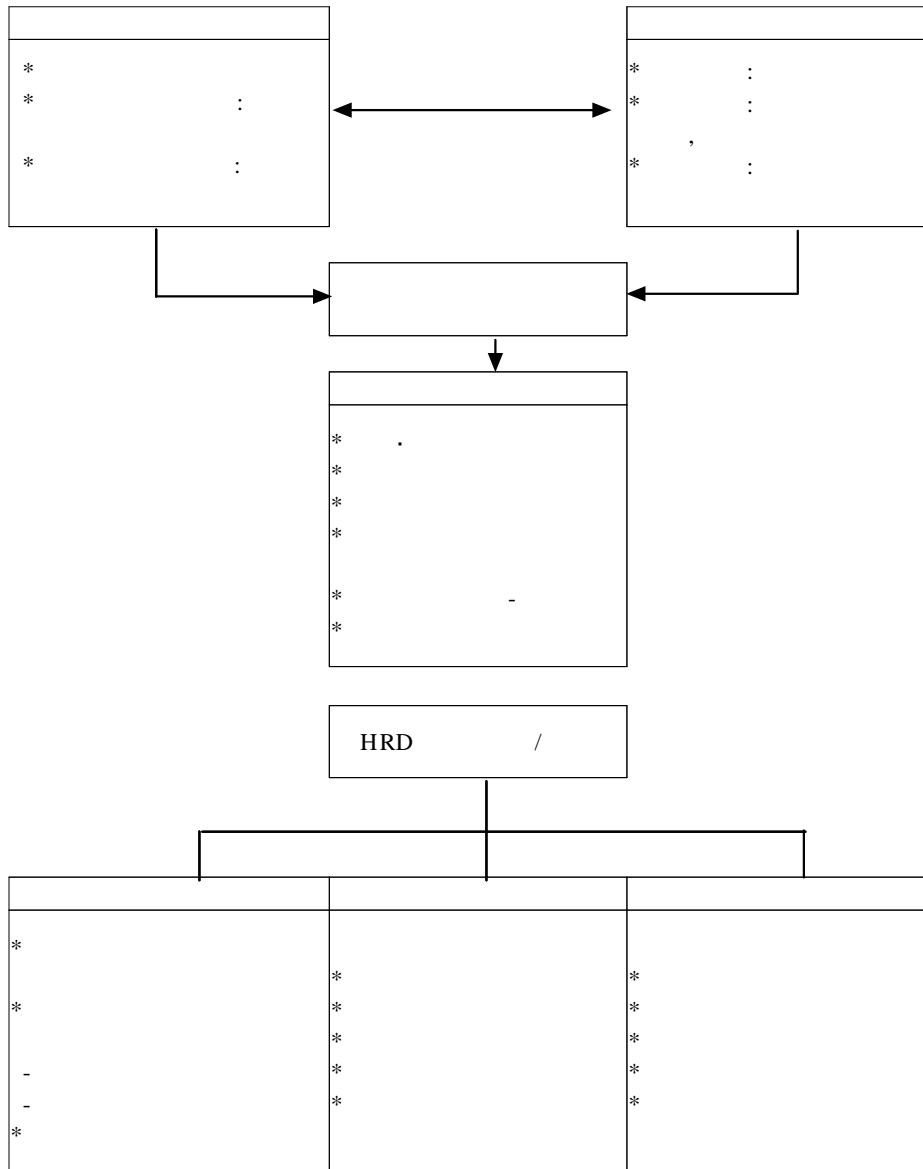
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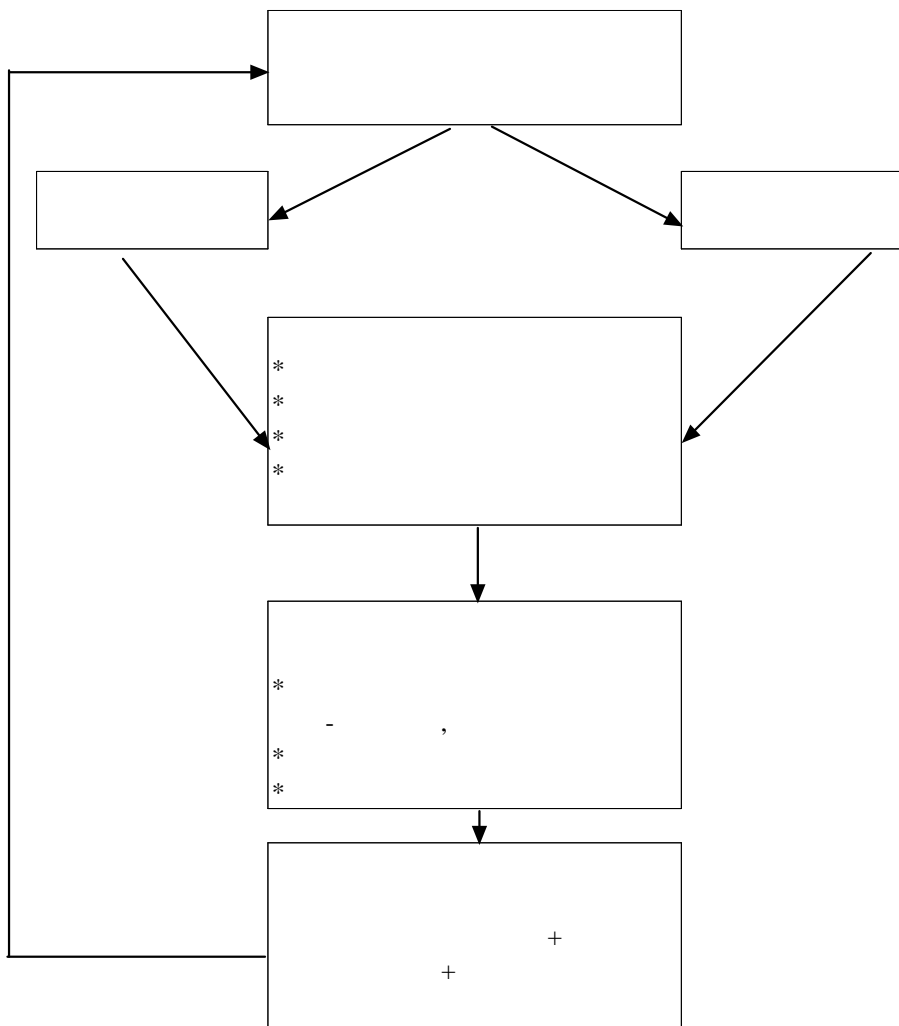
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ABSTRACT

A Study on Development of Human Resources in Private Vocational High Schools

Korean Research Institute For Private School Education

Reaearch-in-charge : Yong-Ho Kim

Research staff : Eun-Hee Byun

Dong-Won Jang

Sook-Yi Kim

Private vocational high schools comprise a big portion of upper secondary education. However, they are operated the same way as public vocational high schools and have not received much support from the government. The purpose of this study was to provide the directions and possible alternatives in the context of the national human resources development(NHRD). The specific objectives were (1) to analyze the present state of private vocational high schools, (2) to figure out the needs for them, (3) to provide the directions of the improvement programs, and (4) to suggest necessary policies and realistic measures.

Various research methods such as literature review, panel of expert committee, field study, and survey were employed to achieve the above objectives.

The suggestions to enhance the quality of private vocational high schools were as follows:

1) Aspects outside of private vocational schools

First, it is desirable to set the educational goals in the direction of both going to college and getting jobs. This means that the administrative

system needs to be diversified to accommodate the different educational functions.

Second, a skilled workforce is one of the fundamental elements of social development, and thus training should be supported by the government. If students are forced to pay the cost of vocational education by themselves, the quality of vocational education is likely to get worse. In order to solve this problem, more support from the public sector is needed.

Third, the improvement plans should be based on the idea of strengthening autonomy of private vocational high schools. Therefore, private vocational high schools should be allowed to have various forms. This does not necessarily mean every private vocational high school needs to be transformed into an specialized high school. Each school just needs to be supported in accordance with its own educational goals.

Fourth, private vocational high schools consider community colleges the most suitable institution for vertical linkage and cooperation. Therefore, it is very important for the development of vocational high schools to integrate the curricula of the two educational institutions.

Fifth, education at private vocational high schools is a main part of public education. Thus, greater governmental support should be provided.

2) Aspects inside of private vocational high schools

First, private vocational high schools should be allowed more autonomy, enabling them to conduct more independent and diverse vocational education.

Second, the curriculum should be restructured to fit the ability and aptitude of students. Especially, the contents of education should be focused on the basic business affairs necessary for industry in general.

Third, a system to control the results of learning and maximize them is needed.

Fourth, active governmental policies to deal with surplus teachers are needed. A department responsible solely for vocational ability development projects for surplus teachers should be established by the government at either Korea National University of Education or Korea Research Institute of Vocational Education and Training. Though the newly established department, programs for the surplus teachers could be conducted, such as giving them incentives for taking career development classes and helping them to transfer to public schools or to find a new job.

As seen above, the development plans for vocational high schools should be based on the autonomy of each school. This study included the following as the directions of the improvement plan: diversifying the curricular administration, restructuring the texts, receiving more administrative and financial support for devices and equipment, dealing with the problem of surplus teachers more efficiently, strengthening the practical field education and linkage, and raising motivation to learn after the vocational high school graduates enter college. In addition, the educational goal to pursue both further education and jobs necessitates the establishment of College Scholastic Ability Test(CSAT) for vocational high school students and admission of vocational high school graduates to a college department related with their high school department outside of the fixed admission number.

Now, the core development plans for private vocational high schools obtained by this study is presented as below:

1) Transformation to a specialized high school and specialization of curriculum

First, private vocational high schools suffer more serious financial problems than their public counterparts. The preferable solution is transformation to a specialized or a general high school. Therefore,

administrative and financial support for the transformations are needed.

Second, another way to cope with the present difficulties is to supplement the current system. For example, measures such as decreasing the number of classes and teachers and adding new departments should be actively pursued.

2) Introduction of vocational high schools that cooperate with industry

A vocational high school that cooperates with industry means a system in which an industrial institution comes to a school and works with students. Students could receive practical education that focuses on business affairs, schools could utilize the profit as scholarships and school development funds, and the industry could utilize novel ideas and talents of students. Through this win-win system the three participating bodies will be benefitted.

3) School-based enterprise

One of the main income sources of private schools comes from the school foundation. School-based enterprise is one alternative to diversify the income sources. Recently, an increasing number of private community colleges has adopted this alternative. The gradual introduction after intensive observations and analyses should be considered.

4) Introduction of alternative vocational high schools

Neglect of vocational high school dropouts is detrimental to the national human resources development (NHRD). Thus, alternative forms of education for them is needed. The government should increase alternative vocational high schools. Fundamental restructuring of private vocational high school systems would lead to overcoming uniformity and promoting diversity. In turn, this would help the diversification of educational programs at the individual school level and thus enhance the competitive power of the graduates.

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- ___ (6) ()

3. :

: _____ : _____

4. :

- ___ (1)
- ___ (2)
- ___ (3) (: _____)
- ___ (4) (: _____)

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