

02-5

**The Actual State of and Improvement Programs  
for the Three Kinds of Corporate Universities**

,

02-5

**The Actual State of and Improvement Programs  
for the Three Kinds of Corporate Universities**

,

:

:

'91

'99

2000

'96

'99

가

가

가 가

가

가 가

가

가

( )



2.

가

3.

xi)

xii)

4.

.

,

,

, ( )

.

( )

( )

.

,

,

,

,

,

.

, )

, )

가 , )

.

, )

, )

.

)

, )

, )

가

,

,

가

.

5.

가

(Motorola Univ.)

(Hamburger Univ.)

)

가

)

가 , )

, )  
“

가

(alignment)”, “

(alliances)”, “ICT

e-learning”, “

”, “ 가:

가 가(measurement)”

**6.**

3

5

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

	<ul style="list-style-type: none"> <li>• - 4</li> <li>- ( )</li> <li>- ( )</li> <li>- 3</li> <li>•</li> <li>-</li> <li>-</li> <li>•</li> <li>• 80</li> </ul>	
	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>	
	<ul style="list-style-type: none"> <li>• ( )</li> <li>•</li> <li>• ( )</li> <li>• 가 ( )</li> <li>• ( )</li> </ul>	

,

, .

, )

, ) 가

, )

,

가

)

.

6 ( ) ( ) 4 )

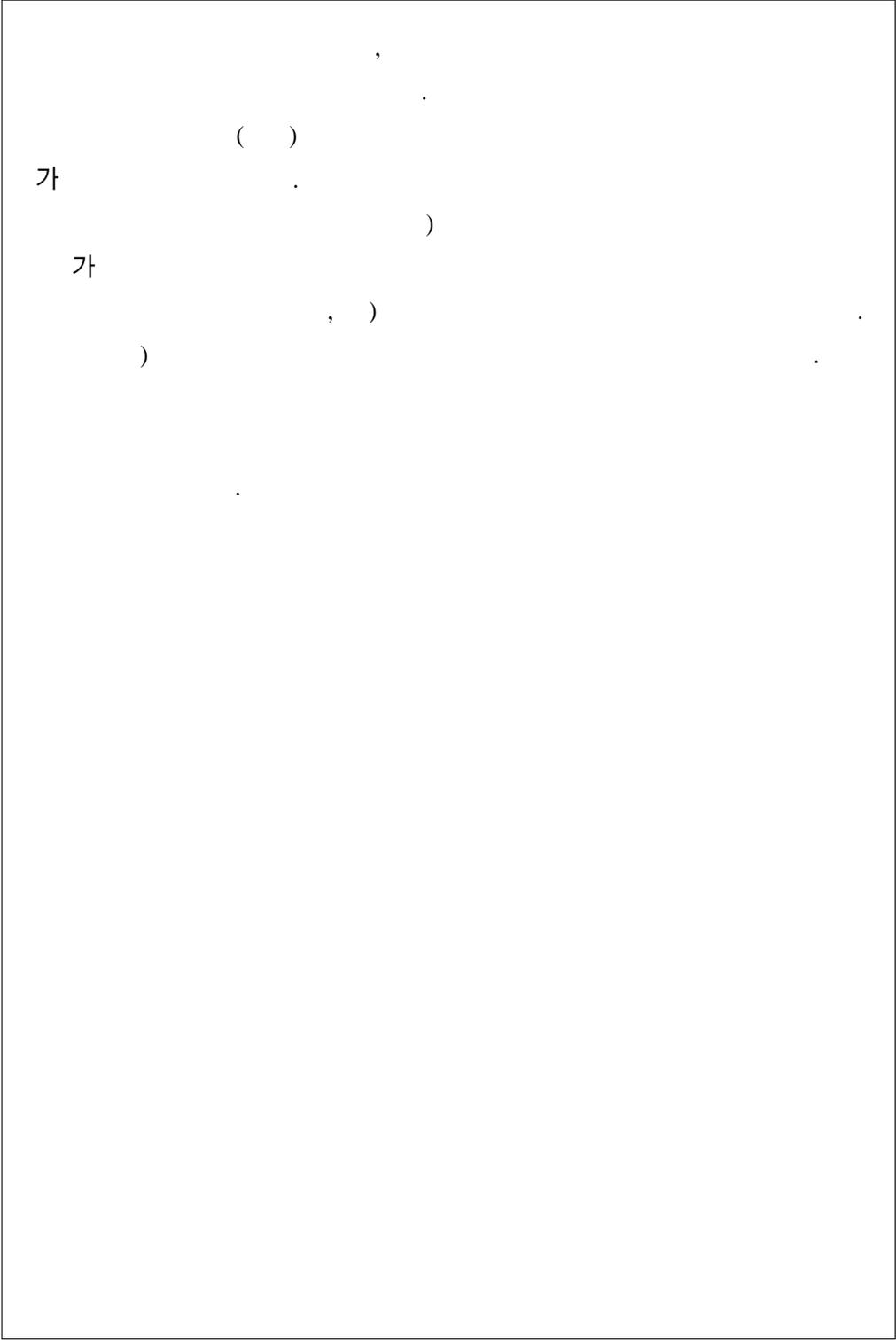
( )

(quality assurance)

7.

( )

( )



•	.....	<b>1</b>
1.	.....	1
가.	.....	1
.	.....	4
2.	.....	4
3.	.....	6
가.	.....	6
.	.....	6
.	.....	6
.	가	7
•	, .....	<b>9</b>
1.	.....	9
가.	.....	9
.	.....	9
.	.....	10
2.	.....	10
가.	.....	10
.	.....	11
.	.....	12
.	.....	13
3.	.....	16
•	, .....	<b>21</b>

1.	.....	21
가.	.....	21
.	.....	24
.	.....	28
2.	.....	32
가.	.....	32
.	.....	36
.	.....	<b>41</b>
1.	.....	41
가.	.....	41
.	.....	41
2.	.....	53
가.	.....	53
.	.....	58
.	.....	62
.	.....	<b>63</b>
1.	(Motorola University) .....	66
2.	(Hamburger University) .....	70
3.	.....	72
.	.....	<b>75</b>
1.	.....	77
2.	.....	80
3.	.....	83
4.	.....	83
5.	.....	89
6.	.....	92

·	.....	<b>95</b>
1.	.....	95
가.	.....	95
.	.....	96
.	.....	96
.	.....	96
.	.....	98
.	.....	99
.	가 .....	99
.	.....	99
2.	.....	100
가.	.....	100
.	.....	102
.	.....	103
3.	(    ) .....	106
4.	.....	107
가.	가 .....	107
.	.....	109
.	.....	109
.	.....	110
5.	.....	110
가.	.....	111
.	.....	111
	.....	<b>115</b>
<b>ABSTRACT</b>	.....	<b>123</b>
	.....	<b>129</b>

< -1>	.....	12
< -2>	.....	14
< -3>	.....	17
< -4>	.....	18
< -5>	.....	19
< -1> ,	.....	23
< -2>	.....	24
< -3>	.....	25
< -4>	(1) .....	26
< -5>	(2) .....	27
< -6>	.....	29
< -7> ,	.....	30
< -8> /	.....	31
< -1>	.....	42
< -2>	.....	43
< -3>	.....	45
< -4>	.....	47
< -5>	.....	49
< -6>	.....	49
< -7>	.....	51
< -8>	.....	52
< -1>	.....	63
< -2>	.....	64
< -1>	.....	76
< -2>	.....	78
< -3>	.....	86
< -4> , ,	.....	89
< -1> . .	.....	112

[	-1]	.....	5
[	-1] School to Work	.....	20
[	-1]	.....	71
[	-1]	.....	97
[	-2]	.....	98

1.

가.

가

(T&D; Training and Development)

(corporate university)

가

1)

1,600 (2000 )

, 10

(McDonalds

Hamburger Univ.),

(Motorola Univ.),

(Volvo Univ.),

(Disney Univ.)

가

(Sharon Bedar, 2000).

( )

( )

6

2

( )

1) 1961

6 ( ), 가 2 ( )  
, ( ) 가  
(施惠)  
가  
가  
,  
가  
1991 가  
, ,  
90 가  
( )  
,  
,  
가  
가  
가  
(課  
程)

2 2)

'90

가

가

(新)

가 가

가

가

가

가

가

가

( )

2)

( )

2001

가

3)

가 2002

4)

2.

([ -1]

).

3) 가

가.

가

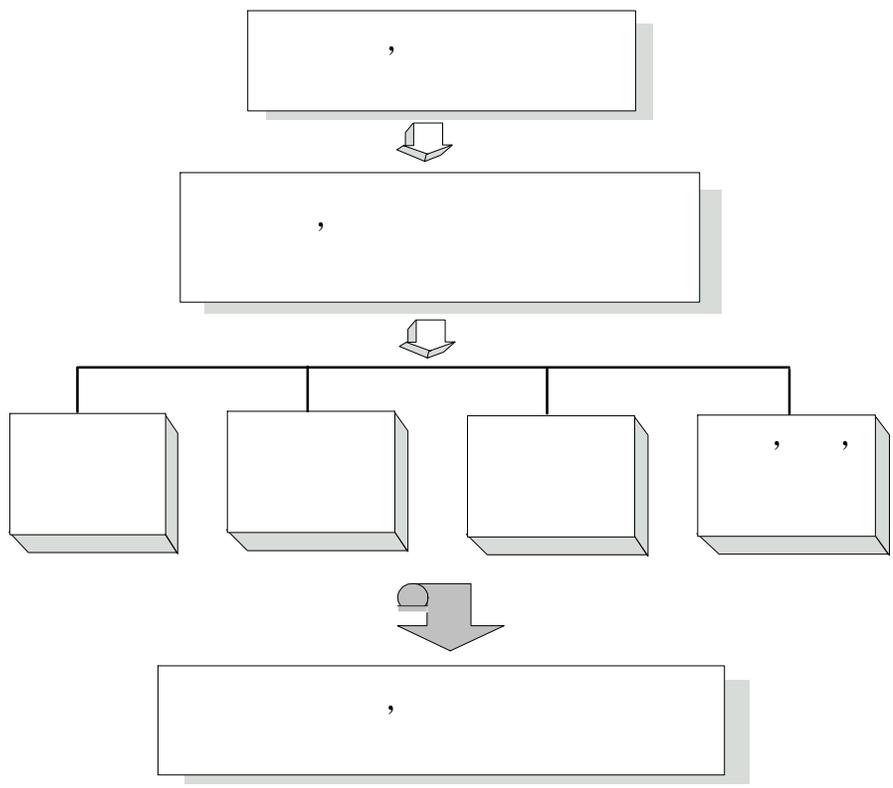
가

4)

가

, , .  
 , , , .  
 .  
 , .  
 , , .

가



[ -3]

3. 5)

가.

, OECD · CEDEFOP

( )

1997-3 ) ,

6)

5)

가

6)

가 '02. 5. 30 )

119 HRD ( :

. 가

, , .  
 , , ,  
 5 .  
 1 가 .  
 , 2 3 가  
 , 4 5 가  
 , . ,  
 7).

---

7) 가 , LG-CNS , , LG , )  
 , , , , , ) ,



• ,

1.

가.

300  
가 21 가

가

, 가 8) .  
가 .

•

, . ,  
( ) 9).

---

8) 21 ' ' , 24

9) ( )

가

가

55

가

가

가

2.

가.

10).

가

가

가

가

10)

(1998).

가 .

( )

( )

가

21

(高熟練) (多技能)

가

( , Mechatronics, Robotics, C&C) 가 .

11)(< -1> ).

---

11) (1993).

< -1>

- '90. 5 : .
- '90.12.30 :
- '91. 3 : ( ) ( ) 10% )
- '91. 4.26 : ( ) ( )
- '91. 5.28 : ( )  
'91. 3.19 ₩
- '91. 8.14 : ( )  
'91 : 21 ( )
- '92. 1. 4 : ( ) ( ) ,  
(90%)
- '93. 6. 1 : ( )
- '93. 8.19 : 가 ( ) ( )  
2 1 )
- '95. 3.20 ( )
- '97. 4. 8 ( )

:

.

2

12)

가 .

(learning)' 13)

12) (1996). 2 .

13) 가 (Learning) ,  
가 (Cognitive Science Theory) ,  
가 (Integrated Learning)

가 가

가

가

가

,  
)

가

(< -2>

1)

가

(technology)

( , 1996).

< -2>

	( )	, ,	
	•	•	•
	•	•	•
	- , ,	- ( )	- ,
	•	•	•
	- 가	- : -	- : -
	• ( ) - , 100%	•	•
	•	• 가	• 가
	• : • :	• : • :	• ,
	• , , , ( , )	• ( , ) 가	•
	•	• -	•

: (1996). 2 .

가 (co-worker) , 가 가  
 , 가  
 (literacy) (technology)  
 (individual worker potential) 가

2)

(insider) (outsider)  
 (non-standard labor)

가

(multi-skills)

가

가

가 ( , 1998. p301~306).

3)

가  
 가 , 가  
 가 ,  
 가 ) , (

3.

(Corporate Univ.)<sup>14)</sup>

15) (Daniel

14) 가  
 , 가 ,  
 , 2 가 , 5 ,  
 , 3 4 가 ,  
 가 , 가

15) "educational division that functions as the strategic umbrella for a company's total educational requirements for all its employees".

Schugersky, 2000)

, OJT, (T&D; Training and Development) 가 (university) 가 (Hamburger Univ.) , ' ' ' ' 가 . (< -3> ).

< -5>

(Traditional Training Department)	(Corporate University)
	(가 , )
( )	
(skill)	( , , )

: Daniel Schugurensky(2000).

'91 .

, '96 ) ( , '99 )

( )

( < -4> ) .

< -4>

	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>
( . )	• • •	• • • •

: (1995). " 13.  
(p93)" .

가 가  
가 가  
가 가  
가 가

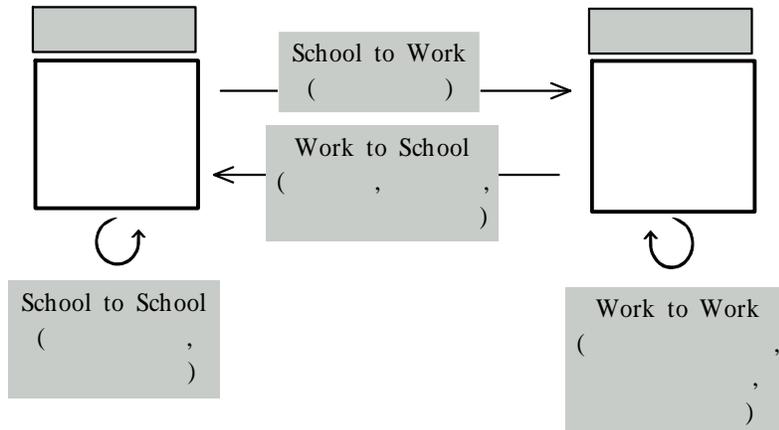
( < -5> ) .

< -5>

			.			
	+			,	(division)	
	(			/	(division)	
	+			,	( )	
	+			,	( )	+
	(				,	,
	)				,	,

, < -5> ,  
 .  
 ,  
 , 가  
 , ,  
 . 가  
 . ,  
 . 가  
 , , ,  
 , , ,  
 , , ,  
 , , ,

6



[ -1] School to Work

• ,

16).  
가

1.

가. 17)18)

가

19),

---

16)

17)

18) < 1> < 3>

19) 가 ,

MBA (店長)

1),

(Good Morning Univ.)

Leadership College, Professional College, Strategy College, Intelligence College  
4가 College

LG

21

가

“ ”

20).  
가  
2000 가  
1  
2000 12 1 가 ,  
(Digital , 40 ) (Display , 25 )  
2  
65  
(display)  
1 6 ( ,  
) , 65 ( , , )  
21). 1 33  
, 2 35 (< -1> ), 2001  
. , 16 ( ) 2  
23 ( 가 . ,  
) . .  


---

HR . HR .  
, ,  
, HR 가  
3 ( )  
가 119 121 HRD ).  
20)  
, ,  
21) ( 가, 40%), ( 30%), (30%),  
.

< -1> ,

( : )

	1	2
Digital	20	20
Display	13	15
	33	35

2 6 1 3

, 2 3 Part  
Time

20%, 80% . 1

25~30

20~24 , 2

6~10

6

. , 1

가 ,

1

가 ,

22).

( )가

, ( )가 .

17

18

가

22)

System, Process Development, AMLCD, Software

Memory Design, Digital

1 3 .

80 .

2001 5 1 가 . ,

가 .

32 (3,368.9m<sup>2</sup>) ,

6 ( ) (8,893.37m<sup>2</sup>) .

23)

2001 12 ,

1 , 3 4 .

2 , 6 8

(< -2>, < -3> ) .

< -2> (2001. 12 )

	1999	2000	2001	
	2	0	0	
	5	2	1	
	7	5	3	
	14	7	4	

23) .

< -3>

(2001. 12 )

	-	-	-	2,050	
	2(1)	-	-	5,522	
	6(3)	-	-	2,050	
	8(4)	-	-	9,622	

1) . , ( )

2) .

IMF

15 , 11 , 11 37  
 (< 7> ).

가 가  
 . 가 가  
 24). 가 ,

24)

가  
 ) (2000 (99.6%)  
 , 96.2%가  
 가 0.3%  
 99.7% '95 380 2000  
 가 73,411 , 9,888 1,220,334

4 (KT)  
 , LG-CNS , LG  
 , 4  
 , ,  
 < -4> <  
 -5> (< 7> ).

< -4> (1)  
 (2001 12 )

	( )				( )			( )	가
		e-	6	950	60	60	893	850(50)	'92. 6
	LG-CNS	IT	2 6	880	-	1,040	196	99(11)	'94. 5.
			1		30	-	171	6(1)	'95.10
	LG		2	384	60	50	34	14(11)	'97. 4

< >  
 ( : , , )

	1995	1996	1997	1998	1999	2000
	380 (100.0)	2,659 (58.7)	4,969 (56.1)	17,741 (68.5)	43,512 (74.7)	73,411
	9,888 (98.5)	99,222 (93.0)	184,007 (92.1)	408,603 (69.5)	781,408 (79.9)	1,220,334
	17 (94.3)	184 (54.9)	284 (45.0)	408 (15.8)	829 (19.5)	1,405

: ( )  
 :

< -5>

(2)

(2001 12 )

( )			
	(6 )	<ul style="list-style-type: none"> <li>• 70 ( )</li> <li>• 20 )</li> <li>• 10 / 1</li> </ul>	<ul style="list-style-type: none"> <li>• : 4</li> <li>• : 3</li> <li>• :</li> </ul>
LG-CNS		<ul style="list-style-type: none"> <li>• 45 ( 8 )</li> <li>•</li> <li>• 16 / 1</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
	(12 )	<ul style="list-style-type: none"> <li>• 20 ( 3 )</li> </ul>	<ul style="list-style-type: none"> <li>• + 4</li> <li>• + 7</li> <li>• + 10</li> </ul>
LG	1 (2 )	<ul style="list-style-type: none"> <li>• 21</li> <li>• 24</li> <li>• 16 / 1</li> </ul>	<ul style="list-style-type: none"> <li>• + 5</li> <li>• + 8</li> </ul>

가 가

(< 5> ).

e- 20 14 ,  
 20 20 , IT 20 26 .  
 1 7 6  
 , “ Cyber (2 )  
 T/O “  
 Cyber ( )  
 가 가 . 20 , 50 30  
 , 2  
 , .  
 , )  
 ( , )  
 , )

( 3 ) .

( )

가

25).

26)

'96

가 "

"

'98 12 31

'99

가

'99 8

가 '00 3

'88

'02

3

2002 2

23 ,

24

47 ,

25 ,

23

48 (<

-6> ).

2

(100 )

(30 )

4

100

27)

120%

25)

"

"

"

"

26)

27)

가

(30%),

(30%),

(20%),

가 . , , 가 30

< -6>

				19	4	23
				24	0	24
				43	4	47
				23	2	25
				23	0	23
				46	2	48
				89	6	95

가 . , , 가 30

15 , 4

3~5 , 1 4

C 3 18 30

21 40 , 3

17 10 20 20 . /

가 , , , , , , < -7> .

(20%) , 1 1 10 가 .

< -7> ,

			20	12
			20	12
			48	56
			12	12
			60	68
			80	80
			12	10
			12	10
			46	44
				4
			12	12
			58	60
			70	70
			150	150

/ < -8> .

2 , 20

.

,

, 15%, 65%,

20% , 5%, 65%, 30%

, 70 가 .

. 48 12 .

.

45 , 49 ,

47 , 48 . ( )

,

6 , ( ) , ,  
 20 (523 ) , 2 (540 ) .

< -8> /

		14	23	14	20	71
				1		1
		3		6		9
		2	1	2	2	7
				2		2
		2			1	3
		1				1
		1				1
		2				2
		7(2)	5	2	2	16(2)
		13(2)	15	11(1)	9	48(3)
		1	4	12(1)	12	29(1)
		<b>23(4)</b>	<b>24</b>	<b>25(2)</b>	<b>23</b>	<b>95(6)</b>
	25 - 29	2(1)		2	5	9(1)
	30 - 34	10(2)	18	12(2)	14	54(4)
	35 - 39	6(1)	5	10	4	25(1)
	40 - 44	5	1	1		7
		<b>23(4)</b>	<b>24</b>	<b>25(2)</b>	<b>23</b>	<b>95(6)</b>
	~ 4			1	3	4
	5 ~ 9	10(1)	11	11	12	44(1)
	10 ~ 14	8(2)	11	12(2)	6	37(4)
	15 ~ 19	3(1)	1	1	2	7(1)
	20 ~ 24	2	1			3
		<b>23(4)</b>	<b>24</b>	<b>25(2)</b>	<b>23</b>	<b>95(6)</b>

\* ( ) :

2.

28)

,

가

가

가

가.

1)

( , 2000). ,

가

28)

가 .

case가 1

가 가

4

가

2

2)

( , 1996)

가

29)

가

29)	(2000)	'99	DB
0.7%	11.5%	0.1%	9.1%
6.3%	6.3%	11.34%	0.3%
15.4%	6.8%	10.2%	0.5%
73.9%			66.7%

3)

가 .  
 ,  
 가 ,  
 , 가  
 .  
 가 .

4)

(quality assurance) 가  
 (work-based learning)  
 .  
 (accreditation)  
 (secret garden) 가 (DfEE, 1996),  
 가 가  
 . ,  
 , ,  
 .  
 (motivation)  
 , .  
 가 가  
 가 ,

5)

(ICT)

가

가

, 가

6)

7)

( )

가

80

가

30) 80

가

31),



가

)  
(T&D)

2

가

)

가

가

)

가

)  
, IMF

가

가

)

가

가

가

,  
가

가

가

)

,

가

2)

,

3)

32)

가

32)

),

9

10 (

7 .

( )

4

( )

50%

( )

15%

90 (

)

37 . ,

( )

80%



4)

가

5)

1.

가.

, ( < 6> ).

' ' ( )

34)

' ; ' ( )

' ' ' .

, ( ) ' .

35)

' .

.

, ,

.

, , ,

34)

35) 4

36).

1)

가

(technology)

< -1 >

-	-	-	-
.		.	
.		.	
. 가		.	
- :		-	
.			
- :			

36) , (Input), (Process), (Product)

3M(Man, Material, Money)

2)

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

< -2>

- 가,	-	- ( , 300 )	- ( )
		- ) 가	
		- 2/3	

( )

	- 가 -	- 가 -	- , -	
	- -	- 가 .	- 가 가	- - -
	- 3  - 가 . - , 5	- 30  ( , , )	-  -	- 가 * 1. 2. 3.  ( 9 )
3)			2	
			2	
			1 6	
( )			8	
			가	

가 .

,

.

< -3>

-	-	:	:	:
-	1 6	(1 6 :	-	:
( )	-2 :	)	( ,	
가	가 1 6	(2 ):)	8	
( )		6	1	
-	-	-	-	
		가		
-				
-가	-가	-가		

4)

. ,  
 .  
 ,  
 .  
 , 2 4 2  
 , 2 2  
 ,  
 ( ) .  
 2 3 , 2 4 ,  
 30 , 15 ,  
 15 , 10  
 1 .  
 가 ,  
 . , , ,  
 100 80 가  
 . 가  
 가 .



	1/2	1/2 가		
	-가	-가	-가	
	-가	-가 2 1	-가	
/				
		( , , )	100 80 가	

5) . . . 가  
. . .  
( 24 )  
. . .  
40 , 70 20  
가 37).

< -5>

	-	-	-	-
	-	-	-	( , )
	-	-	-	- 40 - 70 - 20
	- : -	-	-	

, , 가  
가  
( < -6> )<sup>38</sup>.

< -6>

	-	-	-	-
가	-	-	-	-

37)

140

, 80

38)

가 .

가

6)

(物的) , (人的) , (校舍)  
 (財政)  
 , 50 ( ,  
 ), 200 .  
 1/2 (後) 1  
 1/2 .  
 가 25 , 1 가 20 1  
 , 65 130  
 . 6.5 (130 / 20 ) .  
 . 1 2  
 68 3 가  
 25  
 50 2 ,  
 50 2.5 가 39).  
 (校舍) ,  
 1 10m<sup>2</sup> , 15m<sup>2</sup>  
 가 12m<sup>2</sup> 17m<sup>2</sup>

39)

가

( < -7> ).

< -7>

	$-(C- ) \times ( / ) + , C 400 , 200 100 )$	$-(50- ) \times ( / ) + ( , 50 )$	$-(200- ) \times ( / ) + ( , 200 )$	-
		$-25 ( )$ $-20 ( )$	$-25 ( )$ $-20 ( )$	-
	$- 1/2 ( )$	$- 1/2$ $- 1$	$- 1/2$ $- 1$	-
	$- /9$	$- /9$	$- /9$ $- , 2 1$	-

가

5% 가  
 가  
 가 (< -8> ).

< -8>

	-	-	-	-
	- 1	- 1	- 1	- 50
	( )	2 1 ( ) : 10m <sup>2</sup> (1 ) : 15m <sup>2</sup> (1 ) - 1/2	2 1 ( ) -1/2 : 12m <sup>2</sup> : 17m <sup>2</sup> - 1/2	- 3
		-	-	- ,
	- ( 5% 가 )	- , 가	- ( 5% 가 )	-

2.

40)

가.

1)

41) 11 ( 가,

21 ( )  
42)

가 .

(場所)

43).

2)

가

40)

41) 11 ( ) 가

42) 21 ( ) 가

가 . ~  
( ) .

43)

			가	
	2 ( )	2	2( )	
)44)		가		
	2	45)		
			( (通用性) )	
가	( )			
<hr/>				
44)	2 ( )	가		1
	. 1.		2. ( ).	
	2 2 ( )		( , )	
			2	
	. 1.	71	1	1
2. 1945			5	6
			. 3.	
			. 4.	14
	( )		2	
	. 1.	71	3	4
			5	. 2. 1945
	. 3.			
	. 4.	16		
	3		1	3
			2	3
45) 1. 師範大學 卒業者. 2. 教育大學院 教育部長官 大學院 教育科 碩士學位 者. 3. 臨時 教員養成機關 修了 者. 4. 大學 設置 教育科 卒業者. 5. 大學 卒業者 在學 教職科 學點 者. 6. 中等學校 準教師資格證 가 者 2年 教育經歷 가 再 教育 者. 7. 初等學校 準教師 資格證 가 大學 卒業 者. 8. 教育大學·專門大學 助教授·專任講師 2年 教育經歷 者.				

가

13 ( )<sup>46)</sup>

( ), ( )  
가 . WTO

3)

가 . 25 (

)<sup>47)</sup> 가

48)

가 , 49 ( )<sup>49)</sup>

46) 13 ( ) .  
21 1

1. :
2. :

47) 25 ( ) ~ ( ) .

48) . ( )

48) 가 6

가

, , , PC , 1, , ,  
2, 1, , 1, 16 가 ,  
, , , , 1,  
, 15 가 . 2, ,

1

가

4)

5)

3

4

, 2

,

2

.

3

4

가

가

15 (

) 2 50)

49) < 교육 > 第49條 (專攻深化課程) 專門大學 專門大學 卒業 者 繼續  
大統領令 專攻深化課程 設置

. < > 58 ( ) 49

50) 15 ( )

)

28

3

2

7

( )가 51)

가

가

1 6 52).

1 6

가

11 ( )<sup>53)</sup>

가

가

가

가

가

가

가

15

51) < > 18 ( ) ,

52) 23 ( ) , 2

53) 11 ( ) 가 1

가 .  
24

54)

가 .  
22 ( ) 4

가

4

1  
21 2 ), 2

(  
가

1)

가 , ,  
가

가

가

54)

,  
2

50

(

,  
30

가

)

2

가

가

가 . , 가  
, 가  
55).

가 , 가  
.

2)  
) ( : 1  
가 .

3)  
가  
가  
2 가  
가

---

55) , '01 107 ,  
37 ,  
4.5 ( ).

가 .

가 ( ) 가

4)

18 8 ( )<sup>56)</sup>

2

“ ”

, 4

가 2/3

, 2/3

가

가

)

, )

가

, )

5 (

가 )<sup>57)</sup> 1

“ 12

” 12 가

, )

6 ( )<sup>58)</sup> 3 1 2

56) 8 ( ) ( ). 18 2

2

“ )

( “ .

57) 5 ( 가 )

가

12

( ).

가

58) 6 ( 가 )

. 1. ~ 3. (

“ ” , )  
 . 9 ( )<sup>59)</sup> 1  
 , ) 65 ( )  
 )<sup>60)</sup> , )  
 66 ( )<sup>61)</sup> , )  
 . , )  
 , ) 가  
 . ,  
 . 가  
 . 24 ( 가)<sup>62)</sup> 가

---

). ( ) 8  
 . , 1 . 1.  
 . 2.  
 가 가 .  
 . ( ) .  
 59) 9 ( ) 10 1  
 . ( ) .  
 60) 65 ( ) 57 1 2 " 7  
 " 1 6 . 1  
 2 3  
 61) 66 ( ) 57 3  
 . ,  
 . 2 2  
 62) 24 ( 가)  
 가 가 가  
 1 가 12  
 .

가

26 ( )

63)

1

가

가

63) 26 ( )

31 3

( )

1

31 3

6 ,

1

1961 가

가 . 가 2001 3

LG

(<

-1> ).

< -1>

20	, BI, , IBM, IDX , , , , , , NCR, , SCT, ST ,
12	AC ( ), ( ), ( ), BAF ( ), ( ), LG ( ), ( ), ( ), ( ), ( ), ( ) ( ), ( )

: 2001.3( 2002 6 )

가 .

(< -2> ).

< -2>

		Federal Express Leadership Institute,
	가	(Amoco Learning Center)
		GE Crotonvill,

: ; 2002. 6.

64).

Motorola, McDonald, GE, Walt Disney, American Express가 .

가 가

(custom training)

( ; 2001).

64) 5

가

가 가 .

1988 400  
2,000 2010 1  
3,700 , 100  
가 가 ( ; 2002).  
(The Corporate University  
Xchange Excellence Awards)  
4  
“ ,  
. 가 . ” 6  
“ ” 가  
가 ( , 2002).  
‘EMC’  
,  
,  
.  
가  
. Arthur Anderson  
Motorola  
, 10 ‘  
’(corporate university) ‘ ’(boom) (Davis & Botkin,  
1994). American Express Quality University, Apple University,  
Disney University, First of America Bank's Quality Service University,  
Xerox Document University .

가 가  
가 가 가

가

McDonald's Hamburger University

AT&T

가

University of Sales

Excellence

가

(, 1999).

Arthur D Little

School

1

65)

(Nintendo University)

( ;

)

66)

가

### 1. (Motorola University)

가

. 400

, 800

19

100,000

1/5

(accreditation)

, 2

2

가

65) one year master of science in management.

66) "a Bachelor of Science Degree in Real Time Interactive Simulation, ie. Video game Programming"

1\$가 33\$ 가 가 가 .  
 가  
 1991 .  
 가 42% 5000 .  
 가 .  
 가  
 가 6 가  
 가  
 가  
 70 . 1970  
 . 1928 5 565  
 가 132,000  
 가 22  
 가 .  
 가 .  
 1947 ,  
 「Service Club」  
 (間), 가 (間)  
 1979 .

	가		가
1980			
	1980		
	(全社的)		
	「Six Sigma Quality」		
	88	67), 80	3 5
		5	91 7
		1980	
	1989		
	(George Fisher)	「Motorola University」	
	「Motorola University」	가	
			(Action
Learning)			
		가	
	150		
			17
<hr/> 67) <a href="http://mu.motorola.com">http:// mu.motorola.com</a>			

가

1 5

가 가

가 가

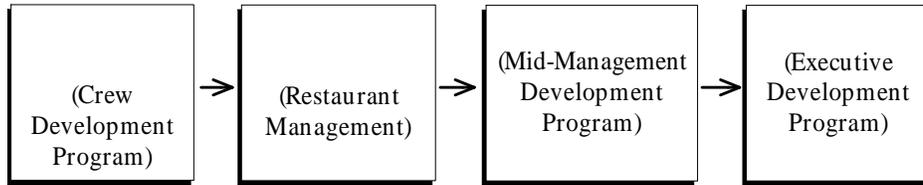
1988  
가 77%  
1 33 1988 5  
22 , 1991 7  
150 10  
4  
, 20 가 가 가  
21  
1992 MU . 1995  
MU ( MUK)가  
, 1999

. MUK  
 ,  
 .  
 MUK 1992 100  
 (customization), 5,000  
 , , 가 , ,  
 (distributer)

. MUK

**2. (Hamburger University)**

가 200 , 405  
 .  
 1961 ' '  
 ,  
 가 .  
 ([ -1] )  
 ,  
 (commitment)



[ -1]

: (www.mcdonalds.com)

가 1961  
 , 38  
 65,000 가 10  
 . 30  
 , 22 가 ,  
 68).  
 15 3,000  
 , , , ,  
 .  
 ,  
 .  
 , 가  
 ( ; 2002).  
 , 가 RCP  
 , , , , , , 7  
 , 1987  
 420 .

68) [http:// www.mcdonalds.co.kr/ introdu/ univ.htm](http://www.mcdonalds.co.kr/introdu/univ.htm)

50% (crew, )

가 , QSC&V ,

**3.**

) 가 .

가 ,

(profit center)

) 가 .

) 가 (ownership)

) 가 5가 5가 70) . " (alignment):

”, “ (alliances):  
 ”, “E-Learning: ICT ”, “ (marketing):  
 ”, “ 가(measurement): 가  
 가” .

---

69) Financial Times(May 31, 2002).

70) (alignment): . (alliances):  
 . E-Learning: ICT . (marketing):  
 . 가(measurement): 가  
 가.



•

3 5

(< -1> ).

)

, ) .

가

가 ,

)

, )

가 ,

)

, )

, )

,

)

가 ,

.

)

1 6

가

,

)

,

.

) 4

, )

15

,

) 2

,

)

.

,

)

30

80

, )

가

, )

.

)

.

< -1>

	• • •	
	• - - • - - - - • - •	
	• •	
	• - 4 - - ( ) - 3 ( ) • - - • • 80	
•	• • • •	
	• ( ) • • ( ) • 가 ( ) • ( )	

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

**1.**

.  
 .  
 가 .

가 , ( )  
 ( )  
 가 . ,  
 . ,  
 . ,

가

가

71)

< -2>

<p>21 ( )</p> <p>가</p> <p>가</p> <p>~ ( )</p>	<p>21 ( )</p> <p>1</p> <p>가</p> <p>가</p> <p>2 가</p> <p>~ ( )</p>
--	--

< -2>

72)

71) , 가

72) 2 ( )  
1. " "

73)

가

74).

)

)

,

,

,

)

가

3

, )

. )

가

.

.

.

,

가

가

.

.

73)

74)

"

"

)

(

가

가

( )

2.

) 가 ,  
 . (place)  
 75)

) 가 .  
 가 . 1  
 , 가 .

)  
 가 .  
 가 ,  
 2 ( )  
 2 " .  
 " 3 ( )  
 )

75)

( 가  
) 가 가  
, 가 가 가  
. 가 가  
76). . 26 ( )77)  
3 2 78) '99 8 31  
가  
가?  
가  
( )

가  
79).  
76)  
, )  
( 10 3 ), ) ( 14 ), )  
( 16 1 1 , 29 4 ), ( 16  
1 5 ), ( 21 ),  
( 28 2 ) , )  
( 6 2 ),  
가 ( 34 2 ),  
77) 26 ( )

78) 第1項 規定 第1項第3號 技術大學 設置 學校法人  
技術大學 私立學校 設置 .  
79) 가 가

가 . ,

,

가

,

)

가

,

가

( )

3.

가

1 6

4.

) 4

가

4

가

)

15

( ) (每) 30 ( )  
가  
가  
가 , 2  
6 80)  
가 . 가 2 3  
(每) 2 4  
)  
가 가 . 1  
3 가  
가 . (1999)  
81)  
. 가 . 21  
. 가 .  
가 .  
. ' . ' .  
. .  


---

80) 1 3 5  
, 1 4  
6  
81) 가 ,  
. 가

가 7, 1, 1  
2002 6 . 82)

( ), , (LG , ,  
, LG-CNS, ),  
(  
) , KT 1 .

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

. . .  
가 .  
가 .

( < -3>  
) .

---

82)

< -3>

		( )	,
		가	
		,	
		가	
,			
		( , )	

: (1999).

가가 .

46 ( )83)

, ' 2 ( )84)

85)

83) 46 ( )

84) 2 ( )

가

가

가

가

29 ( )<sup>86)</sup>

21 2

( )<sup>87)</sup>

23 ( )<sup>88)</sup>

85) 24 ( ) 29 3

1

1.

, 2.

, 3.

, 4.

, 5.

1

7

86) 第29條 (大學院) 大學(産業大學·教育大學 放送·通信大學  
條 ) 大學院 大學院 學位課程  
學位 研究課程 大學  
大學院 , 學位課程, 研究課程 大學  
大統領令

87) 21 ( ) 29 3

1. ~ 3.

( ) ( )

88) 23 ( ) 29 3

2

( " " )

가  
가 ,  
가

) . . .

가 ,  
가 .

) ,  
가 .  
가

) 가

80

---

) , . 1 ( " .

5. . .

,

.

가

( )

(<

-4> ).

.

< -4> , ,

.	.	•	•
		•	•

24 ( )

, ,

가

, . .

(quality assurance)

.

가 (process), 가 (product), (input),  
, 가 ,  
, 가 가  
, 가 가  
가가 , 가 가  
, 가 가 가  
, 가 가  
, 가 가  
가 가  
가 가 가  
가 (chartering) (accreditation) .  
, 가 , 가 가  
, 가 가  
가 (chartering) 가 .  
가 89)  
가 가  
가 가 90)

---

89) 가 가 가 3  
90) 가 가 가 .  
( , , )

가 가 .

가 .

가

가가

24 ( 가)<sup>91)</sup>

가 가 가

가 가 ,

가<sup>92)</sup> ,

가 .

3 ( 가 )<sup>93)</sup>

가 7

가 .

8 7

off-line on-line

---

가 가 가 .  
 가 (The Higher Education Quality Assurance Agency Council)

91) 24 ( 가 ) 가 가 .  
 1 가 가 12

92) , , ,

93) 3 ( 가 ) 3 1 " 1  
 ( " ) . 1. ~ 6. ( ) . 7.



가 , 가



1.

94)

(Training and Development)

가

가 가

가.

가

(T&D)

가

가

94)

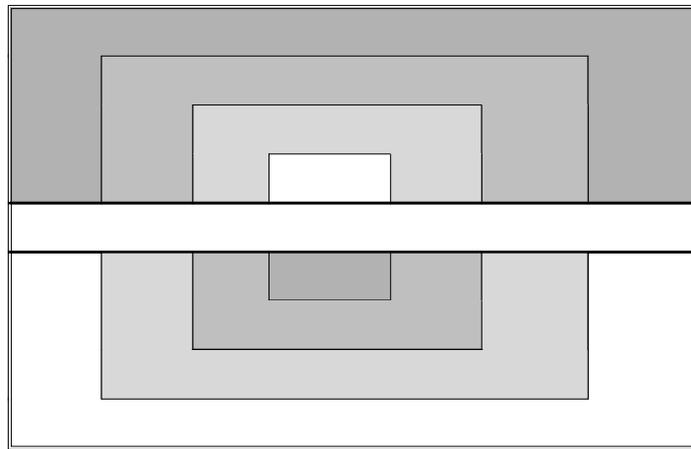
(2000),

(2001),

(2000)

·  
·  
)  
, )  
,  
,  
, ) 가  
·  
· 가  
가 가  
· 가  
가 , 가 가  
· 가 가  
가 ,  
·  
· 가  
, , , ,  
·

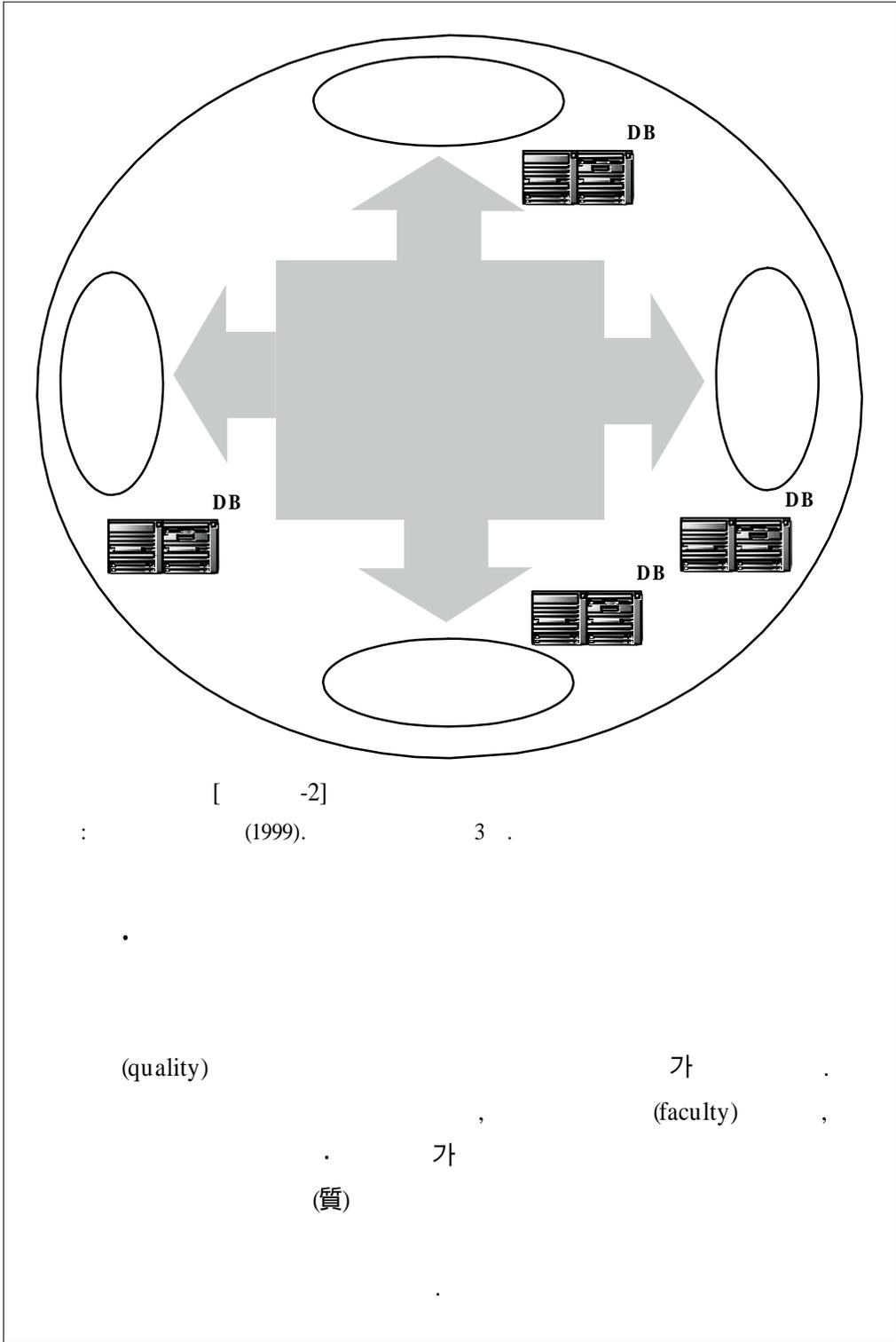
([ -1 ] ).



[ -1 ]  
: (2000)

, [ -2 ] , ,

· ,  
,  
·



.  
 ,  
 ,  
 CD-Rom , Web-based Instruction, Intelligent  
 Tutoring System, Simulation .

가

가

가(ROI; Return on Investment)

가

가

가

)

(alignment)

)

(alliances)

) ICT

(E-Learning)

)

(marketing)

)

가 가(measurement)가

2.

가.

가

가

가

가

( )

가

95).

( )

가

6

가

가

가

(1999)가

)

. )

. )

95)

가

가 . . )  
 . )  
 . ) . )  
 .  
 가 .  
 , 가  
 .  
 .  
 가 ,  
 가 .  
 가  
 .  
 가  
 ,  
 가 .  
 .  
 ,  
 가  
 .  
 .  
 ,  
 .  
 ( )  
 .  
 ( ) ,  
 2

96). , 3 2

“ ” , 2 2 2 3

가

6

가

가

가

가

가

34 ( )<sup>97)</sup>

가

96) “ 2 ( “ ” ) 가가 . , 가 ( ) , ”

97) 第34條 (科學技術部) 科學技術部長官 科學技術振興  
技術協力 原子力 科學技術振興 事務 掌理 .

가

1)

( )가

가 .

( )

가 , ( )  
가 .

2)

가

가 2/3

65 1 6

3)

가

가

98)

가

가

99)

22 100)

가

25 ( )<sup>101)</sup>

3 1

11 ( )<sup>102)</sup>

98) 第38條 (授業年限) 産業大學 授業年限 在學年限

99) 가  
가 ( : )

100) 第22條 (授業 ) 學校 授業 學則 晝間授業·夜間  
授業·季節授業·放送·通信 授業 現場實習授業  
學校 學生 現場適應力 學則  
實習學期制

101) 25 ( ) 70  
3 1  
3 31

102) 11 ( )

4 30

3 1 , 4 1 4 30

10 ( 가 )<sup>103)</sup>  
4 1

4)

가 .

12 <sup>104)</sup>

( , 2

) 1

4

2

가

2

( 가 ).

3 1 , 4 1

103) 10 ( 가 )

가 가 가 가  
가 가 4 1

( 1 가 )

104) (Southern Illinois University)  
(Workforce Education and Development Program)

12

2 3 가

( , 1999)<sup>105</sup>.

가

가 106).

3 가

가

### 3. ( )

( )

( )

가

가 가가

105) Standard) 가 (NSS; National Skill

(professional) 2 4 (academic)

106)

가

가

4.

가.

가

20 ( )<sup>107)</sup>

23 (

)<sup>108)</sup> 가 20

107) 20 ( )

. 1.

, 2.

가

, 3. ( )

108) 23 ( )

가 20

1 2

20 ( )<sup>109)</sup> . . . . . 110).  
 6 가 . . . . . 가  
 ,  
 ,  
 가  
 111).

---

109) 20 ( . , ( ) . 23 24  
 110) 가 , 32 가 33 .  
 가 , 가 ,  
 가 가  
 가 . ,  
 가 가 가  
 가 , 가 가  
 111) 가 가 가  
 가 .  
 가 .  
 가 .

(Investor In People People Developer )

가 .

가 . )

, )

, )

가

112), )

( , ) . 가

가 .

112)

Enterprise Training Program  
2000-2001 (1 ) \$575,000  
nationally endorsed Training Packages  
Training Package가 competency based training initiatives

(certificate)

113)가

. , 가 가 가 .

. 가

가 ( ) 가 . 가 가 가 . 가 가 가 . 가 가 .

5.

, , 가 가 .

113) 가 가 (NQF; National Qualification Framework) (certificate) 가 certificate 가 .

가  
가.

, 가

가

가

가

( , 2000.

p3~6).

가

114)

가

8 2(

)115)

116)

---

114)

115) 8 2( )  
2 5

( < -2> ).

가

< -2> .

○ , , , .  
 - , , ,  
 ○ , , ,  
 - ,

: (2001). 가 .

40 (

)117) 53 2( )118)

116) < . >

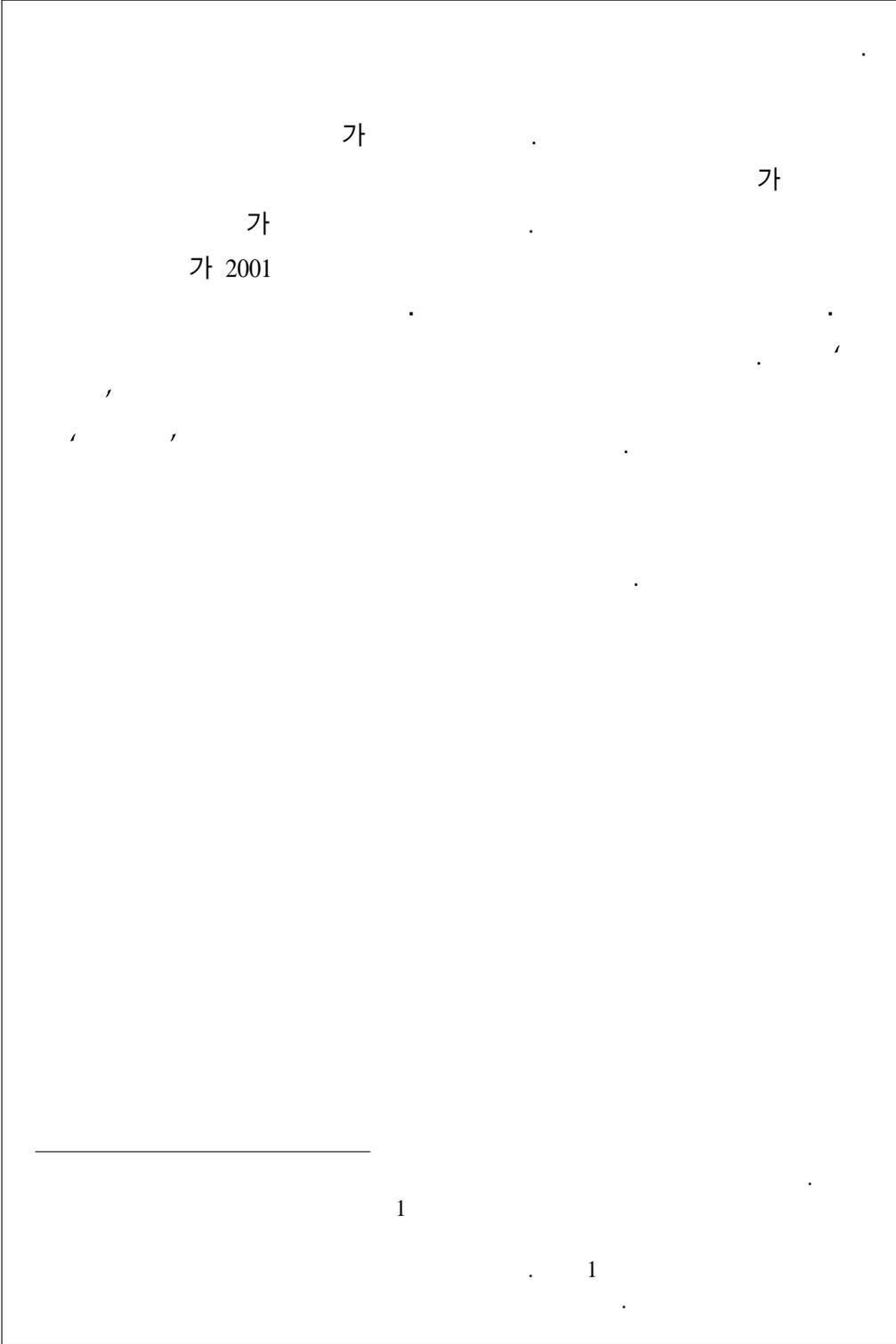
○ , , , .  
 - , , ,  
 ○ , , ,  
 - ,

117) 第40條 (産業體 委託教育) 産業大學(專門大學 ) 産業體(産業體  
 構成員 團體 ) 委託 教育 産業體  
 委託 教育 . 第1項 規定 産業體 委託教育

大統領令

118) 53 2 ( ) 40 2

가 ( )





(2000).

(1998).

(1999).

4 (1999) **OECD** . **OECD**

3 (1996).

( ).

(1996). ( ).

(1998a).

(1998b).

(1999a). ( )

(1999b). **1999. 3** .

(2000).

(2001a). **2000** .

(2001b).

(2001c). **2001. 5** .

(2002a). **2002**

(2002b).

(2002). **(2002~2003)**.

(1996).

(1998).

3 (2001).

(2001).

(1996). . 21 .

(1996).

(2000). 가

2 (2000).

(2001a). , 가

(2001b).

(2002).

(2001).

(1996).

( ), '96. 2. 9. 3

(2001). 가

(V2005).

(2001). 가

( ).

(2001). 가

(1987). "

":  
" . 『 』 1987 9

3 (2000).

(1998).

(1997). 21C

(1998).

(2001).

2 (2000).

(2000).

(1998).

).

(2000). . . .

2 (2000). . . .

(2000). 가 . . . .

9 (2000). . . .

3 (2001). . . .

(2000). 가 . . . .

(1998). . . .

(2001). . . .

(1997). . . .

3 (1994). . . .

(1996). . . .

(2002). “ ” . . . .

(1993). . . .

(1998). ( . . . .

). . . .

(1996). . . .

(1999). . . .

( ) . . . . 99-2-7. . . .

(2001). . . .

5 (1999). . . .

(2002). , , 2002 6 ( 142 ).

(1997). .

. (2000). "21 ". 2000 .

(1999). 5 ( ) .

. (2002). " ". 2002 .

(1992). .

(1997). . ) .

喜多村和之 , , 1995. .

Jack J. Phillips , . **HRD Trends Worldwide**. (KPI Publishing Co.)

Alan Barrett, Dr Ben Hovel, Drs Paul den Boer and Drs Geert Kraayvanger(1998). *Exploring returns to continuing vocational training in enterprises*. CEDEFOP.

ANTA(1998). (2001). *A Bridge to the Future: Australia's National Strategy for Vocational Education and Training 1998~2003*.

가 .

APEC(1999). *Successful Practices in Human Resources Development in the Workplace: Contributions from Labour, Management and Government. Proceedings of a Conference held in Victoria on June 25-28, 1999*.

Asian Development Bank(1995). *Skills Promotion Funds*.

Daniel Schugerensky(2000). Selected Moments of the 20th Century: McDonald's starts first corporate university. Department of Adult Education, Community Development and Counselling Psychology,

The Ontario Institute for Studies in Education of the University of Toronto.

([fcrs.oise.utoronto.ca/~daniel\\_schugurensky/assignment1/1961mcdonalds.html](http://fcrs.oise.utoronto.ca/~daniel_schugurensky/assignment1/1961mcdonalds.html)).

David I. Levine(1995). *Reinventing the Workplace*. The Brookings Institution.

DFEE(1996). *Work-Based Learning(Briefing Paper)*.

(<http://www.dfee.gov.uk/heqe/projsintvo.htm>)

Elaine El-Khawas, Robin DePietro-Jurand & Lauritz Holm-Nielsen(1998).

*Quality Assurance in Higher Education: Recent Progress; Challenges Ahead*. The World Bank.

H.S. Bhola(1995). *Functional Literacy, Workplace Literacy and Technical and Vocational Education: Intefaces and Policy Perspectives*. UNEVOC Studies in Technical and Vocational Education 5. UNESCO.

Irwin L. Goldstein & J. Kevin Ford(2002). *Training in Organization, the Fourth Edition*. The Wadsworth Group.

Jacques Delcourt, Bernard Fusulier, Department of Sociology & Catholic University of London(1993). *The Role of the Company in Generating Skills: The Learning Effects of Work Organization(Belgium)*. CEDEFOP.

Jeroen Onstenk, Eva Voncken and SCO-Kohnstamm Instituut(1993). *The Role of the Company in Generating Skills: The Learning Effects of Work Organization(The Netherlands)*. CEDEFOP.

Jordi Planas(1997). *Agora (The Role of the Company in Lifelong Learning)*. CEDEFOP.

Kenneth N. Wexley & Gary P. Latham(1991). *Developing and Training Human Resources in Organizations, Second Edition*. HarperCollins Publishers

Kenneth N. Wexley & Gary P. Latham(1991). *Developing and Training Human Resources in Organizations. Second Edition*. Harper Collins Publishers.

Kenneth Walsh, Andy Green and Hilary Steedman(1993). *The Role of the Company in Generating Skills: The Learning Effects of Work Organization*(United Kingdom). CEDEFOP.

Monbusho(1995). *Remaking Universities: Continuing Reform of Higher Education*. Japan ([www.monbu.go.jp/hakusyo/1995eng/contents.html](http://www.monbu.go.jp/hakusyo/1995eng/contents.html))

OECD(1997). *Industrial Competitiveness in the Knowledge-Based Economy, The New Role of Governments*

OECD(1998). *Redefining Tertiary Education*.

OECD(2000). *From Initial Education to Working Life*.

OECD(2002). *Higher Education and Management Policy, Journal of the Programme on Institutional Management in Higher Education, Vol 14 - No. 1*. OECD.

Peer Hull Kristensen & James Hopner Peterson(1993). *The Role of the Company in Generating Skills: The Learning Effects of Work Organization*(Denmark). CEDEFOP.

Philip J. O'Connell(1999). *Adults in Training: An International Comparison of Continuing Education and Training*. CER/WD(99)1. OECD.

Sharon Beder(2000). *Selling the Work Ethic: From Puritan Pulpit to Corporate PR*. Zed Books, London and Scribe Publications.

Smith, D. M. & M. R.(1991). *Other routes: Part-time higher education policy*. London : Open University Press. p.97

Teresa Williams and Adrian Green(1997). *The Business Approach to Training*. Gower Publishing Limited.

The New Corporate University Review

[www.corpu.com](http://www.corpu.com)

[www.csu.edu.au/faculty/educat/edu/vetfolder/vet.html](http://www.csu.edu.au/faculty/educat/edu/vetfolder/vet.html)

[www.mcdonalds.com/corporate/careers/hambuniv/hambuniv.html](http://www.mcdonalds.com/corporate/careers/hambuniv/hambuniv.html)

[www.mu.motorola.com](http://www.mu.motorola.com)

[www.mcdonalds.co.kr/introdu/univ.htm](http://www.mcdonalds.co.kr/introdu/univ.htm)

[www.reeds.ac.uk/educol/ncme](http://www.reeds.ac.uk/educol/ncme)

(The National Committee of Inquiry Into Higher Education. Report  
of the National Committee. UK.)

[www.traininguniversity.com](http://www.traininguniversity.com)



## **ABSTRACT**

### **The Actual State of and Improvement Programs for the Three Kinds of Corporate Universities**

Korea Research Institute for Vocational Education and Training

Whan-sik Kim

Ho-dong Kim

This study intends to analyze the actual conditions of the following institutions: a corporate university set up as an organization educating employees, which was created by the Lifelong Education Act, a corporate technical university managed by the Ministry of Science and Technology, and a technical university created by the Higher Education Act. This study also seeks to promote improvement programs for these three kinds of corporate universities based on an analysis of the relevant regulations and rules.

The results drawn from the analysis of the actual state of these three kinds of corporate universities are the following, ) the response of corporations was not as positive as expected, ) only conglomerates operate corporate universities, ) corporations prefer institutional education to on-line education, ) a further assurance of the quality of education is needed, ) most courses provided are restricted to ones dealing with IT technology and the electronics sector, ) partnerships with other organizations are also extremely weak, ) the objective of most education courses is the obtainments of a degree, ) higher level educational courses are preferred over those vocational colleges provide.

The results of the analysis of the related regulations include,

In the case of the corporate university, the following potential improvements were presented

- ) the identity of the founder of the corporate university should be clear,

- ) the possibility of discrimination from regular educational organizations considering that this corporate university is a lifelong education institution should be understood,

- ) similar conditions should exist as those present in other lifelong education institutions and a detailed areas of study course system should also be present. Furthermore, other issues that required improvement issues were discussed

In the case of the technical university, some of the improvement issues raised include

- ) the necessity of special corporation to authorize the establishment of the school,

- ) the necessity of reorganizing the establishment standards for corporate and technical universities,

- ) the feasibility of separate permission authorizing specialized undergraduate courses and undergraduate courses.

However, there are several problems that also arose: corporate technical universities lack an institutional establishment basis and there is no recognition of the grades as well as degrees given from corporate technical universities.

In addition, some lessons were generated from an analysis of both the current situation of USA corporate universities and the examples of Motorola and Hamburger universities.

The result of the analysis of the actual operating conditions and of both domestic and international relevant acts, as well as results from case analyses, brought several problems to light and also suggested potential improvement measures.

First, in terms of educational purpose, nonacademic courses along with academic ones are provided in both corporate and technical universities. Here, we suggest the implementation of a program dealing with the issue of whether these three kinds of corporate universities should be integrated or specialized.

With regards to the establishment and abolition of schools, the following solutions were suggested: In the case of a corporate university,

- ) an incorporated industrial body should be the founder of such a school in conjunction with both the commercial and special law,

- ) the abolition of such schools should be done only after having received approval, and having registered with relevant bodies and should be accompanied by a regulation allowing the school term to be completed;

With regards to a technical university;

- ) although technical universities need to be incorporated from a regulatory standpoint, it is inappropriate to apply the same regulations to a regular incorporated-school and an incorporated-school founded by a corporation, and thus it is necessary to establish different regulations.

- ) it is necessary to legislate the standards and process of the regulation of interests and the assignment of responsibilities, through agreement between all the various concerned organizations. There are also solutions needed to the problems caused by the fact that corporate and technical universities have separate establishment mediation committees as well as for all intents and purpose, separate operational regulations.

In terms of a technical university's minimum requirements for entry and the selection of students, it is necessary to provide appropriate legislation and establish regulations dealing with on site training.

With regards to the organization and operation of the curriculum, the following are suggested: in the case of a corporate university, a 4-year bachelor's degree program and a limited number of school days (also applicable to technical universities) are unnecessary. Moreover, we suggest that the maximum reduction possible in the time required to graduate be 6 months (also applicable to technical universities) and that the issue of graduate courses also be discussed.

With regards to improvement programs dealing with the authorization of school courses and degrees, this research suggests a reconsidering of whether corporate and technical universities, being organizations providing continuing education to corporate employees, are organizations authorized to hand out degrees, or organizations falling under the credit bank system. In addition, this research discusses the establishment of a system assuring the quality of education offered by corporate and technical universities. In cases where corporate and technical universities are abolished, we suggest the establishment of a system to transfer credits for the students presently enrolled, and a system to validate the degrees of those who have already graduated.

Regarding establishment standards, measures have been suggested to solve inappropriate issues arising from the use of standards spelled out in the Higher Education Act to employ teachers in corporate or technical universities. Further improvement measures regarding establishment standards are also discussed in the research.

Finally, in terms of policy suggestions, it is suggested that the basic programs for the establishment of corporate universities, in order to

activate corporate education, be carried out at the corporate level. Furthermore, we suggest that programs aimed at the reorganization of the government control and support system, and other similar systems, also be carried out at the government level.

First, any reorganization of the government's control should include the following issues: firstly, a policy needs to be established to deal with both type integration and specialization. In order to implement this policy, both the Higher Education Act and the Lifelong Education Act need to be modified. In addition, this research also discusses the unification of the administrative support system for corporate universities, and the reorganization of relevant acts. Specifically, it is suggested that the reorganization of acts be carried out by: dividing the Establishment Act and the Support Act, alleviating regulations dealing with the issues falling within a corporation's decision making sphere, reviewing the regulations that differ from other higher education organizations, and that the implementation of different regulations from other higher education organizations should occur. The reorganization of the government's supporting system should include: firstly, employment insurance funds should be supported only if the current employment insurance system changes, and the possibility of the reimbursement of Vocational Skill Development Funds, part of employment insurance funds, is reconsidered. Therefore, the programs for financial support are separately discussed in this research. Along with this, the reorganization of the certificate system and programs using credit bank systems are suggested. Finally, career skill development training and vocational colleges, and those similar to the employee education and training system, are suggested to consider the current trends of strengthening the education for adults and employees.

*(Unlike the USA, corporate universities as we have tentatively titled them in English, include three kinds of corporate universities. Corporate universities created by the Lifelong Education Act are lifelong education institutions and are authorized to offer courses and degrees; technical universities created by the Higher Education Act are a regular higher educational organization and are authorized to offer the courses and degrees. Both corporate universities and technical universities are the responsibility of the Ministry of Education and Human Resources Development, while corporate technical universities are the responsibility of the Ministry of Science and Technology.)*

【       】

1.

2.

3.

4.

5.                   (           )

6.                   ,

7.

**1.**

**1**

1 ( ) .  
21 .

2 ( ) (SSIT) .

3 ( ) 14 .

4 ( ) Digital Display .

**2**

5 ( ) / .

/		
	Digital	40
	Display	25
	2	65

**3**

6 ( ) 2 (6 ) .

7 ( ) 7 .

**4** ,

8 ( ) 3 1 2 .

9 ( ) 3 .

1 : 3 1 6 30

2 : 7 1 10 31

3 : 11 1 2

10 ( ) 45 ( 15 ) .

11 ( )

- 1. : 7 6
  - 2. : 12 6
  - 3. : 3 3
  - 4.
  - 5. : 11 1
- 가

5 ( , )

12 ( ) 1 6

13 ( )

- 1.
- 2.
- 3.

14 ( )

- 1. ( , , )
- 2. ( )

	(TOEIC)			
가	30%	30%	40%	100%

( , , ), 가  
가

15 ( ) 가

16 ( )

1  
2

가 .

17 ( , )

1 3 1 가 .  
가 3.0 .

18 ( 가) 가 .

19 ( ) 가 .

20 ( )  
가

1. 1
2. 1

21 ( ) , , , , 1  
가  
2 .

22 ( ) 3  
가 .

23 ( ) 가 .

- 24 ( ) 1 .
1. 1
  2. 2
  3. 가
  - 4.
  5. 2



			가
A+	95	100	4.5
A0	90	94	4.0
B+	85	89	3.5
B0	80	84	3.0
C+	75	79	2.5
C0	70	74	2.0
D+	65	69	1.5
D0	60	64	1.0
F	0	59	0.0

30 ( ) 2.0 F가 6

**8** ,

31 ( )  
1 : 50 / 2 : 80

32 ( )

1

33 ( ) ,

34 ( ) ,

**9**

35 ( )

36 ( )

- 1.
- 2.

3.

4. ( )

37 ( )

38 ( )

1

1.

2.

3.

**11** ,

39 ( )

가

**12**

40 ( )

**13**

41 ( )

2

42 ( )

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

**14**

43 ( )

, ,

44 ( )

.

45 ( )

3 1 2

46 ( )

가

, , ,

47 ( )

, , , 가

14

1. , 10
2. , ,
- 3.
- 4.

48 ( )

.

**15**

49 ( )

.

50 ( )

가

20

가

,

.

1. ( )

2001. 3. 3.

.

**2.**

**1**

1 ( )

2 ( )

3 ( )

/				
		25		25
		25		25
		59		50

**2**

4 ( )

2 (4 ) 2 (4 )

5 ( )

7

**3**

6 ( ) 3 1 2

7 ( )

2

- 1 : 3 1 8 31  
 - 2 : 9 1 2

8 ( )

40 ( 20 )

2

9 ( )

1. : 8 2

2. : 2 2

3.

4.

가

4 ( , )

10 ( )

< -1>

2

< -1>

2

11 ( )

1.

2.

3.

4.

12 ( )

1. ( 120% )

2. ( )

< -2>

, 가

가

13 ( )

가

14 ( )

1

1/4

15 ( )

16 ( )

17 ( 가)

가

가

18 ( )

19 ( )

가

1. 1

2. 1

20 ( )

, , , ,

1

가

21 ( )

2

가

22 ( )

가

23 ( )

1

1. 1

2. 2

3. 20%

4. 가

5.

6. 2

7. 25

8.

9.

5

24 ( )

24 ( )

, ,

15%,

65%,

30%

5%,

65%,

30%

15%

OJT 가

25 ( )

1 15 1  
80 , 70

26 ( )

27 ( )

6

28 ( )

가

29 ( 가)

, , 가,  
4 1  
D F

	가		가
A+	4.50	C0	2.00
A0	4.00	D+	1.50
B+	3.50	D0	1.00
B0	3.00	F	0
C+	2.50		

30 ( )

1.75 F가 6

**7** ,

31 ( )  
: 1 (40 ), 2 (80 )  
: 1 (35 ), 2 (70 )

32 ( )

33 ( )  
31

**8**

34 ( )

35 ( )  
7

36 ( )

37 ( )  
1

- 1.
2. 1
- 3.

**9**

38 ( ) 가

**10**

39 ( ) , , , ,

40 ( )

**11**

41 ( )

42 ( )

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

**12**

43 ( )

44 ( )

45 ( ) 3 1 2

46 ( )

47 ( ) , ,

48 ( )

**13**

49 ( )

50 ( ) < -1>

51 ( )

가

20

가

1. ( ) 1999. 9. 1.

< -1>

1		9	
2		10	
3		11.	
4		12	
5		13	
6		14	
7		15	
8		16	

< -2>

		2
( , )	30%	$\left( \frac{\quad - \quad + 1}{2} \right) \times 30$ <ul style="list-style-type: none"> <li>· A ( 21-30 ) : 30</li> <li>· B ( 11-20 ) : 25</li> <li>· C ( 1-10 ) : 20</li> </ul>
	30%	A : 30, B : 25, C : 20, D : 15 ( , 2 )
	20%	<ul style="list-style-type: none"> <li>· 15 : 20</li> <li>· 10-14 : 18</li> <li>· 2-9 : 15</li> </ul>
	20%	<ul style="list-style-type: none"> <li>: 20</li> <li>: 15</li> </ul>
	(10%)	1 1 10 가
	100%	

### 3.

#### 1.

##### 1)

: 1 6 ( )

##### 2)

65 (Digital 40 , Display 25 )  
65 ( , , )  
(2001 35 , 2002 33 )

##### 3)

: 가(40%)  
: (30%), (30%)  
:

#### 2.

##### 1)

Digital : 21C Digital Convergence  
, ,  
Digital System on Chip ,  
, Multi-Media Digital  
Display : LCD  
Display ,  
Display

##### 2)

: 2 6  
1 3 :  
,  
2 3 : Part Time ,

##### 3.

##### 1)

1 : 25 ~ 30 , 20~24  
 2 : 6 ~ 10 , 6

2)

1 :

2 : , ,

4.

1)

:  
 : ( )

2)

: ( )

3)

,  
 :  
 :  
 :

5.

( : )

	1	2
Digital	20	20
Display	13	15
	33	35

6.

			(m <sup>2</sup> )		(m <sup>2</sup> )	
			60.06	2	120.12	
			71.94	4	287.76	
			89.76	1	89.76	
			120.12	2	240.24	
			134.64	1	134.64	
			161.7	3	485.1	
		( )	412	1	412	
				14	1769.62	
				60.06	1	60.06
				28.73	5	143.65
					6	203.71
	OA			134.64	1	134.64
				119.79	1	119.79
					2	254.43
			-	6	847.44	
			53.79	1	53.79	
			119.79	1	119.79	
			60.06	2	120.12	
				32	3368.9	
			239.58	1	239.58	
			53.79	1	53.79	
				300	1	300
				5175	1	5175
				2500	1	2500
				625	1	625
			6	8893.37		

7.

1)

: 1 , 1  
 : 1 , 1 , 3


2)

						1,2	
		1	Digital				
		2	Digital				
		C	Digital				
						( )	
			Digital			Display 1	Display
			Digital			Display 2	
			Digital			Display 1	
		1					
			Digital				
		LCD	Display			1	
							Display
						Display 2	Display
						Display 2	Display

8.

● 2001 : ₩ 511,000,000

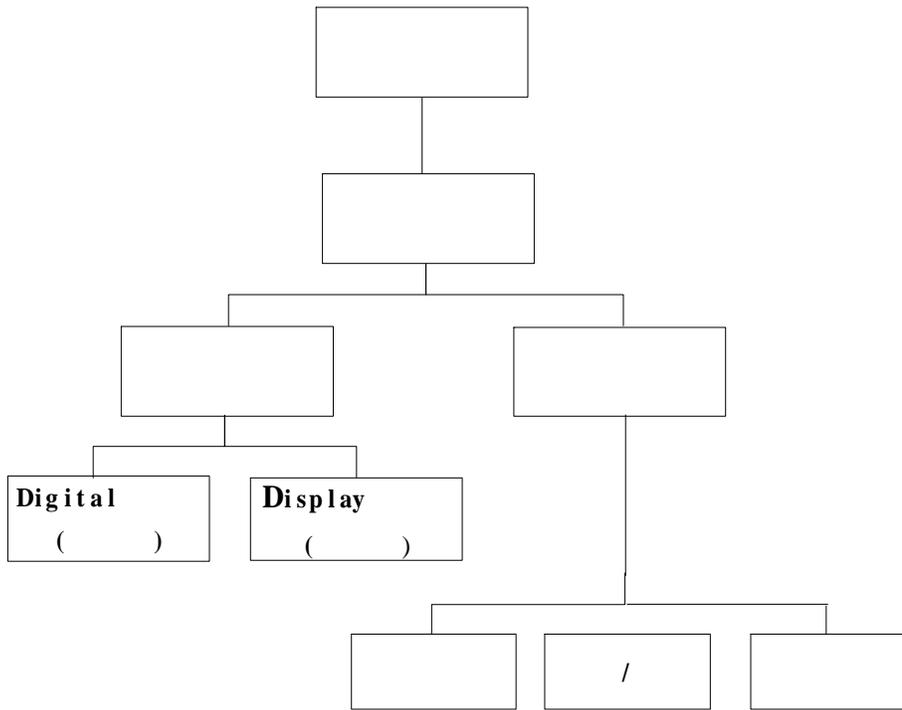
: , , , , , , , , ,

, , ,

9.

: 2001 2003 2

10.



, ,

11.

1)

2)

12.

1)

( )  
: SSIT , ,  
: , , ( ),  
:  
Q & A : SSIT

: SSIT

2)

: , , , , ,  
,  
:  
,  
:  
, , , , ,  
, ,  
:  
, , list  
:  
E-Mail : E-mail , E-mail  
:  
:  
, , list ,  
:  
, , , , ,

**4.**

1.

1)

: 2

2)

: (100) + (30)  
: 4 100  
120%

3)

		2
( , )	30%	- + 1 A ( 21-30 ) ; 30 B ( 11-20 ) ; 25 C ( 1-10 ) ; 20
	30%	A 30, B 25, C 20, D 15( , 2 )
	20%	. 15 20, 10-14 18, 2-9 15
	20%	20, 15
	(10%)	10 가 1 1

4)

: , , 가 30 가

5)

: 100%

2.

		25	
		25	
		25	
		25	
		100	

3.

1)

: 15

2)

, 3~5  
1 4

3)

: C 3 , 18:30 ~ 21:40  
: 3 , 17:10 ~ 20:20

4)

(2002 1 )

	/ 1 *	/ 1	/	
		210	10.6	
		225(255)	11.4(12.8)	
		285(255)**	14.4(12.8)	
		285**	14.4	
		1,050	52.2	

( ) : 1

\* 1 45 , 1 180 (4 )

\*\* 20

5)

/  
/  
, , , 가 , .

6)

			20	12
			20	12
			48	56
			12	12
			60	68
			80	80
			12	10
			12	10
			46	44
				4
			12	12
			58	60
			70	70
			150	150

4.

			:
			, ( 1 )
	3	3	
	35	35	
		4	
			,

5.

1)

	1	2	1	2
	24	21	24	25

2)

	1	2	1	2
	25	22	25	23

\* 8 (    ), 2 (                          ), 1 (                          )

6.

1)

	1	( )	
	1	( )	
	1	( )	
	6	( )	

2)

	9	2	2	11	* 48 : 18 , 8 3 , 2 1 , 1 12 , 3
	5	7	7	7	
	14	9	9	8	

7.

1) 2001

			19	4	23
			24	0	24
			43	4	47

2) 2001

			23	2	25
			23	0	23
			46	2	48

3) /

		14	23	14	20	71
				1		1
		3		6		9
		2	1	2	2	7
				2		2
		2			1	3
		1				1
		1				1
		2				2
		7(2)	5	2	2	16(2)
		13(2)	15	11(1)	9	48(3)
		1	4	12(1)	12	29(1)
		23(4)	24	25(2)	23	95(6)
	25 - 29	2(1)		2	5	9(1)
	30 - 34	10(2)	18	12(2)	14	54(4)
	35 - 39	6(1)	5	10	4	25(1)
	40 - 44	5	1	1		7
		23(4)	24	25(2)	23	95(6)
	~ 4			1	3	4
	5 ~ 9	10(1)	11	11	12	44(1)
	10 ~ 14	8(2)	11	12(2)	6	37(4)
	15 ~ 19	3(1)	1	1	2	7(1)
	20 ~ 24	2	1			3
		23(4)	24	25(2)	23	95(6)

\* ( ) :

8.

			( )	( )	( )
( )		( )	33	2	66
			31	1	31
			27	5	135
			26	1	26
		( )	34	1	34
			26	2	52
				12	344
			18	1	18
			18	1	18
				2	36
		: MTS : OA	20	1	20
			34	1	34
			27	2	54
			19	1	19
		16	1	16	
			2	35	
				20	523
		8 ( , , )	60	1	60
			480	1	480
				2	540
				22	1,063

9. .

1) 2000

( : )

			( )
	248,520,000	246,254,835	2,265,165
	2,000,000	505,990	1,494,010
	12,500,000	12,415,545	84,455
	263,020,000	259,176,370	3,843,630

( : )

			( )
	7,300,000	5,946,600	1,353,400
( )	255,720,000	253,128,590	2,591,410
		101,180	101,180
	263,020,000	259,176,370	3,843,630

**2) 2000**

( : )

			( )
	255,720,000	253,128,590	2,591,410
	2,000,000	1,151,471	848,529
	257,720,000	254,280,061	3,439,939

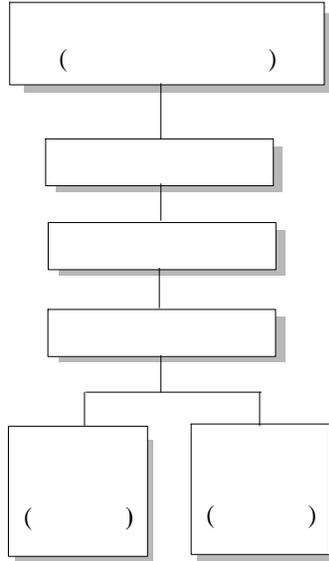
( : )

			( )
	105,640,000	102,920,000	2,720,000
	22,500,000	14,214,530	8,285,470
	54,600,000	49,179,388	5,420,612
	74,980,000	67,924,450	7,055,550
		20,041,693	20,041,693
	257,720,000	254,280,061	3,439,939

\* 2000

: 100

10. ,



5. ( )

1.

1)

	e-		IT	
	20	20	20	60

2)

: 2002. 1. 14 ~ 7. 13(6 )

3)

- : 4
- :
- :
- : 3 ( 99. 1. 14 )

- :  
- , ( )  
-

T/O : Cyber (2 )  
, Cyber ( Cyber )  
가 ( Cyber )

4) Cyber

	e-		IT
	ADSL 가	Total Network & IDLC IMT2000	ADSL 가 PHP WebProgramming
	UNIX , , ,		

\* 1

5)

	20	50	30	100

: (TOEIC, TOEFL, LATT, TEPS )

( 가 )

: 50 4

- e- : 35 , 15

- : 35 , 15

- IT : 35 , 15

6)

: , , 2

7)

: 2001. 12. 14( ) ~ 12. 22( )

: 2001. 12. 30( )

: 2002. 1. 8( )

: 2002. 1. 14( )

: 2002. 7. 13( )

8)

: Homepage(learning.kt.co.kr)

( )

9)

( )

1

1 ( )

10)

: 2001. 12. 30( ). 14 :00 ~ 14 : 50(50 )

11)

: 2

( )

13:00

(

)

12)

:

13)

( )

( 3 )

2.

KT		6 (181 , 950 )
-3	/	2 /
-	/	6 /
	/	7 /
		70 / 6
		( )

3.

	2000 (1 )	2000 (2 )	2001 (1 )	2001 (2 )	2002 (1 )	2002 (2 )	
(e- )	20	20	20	14	18		
( )	20	20	20	20	20		
(IT )	20	20	20	26	22		
	60	60	60	60	60		

\* 893 (1992 ~ 2001 )

4.

		042-530-5200	
		042-530-5210	
	CM	042-530-5215	
	CM	042-530-5218	e-
	CM	042-530-5216	IT

5.

	37	2 313 ( e- )
	37	2 314 ( )
	37	2 315 (IT )
	111	
	37	2 312
	80	1 301
	80	1 206
	80	1 310
	40	1 401
	50	1 410
	180	1 503, 505, 506, 508gh
	547	
	50	402
	180	301, 302, 303, 304
	920	3
	1,084.8	
	2,573.5	
	2,621.6	
	105.6	( 1 1 )
	81.6	( 2 )
	7,617.1	
	8,275.1	

\*

KT

6. ,

1.

21 ( ) 가

. 가

.  
1

가

1

1

20 4 1  
가 .

13 ( )

21 1 "

"

300

14 ( 가)

21 1  
) .

( " "

3 31

1.

2.

3.

4.

5. ( " " )

6. 4 (2 ) .  
가 2 )

7. 4 (2 ) .  
가 2 ) .

8.

9.

10.

1 1

가

4 1

1

15

가

3  
가

6

4

6

가

5

가  
4

가

4

가

5

가  
가

3

가

1

4

6

3

**15**

(

)

28

3

2

7

**16**

(

)

21

2

가

**17**

(

)

21

3

1. 18

2. 19

2 1

1

1

2

**18** ( )

3

1

4

1

2 1

50 ( 22

1

)

50

2

2 1

**19** ( )

5

1

50

50

1

(

"

"

1

)

1.

14

1

2

2.

3.

**20** ( < 2002.5.13 > )

2

**21** ( )

3

1

2

22

1

2 , 2 4 . ,  
(2 )  
1 2 3 ; 15

2 1  
11 2 12 14 19

22 ( )

2 , 2 1 28

23 1  
가 2 1 ,

23 ( )

1 6  
, 2 1 6  
3 29 1 28 1

24 ( )

25 ( )  
21 4

30

- 1.
- 2.
- 3.

1

11 ( 가 )  
14 1 " "

- 1.
- 2.

( " " )

12 ( )  
18 2 19 1  
( " " ) 50

= (50- ) × ( / ) + "

1. 100
2. 100
- 3.

1

13 ( )  
19 2

9

2.

( )

( 97-3 : '97. 4. 8. )

1 ( )

7 10 ( )

2 ( )

( )

, ( )

3 ( )

2 ( ) 1 .

4 ( ( ) )

( )

1

1

3

1

( )

5 ( )

( )

가 1

( )

2

( )

9

( )

1

6 ( )

( )

가

( )

1.

2. ( )

3. 5 2

6

1. 《 1》 ( )  
 ( ) 3 ( 1 )
2. ( ) , , , , , , ,
3. . . , 50 ( ) ,
4. 10 1 , 40 , 70 , ( ) 20 ,  
 가 .
5. , , , 5 , , 15 10 .
6. 30% . ,
7. , ( ) , ( )  
 8 .

**第9條(研究 人力開發準備金 損金算入)**

內國人(大統領令 ) 2003年 12月 31日  
 費用 課稅年度 收入金額 課稅年度 所得金額計算  
 不動產業 消費性 業 內國人  
 研究 人力開發準備金 損金 計上  
 各號 率 算出 損金 算入  
 1. 大統領令 100分 5  
 2. 第1號 產業 第1項 規定 100分 3  
 損金 算入 研究 人力開發準備金 各號  
 益金 算入  
 1. 準備金 損金 算入 課稅年度 終了日 3年 課稅  
 年度 終了日 研究 人力開發費 大統領令 費用(中小企業  
 者 第10條第1項 規定 稅額控除  
 ) 準備金 3年 課稅年度  
 課稅年度 所得金額計算 準備金 36  
 課稅年度 月數 算出 益金 算入  
 2. 損金 算入 準備金 第1號 規定 益金 算入  
 準備金 準備金 損金 算入 課稅年  
 度 終了日 3年 課稅年度 所得金額計算 益  
 金 算入 , 準備金 損金 算入 研究  
 人力開發 3 課稅年  
 度 益金 算入  
 第1項 規定 損金 算入 研究 人力開發準備金計定  
 內國人 各號 1 為 為  
 課稅年度 所得金額計算 益金 算入 研究  
 人力開發準備金計定 全額 益金 算入  
 1. 廢止  
 2. 法人 解散 , 合併 分割 解散 合併法人,  
 分割 新設 法人 分割合併 相對方法人  
 承繼  
 第2項第2號 第3項 規定 研究 人力開發準備金 益金 算入  
 第4條第4項 規定 準用  
 第1項 規定 內國人 大統領令 研究  
 人力開發準備金 明細書

**第10條(研究 人力開發費 稅額控除)**

內國人(大統領令 ) 2003年 12月 31日  
 不動產業 消費性 業 內國人  
 課稅年度 課稅年度 研究

人力開發 費用 大統領令 費用( "研究·人力開發費" )  
 各號 選擇 稅額控除  
 , 中小企業 1  
 1. 課稅年度 研究·人力開發費가 課稅年度 開始日 遡及  
 4年間 研究·人力開發費 年平均發生額  
 100分 50 課稅年度 所得稅(事業所得 所  
 得稅 ) 法人稅  
 2. 課稅年度 研究·人力開發費 100 15  
 課稅年度 所得稅(事業所得 所得稅 ) 法人稅  
 第1項第1號 規定 4年間 研究·人力開發費 年平均發生額 計  
 算 大統領令  
 第1項 規定 內國人 大統領令 稅額控  
 除申請

8 ( 9 2 1 " " )

5

[ 5]

( 8 3 )

3.	가.	( )
----	----	-----

9 1

(

3

)

9 ( 10 1 " )

10 1

"

"

6

[ 6 ]

( 9 2 )

2.	( )

10 2

4

48

48

4

4

×

4

12

3

4

, " " ) , , (   
 , ( " , " ) "   
 ) , ( " "   
 ,

가

가

3 ,   
 1 1 1 ,   
 1 1   
 10 1

6 ( 8 3 ) 5 3. 가 "

( )"

" 8 3 " ) 5 3. 가 "

- 1.
- 2.
- 3.
- 4.

7 ( . )  
 9 2 6 2. "  
 ( )" 6 5  
 9 2 6 2. "  
 " 6 6 .

90 ( )  
 1 .  
 2. . , , , , , , ,  
 1 ,

37 ( 가 )  
 90 1 2  
 16. 90 2 100 80 . ,  
 100 50

가

11 ( )  
3 4 5 .

[ 4]  
· ( 11 )

	1 4.

15 ( )  
· ,  
· ,  
·

가

2 11( )  
4 5 · 7 , 6 · 7  
4 " " .  
1 4

[ 1 4]  
( 2 11 2 )

	1 5. 2

3.

### 第6節 技術大學

#### 第55條 (目的)

技術大學 產業體 勤勞者 産業現場 知識・技術 研究・鍊磨  
教育 理論 實務能力 專門人  
力 養成 目的

#### 第56條 (技術大學 課程 授業年限)

技術大學 專門學士學位課程 學士學位課程  
第1項 規定 課程 授業年限 2年

#### 第57條 (入學資格)

技術大學 專門學士學位課程 入學 者 高等學校 卒業 者  
法令 學力 者 大統領令  
產業體 者  
技術大學 學士學位課程 入學 者 專門大學 卒業 者 法  
令 學力 者 大統領令  
產業體 者  
技術大學 學生 第1項 第2項 規定 資格 者 選拔  
、 選拔方法 大統領令 學則

#### 第58條 (學位)

技術大學 專門學士學位課程 入學 學則 課程 履修 者  
專門學士學位  
技術大學 學士學位課程 入學 學則 課程 履修 者  
學士學位  
第1項 第2項 規定 學位 大  
統領令  
<1999.8.31>

**6**

**65** ( )

57 1 2 " " 1 6

1 2 3

7

**66** ( )

57 3

2 2

**67** ( )

43 1 48 60

" " " "

[ 2001.1.29 17115 ]

**1**

**1** ( )

( " "

)

**2** ( )

" "

2

3 ( )

1 ) 가 ( 9 " "

3 1 3 2

4 ( 가 )

10 1 가

1.

2.

3.

4.

5. ( , , 4 1 13 )

5 ( 가 가 )

12 가 가

가

6 ( )

1. 8

2. 9 2 1 ,

3. 10<sup>1</sup>

8

1 .

1.

2. 가 가 .

1 .

7 ( 가 )

가 ( " " ) .

1 9 .

4

1

8 ( )

2

1 3 1 2

1 . 200 ( )

200 ,

2 2 1 .

2 2

9 ( )

4 1

	200		200	,
	1		1	
	(	"	"	)
1.				
2.				
3.				
	2		3	
	2	1		
	10	(		)
				가
	1		5	
가	1		가	가
가	1		가	가
가	가	가	,	가
	1			
	11	(		)
		가		
		100	80	가
	2			
12	<1998.12.31>			
3				
13	<1998.2.24>			
14	<1998.2.24>			

15 <1998.2.24>

16 <1998.2.24>

17 <1998.2.24>

18 <1998.2.24>

19 <1998.2.24>

20 <1998.2.24>

21 <1998.2.24>

22 <1998.2.24>

23 <1998.2.24>

4

24 ( 가)

가 가 가 . 가  
1 가 12

25 ( )  
70

.  
3 1 , ,  
3 31

26 ( )

[ 2001.1.31 779 ]

1 ( )  
· ( " " )

2 ( 가 )  
4 가  
8  
4 4

1. · · · ·
- 2.
- 3.
- 4.

3 ( 가 )  
4 가 6 가

4 ( 가 )  
4 2 가 가 6 1  
5 1  
5  
1 가

가  
가 3

5 ( )  
7 가 1

6 ( 가 )  
4 1 가

가 2

7 ( )

8 2 9 1  
( " " ) 200

= (200- ) x \_\_\_\_\_ +

8 ( )

9 2

9

9 ( )

10 1

가

10 ( )

11 2

11 <1999.2.2>

12 ( )

3

가

2

6

7.

1.

1)

( )			( )		( )	가	
				239		'91.11	'97.10
				160		'91.11	'97. 5
( )				-		'91.11	'98. 2
( )				-		'91.12	'93. 5
				101		'91.12	'02. 3
				175		'91.12	'02. 4
				36		'91.12	'96.11
				250		'91.12	'02. 4
				467		'91.12	'02. 4
( )				51		'97. 5 ( '92. 7 )	'02. 4
				481		'92. 7	'00. 5
( )				66		'93. 5	'02. 4
( )				24		'99.12 ( '97.1 1 )	'02. 4
				2,050			

2)

( )			( )			( )	가	
					2,429		'91.11	'99.11
( )					755		'91.11	'98. 2
( ) 21C CDI					352		'91.12	'00.11
(가 )					360		'91.12	'02. 4
	4	816	120	-	25		'91.12	'00. 1
	6	950	60	60	893	850 (50)	'92. 6	
					54		'92.10	'97. 6
( )					165		'93. 5	'02. 3
(LG )					80		'93. 9	'00. 5
					9		'94.10	'02. 4
LG					60		'94.10	'99. 4
					340		'96. 9	'99.11
					5,522			

3)

( )			( )			( )	가	
					130		'91.11	'02. 4
( )					33		'91.11	'97. 5
( )					47		'91.12	'02. 3
( )					-		'91.12	'96.10
	2	432	45	-	184	20 (12)	'91.12	'97. 3
	2	384	240	-	548	12 (2)	'91.12	'02. 3
(가 )					105		'91.12	'97. 5
					218		'92. 4	'02. 4
( )					204		'92. 6	'02. 4
( )					40		'92.12	'99. 5
					89		'94. 4	'02. 4
LG-EDS	2 6	880	-	1040	196	99 (11)	'94. 5	
	1		30	-	171	6 (1)	'95.10	
LG ( LG )	2		60	44	34	14 (11)	'97. 4	
	1		20	-	51	17 (10)	'97. 4	'98. 3
					2,050			

2.

1) ( )

( )		( )	☎ 449-713 360-9 ( : 031-289-3211) (FAX : 031-289-4516)
		( )	☎ 449-713 360-9 ( : 031-289-3211) (FAX : 031-289-4516)
( )	1985. 4.16 (1991.12.17)		: 4
	- , , - 120		- : 4 (816 ) -3 / , 2 / , 2 /
	- 2 -4		- .
	- : 80 ( 20 / 60 ) - : 80 + -17 / 1		- : 41 (3 ) - : 10
	- 2 - 1		- 25 (2001.12 )
	2000 3		

2)

( )	(KT)	( )	☎ 302-716 14-1 ( : 042-530-5215) (FAX : 042-530-5219)
	KT (KT )	( )	☎ 302-716 14-1 ( : 042-530-5215) (FAX : 042-530-5219)
( )	1992. 4. 6 (1992. 6.15)		: KT 5
	( : / ) -e- : 20 / 14 - : 20 / 20 -IT : 20 / 26		- : 6 (181 , 950 ) -7 / , 6 /
	- -6		- : 50 - : 800 ( )
	- : 70 ( 20 / 50 ) - : 70 -10 / 1		- : 111 - : 547 - : 23
	- : 4 - : 3 - :		- 893 (2001.12 )
	2		

1) ( )

( )		( )	☎ 730-030 290 ( : 054-468-2231) (FAX : 054-468-2229)
		( )	☎ 730-030 290 ( : 054-468-2231) (FAX : 054-468-2229)
( )	1989. 3. 1 (1991.12.17)		: : 3
	( : / ) : 45 /		- : 2 (432 ) -2 / , 3 / , 2 /
	- 3 - / 2		- : 12 - : 8
	-1 : 28 - : 28 + -10 / 1		- : 86.5 - : 506 - : 40.9
	- 7		- 184 (2001.12 )
	1997 3		, 2003

2) ( )

( )		( )	☎ 449-713 360-9 ( : 031-289-3211) (FAX : 031-289-4516)
		( )	☎ 449-713 360-9 ( : 031-289-3211) (FAX : 031-289-4516)
( )	1983. 9. 2 (1991.12.17)		: 4
	- , , , , , , , - 240 /		- : 2 (384 ) -3 / , 2 / , 2 /
	- 2 - / 2		- .
	- : 24 ( 6 / 18 ) - : 24 + -16 / 1		- : 41 (3 ) - : 10
	- 2 - 1		- 548 (2001.12 )
	2002 3		

3) LG-CNS

( )	LG-CNS	( )	☎ 407-042 2 236-1 ( : 032-540-5000) (FAX : 032-540-5052)
	( )LG-CNS	( )	☎ 150-604 271 10-1 ( : 02-6363-5000) (FAX : 02-6363-5118)
( )	1994. 5.19 (1994. 5.31)		: 6
	( : / ) :		- : 2 6 (880 ) -8 / , 5 /
	-		- : 20 - : 11 - : 68
	-1 : 45 ( 8 / 37 ) - : 45 + -16 / 1		- : 184 - : 550 - : 146
			- 196 (2001.12 )

4)

( )		( )	☎ 463-775 276-2 ( : 031-779-2213) (FAX : 031-779-2871)
		( )	☎ 463-775 276-2 ( : 031-779-2754) (FAX : 031-779-2871)
( )	(1995.10.24)		: 3
	( : / ) : 30 / 00		- : 12 -8 / , 6 / , 1 /
	- / 12		- : 1 - : 5
	- : 20 - 3 - 17 ) - : 20		- : 90 - : 175 - : 16
	- 4 - 7 - 10		- 171 (2001.12 )

5) ( )

( )		( )	☎ 449-910 1-8 ( : 031-280-0666) (FAX : 031-280-0685)
		( )	☎ 100-705 3가 60-1 ( : 02-2129-4114) (FAX : )
( )	1997. 4. 1 (1997. 4.28)		4
	( : / ) : 20 /		- : 1 (1 가 ) -11 / , 4 / , 6 /
	- : 1 3 / - : 6		- : 10 - : 7
	-1 : 25 -2 : 30 -3 : 40		- : 152 (7 ) - : 327 (13 ) - : 87 - : 1078 ( , )
	- - - 10		- 51 (2001.12 )
	- 1997. 4 - 2002		3 (9 )

6) LG

( )	LG	( )	☎ 153-023 가 60-39 ( : 02-818-4633) (FAX : 02-818-4639)
	LG ( )	( )	☎ 150-721 20 ( : 02-3777-1114) (FAX : )
( )	1997. 2.21 (1997. 4.19)		: 3
	( : / ) - : / 32 - : / 18		- : 2 -3 6 / , 1 / , 2 / ( 336 , / 384 )
	- 1 -2		- : 11 - : 3
	- 21 - 24 - : 20 + -16 / 1		- : 273 - : 85 - : 34
	- - 5 - 8		- 34 (2001.12 )

02-5

---

,

---

2002 8  
2002 8

---

2 15-1 (135-949)

: <http://www.krivet.re.kr>

: (02) 3485-5000, 5100

: (02) 3485-5200

---

16-1681 (1998. 6. 11)

ISBN 89-8436-425-8 93330

---

(02) 503-8737

---

7,000

: 02-3485-5083, E-mail : [huhgong@krivet.re.kr](mailto:huhgong@krivet.re.kr)