

**A Study on Strategies of Training Skilled  
Human Resources in Cultural Contents Industry**

**02-25**

**A Study on Strategies of Training Skilled  
Human Resources in Cultural Contents Industry**

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가 , , ' ' / ' /  
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21 , , ,  
, , 5,358  
, ,  
.  
( 2 3%) 20 가가

가 .

가 .  
가 .  
가 .  
가 .  
가 .  
가 .



【           】

1.

가가

(           ,           , 4           ,            )

가,

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2.

가.

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가

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가

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가

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가

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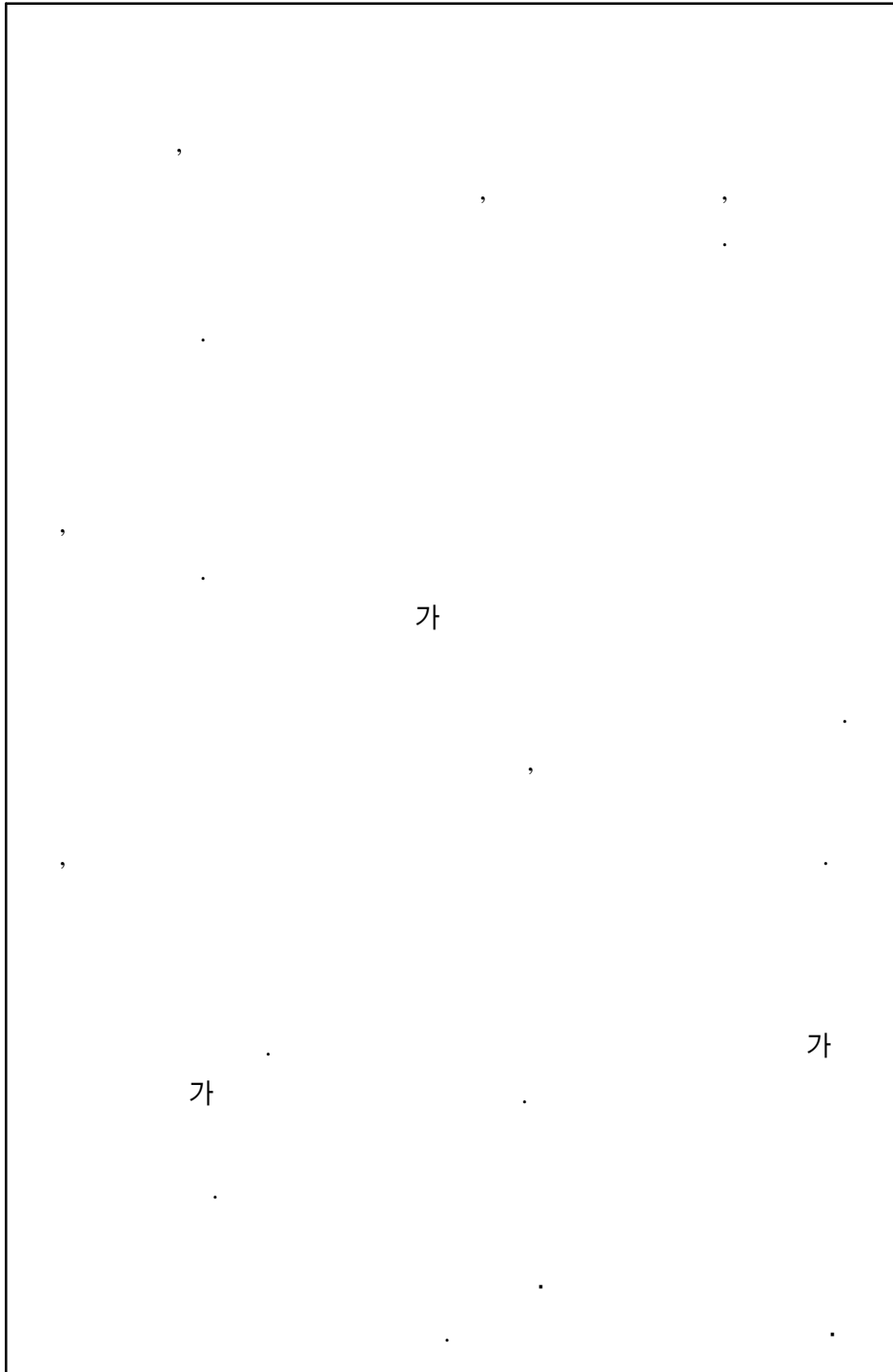
.

(Career Handbook)

가

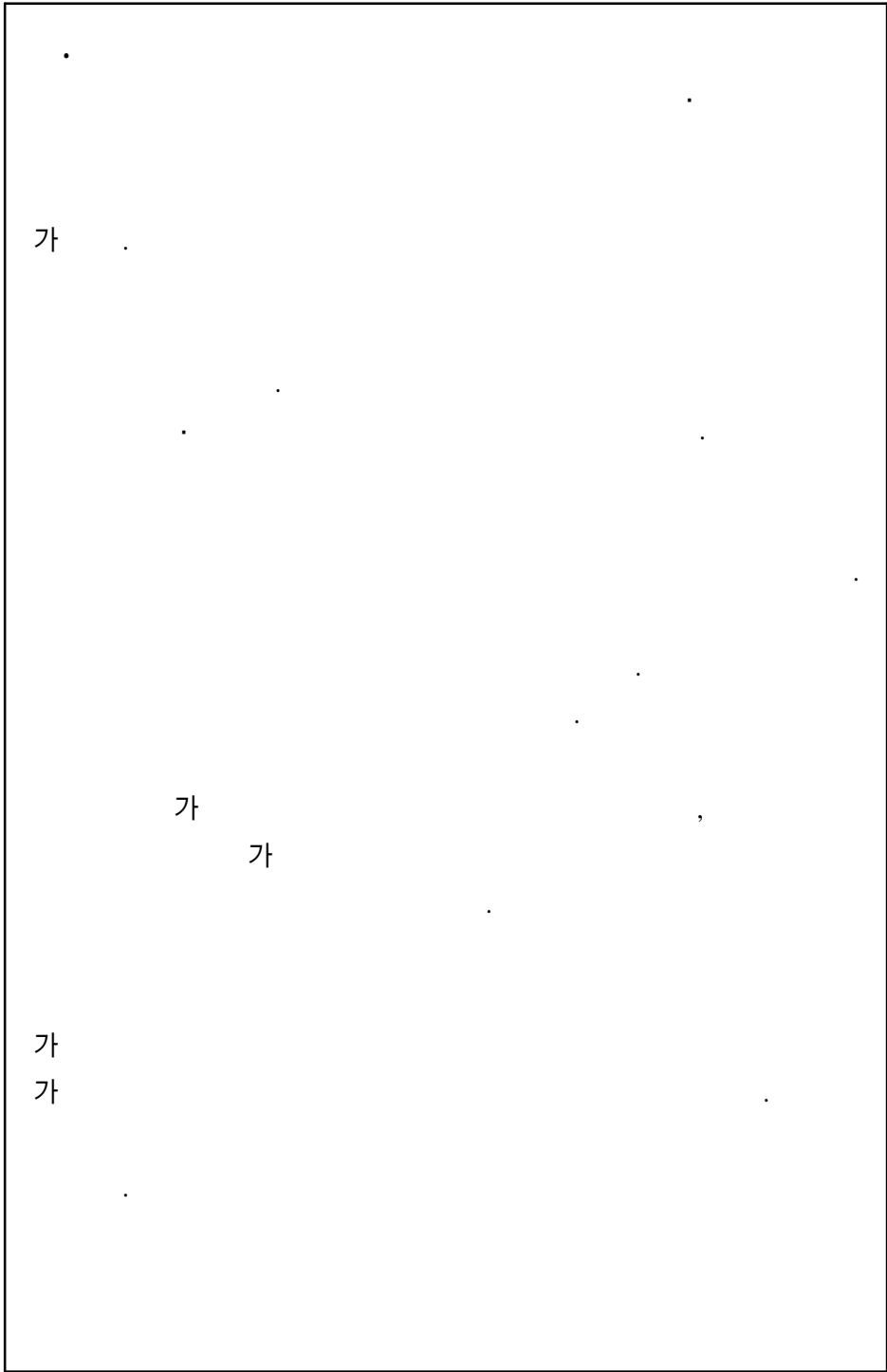
가

가





				가 .
				가
2001			「CT	」
	1,264	2005	3,306	2002
				(가 )
				가 .
				가
				(가 )
				가 .



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가

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가

**(one source multi use)**

IT

7

'one source multi use'

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1.	.....	1
2.	.....	3
3.	.....	4
•	.....	11
1.	.....	11
2.	.....	22
3.	.....	36
4.	.....	43
5.	.....	67
6.	.....	72
•	.....	75
1.	.....	75
2.	.....	117
3.	.....	145
•	.....	147
1.	.....	147
2.	.....	149
3.	.....	159
4.	.....	162

.....	165
<b>Abstract</b> .....	167
1- .....	177
2- .....	189

< -1>		.....	6
< -2>		.....	7
< -1>	가	.....	27
< -2>		.....	31
< -3>		.....	32
< -4>		.....	43
< -5>		.....	44
< -6>		.....	49
< -7>		.....	49
< -8>		.....	50
< -9>		.....	50
< -10>		.....	51
< -11>		.....	52
< -12>	가	.....	53
< -13>	2	.....	54
< -14>	2	.....	55
< -15>	· ( )	2	..... 56
< -16>	· ( )	2	..... 56
< -17>	2	.....	57
< -18>	2	.....	58
< -19>	2	.....	58
< -20>	2	.....	59
< -21>	2	.....	60
< -22>	2	.....	60
< -23>	2	.....	61
< -24>	2	.....	61
< -25>	2	.....	62
< -26>	2	.....	63

< -27>	.....	64
< -28>	.....	65
< -29>	.....	66
< -30>	.....	70
< -1>	.....	76
< -2>	.....	77
< -3>	.....	78
< -4>	.....	79
< -5>	.....	80
< -6>	.....	82
< -7>	.....	83
< -8>	가 .....	84
< -9>	.....	85
< -10>	.....	86
< -11>	.....	87
< -12>	.....	88
< -13>	.....	90
< -14>	.....	91
< -15>	.....	92
< -16>	.....	93
< -17>	.....	94
< -18>	.....	95
< -19>	.....	96
< -20>	.....	97
< -21>	.....	98
< -22>	.....	99
< -23>	.....	100
< -24>	.....	101
< -25>	가 .....	102
< -26>	.....	103
< -27>	.....	104

< -28>	.....	105
< -29>	가 .....	106
< -30>	.....	107
< -31>	.....	122
< -32> 2003	.....	133
< -33>	.....	136
< -34>	.....	139



[	-1]		.....	15
[	-2]		.....	16
[	-3]		.....	17
[	-4]		.....	19
[	-5]		.....	20
[	-6]		.....	21
[	-1]		.....	123
[	-2]	3	.....	124
[	-3]		, .....	142
[	-4]		.....	143
[	-5]		.....	144

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1.

가.

1990

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•

,

가 ,

(CT; cultural

technology)

가

( , 2002).

(2001)

(2000)

가

(2002)

가

가가

가

( , 2001)

가

가

58 89%

가

, 58.1%

, 80%

(85.5%),

· OJT(88.8%)가

가

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가

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가,

3.

가

가.

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4

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가

1)

	,	97	334
	74.6%	83.5%	±
2002 10 15	2002 10 23	9	.
	< -1>		.

< -1>

( : , %)

	46	47.4
	34	35.1
	17	17.5
	5	5.2
	10	10.3
	11	11.3
	2	2.1
	42	43.3
	27	27.8
	97	100.0

47.1% 가

41.2%

가

39.2% 가

( , )가 25.5%

, 15.7%, 9.8%, 7.8%, 2.0%

< -2>

< -2>

( : , %)

	162	49.7
	164	50.3
15~19	56	16.2
20~24	218	65.6
25~29	52	15.9
30	5	1.5
	154	46.1
	124	37.1
	12	3.6
	11	3.3
	33	9.9
	19	5.7
	55	16.5
	41	12.3
	11	3.3
	129	38.6
	79	23.7
	334	100.0

가 , , , 49.7%, 50.3%  
 가 20~24 가 65.6%  
 , 15~19 가 16.2%, 25~29 가 15.9% . 30  
 1.9% 가 10 20



46.1% 가 ,  
 37.1% ,  
 3.3% , 9.9% .  
 가 38.6%  
 가 , 23.7%, 16.5%, 12.3%,  
 5.7% .

2)

3)

, 74.6% 83.5%  
 SPSS .

. 가

가

2

가

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가

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가

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**1.**

가.

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가 가 .

(2002)

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 , 가 , , , , ,  
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 , , , , ,

(2001)

(Cultural Industry)

, , , , ,  
, , , , ,



가

(2002)

(2001)

(2001)

(2002)

6가

6가

( , 2002).

가

가

(2002)

1)

[ -1]

가

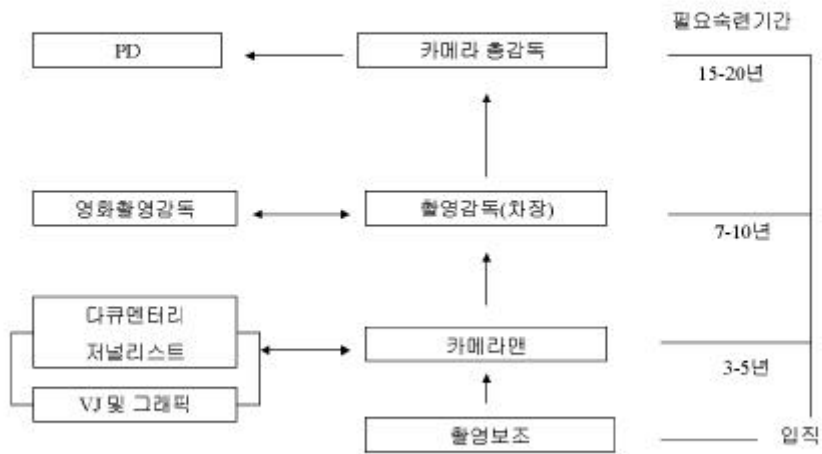
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1) 가

가 가가 ,

2

PD/



[ -1]

가

: (2002).

( ).

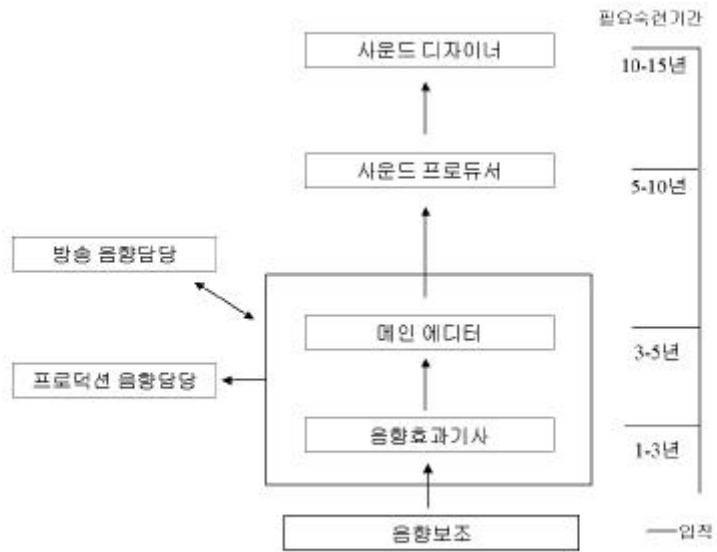
2)

, , , , ( , , , , ) .

[ -2]



가, PD( ), 가, 가 . 가



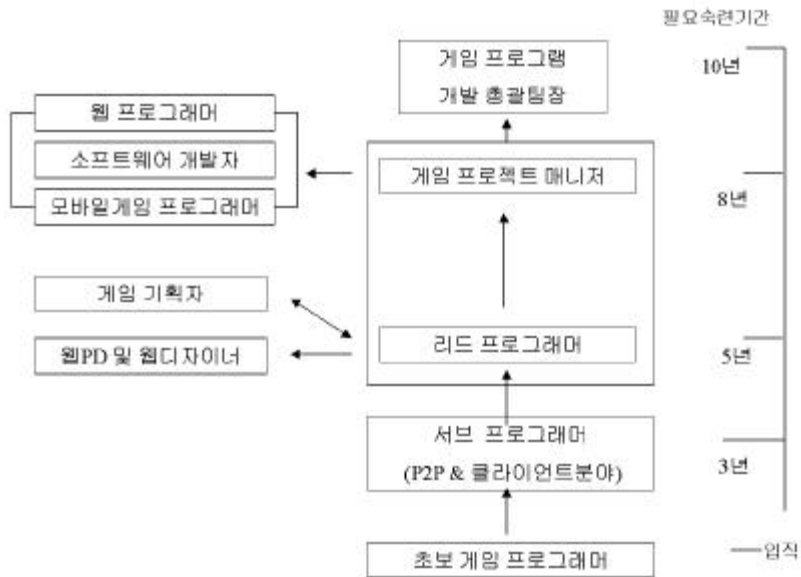
[ -2] (2002). ( ).

3)

, H/ W

[ -3] .  
 , IT CT 가 ,  
 P2P .

가 가



[ -3]  
 : (2002). ( ).

2 4

. Visual Tool, C ,

2~3 가 Window, , ( , C/C++ ), 가 , .

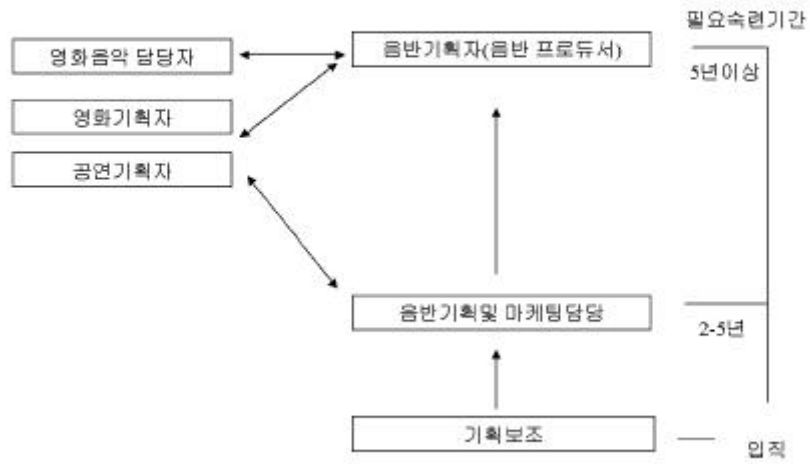
2001 가 , , , .

4)

4] , , , , , . [ , .

2 5

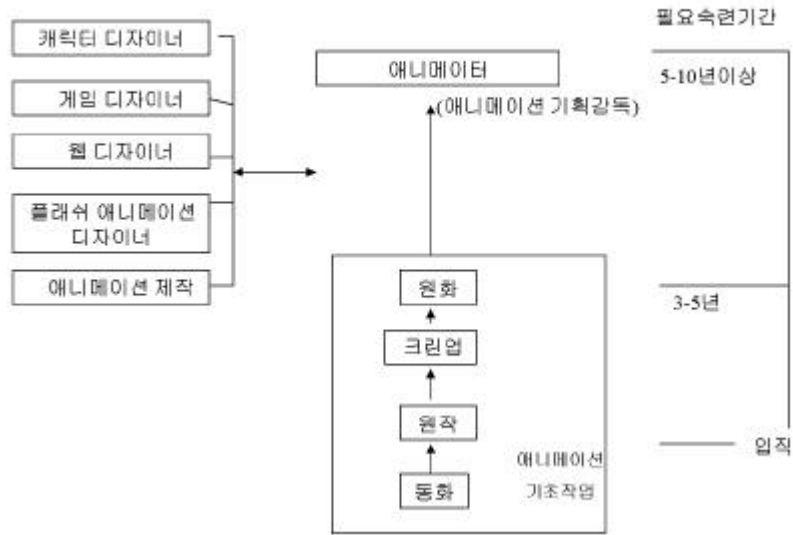
가 , , 가 . 가 , , , , . 가 .



[ -4]  
 : (2002). ( ).

가

5)



[ -5]  
 : (2002). ( ).

가

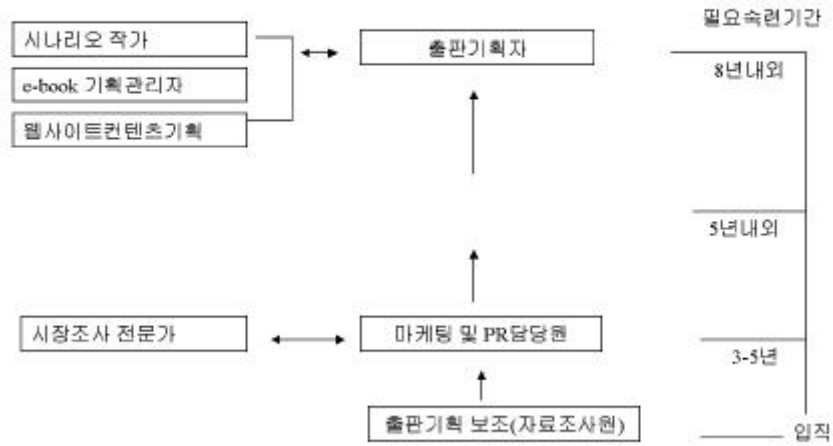
3D

6)

[ -6]

PR

가 가



[ - 6]

: (2002). ( ).

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4

가 .

2.

1 5 ( ) ,

1

2

가 . 가

가.

1)

1995 2 2733 2000 4 505  
가 10.7% 가 . 1995  
TV 1996  
. 2000 78%,  
TV가 16%, 6% ( , 2001c).

2)

(2002) , 가  
, ,  
, ,  
. .  
. 1992 1995  
, , SKC, , , 10 .  
가 가 3  
, 4 ( ) (1996), (1995),  
(1992 ), (1996)

3)

2001 6 , 1,833  
64.5% 1,182 1,000 .  
1999 65.7% 2000 63.5% 2001  
가 .



2001 6 25,662  
가 2001 5 ( , 2002).

4)

2001 , TV  
36 , 73 ( , 2002).

5)

가  
( , 1997).  
, 2000 12  
2000 16,059 '99 15,385 4.4% 가  
16,059 73.0% 11,723 가  
( , 2001c:189).

6)

2001 6 , 711

가 2001 46.9% 가  
856 . 1999 가  
1000 가  
( , 2002).

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「  
」 (2001) ,

가 가 .  
가 가

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가 가  
가 가

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, , , , ,

가

(2001)

73

, , , , ,  
, , , , ,  
, , , , ,

가 , 가  
61.6% 가 .  
3  
가  
43.5% .  
가 , 가  
< -1>

< -1>

가

( : %)

		88.9	87.5	33.3	70.0	60.0	75.0
		11.1	12.5	66.7	30.0	40.0	25.0
		66.7	12.5	0.0	50.0	66.7	33.3
		33.3	75.0	100.0	50.0	33.3	58.3
		55.5	50.0	0.0	50.0	73.3	50.0
		33.3	50.0	100.0	50.0	20.0	50.0
		77.8	50.0	0.0	70.0	73.3	58.3
		0.0	37.5	100.0	30.0	13.4	33.3
		0.0	12.5	33.3	30.0	6.7	0.0
		100.0	87.5	66.6	70.0	93.3	100.0
		33.3	12.5	33.3	50.0	13.3	25.0
		66.7	87.5	66.7	50.0	80.0	75.0
		100.0	37.5	100.0	60.0	80.0	58.4
		0.0	50.0	0.0	40.0	20.0	33.3
		11.1	25.0	33.3	40.0	33.3	25.0
		88.9	75.0	66.7	60.0	66.6	75.0
		77.7	25.0	0.0	40.0	53.3	66.6
		22.2	75.0	100.0	60.0	46.6	33.4
		55.6	25.0	33.3	40.0	46.7	50.0
		44.4	75.0	66.6	60.0	53.4	50.0

: (2001).

. 165 .

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가

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( 2 · 3 )

(2001)

가

1

3 6 가

( , 2001).

1)

가 .

, 2D , 3D  
( , 2001).

2)

가  
가  
가

(2001)

가

가

3)

(2001)

,  
 92 . 92  
 4 , 12 , 1 , 1 , 3 ,  
 5 , 2 , 1 .  
 가 59.0% 가  
 (16.9%), (13.3%),  
 (10.8%)  
 . 39.7%가 , 37.9%가  
 가 15.5%, 6.9%  
 .  
 46.0%가 ,  
 38.0% .  
 14.0% , 2.0%

< -2>

< -2>

		33.3	16.7	0.0	33.3	0.0	9.1	0.0
		33.3	8.3	0.0	33.3	20.0	12.7	0.0
		0.0	8.3	100.0	0.0	40.0	16.4	0.0
		33.3	66.7	0.0	33.3	40.0	61.8	100.0
		50.0	10.0	0.0	0.0	0.0	17.5	0.0
		0.0	10.0	0.0	0.0	0.0	7.5	0.0
		0.0	40.0	100.0	100.0	50.0	35.0	0.0
		50.0	40.0	0.0	0.0	50.0	40.0	100.0
		50.0	0.0	0.0	0.0	50.0	14.3	14.0
		0.0	0.0	0.0	0.0	0.0	2.9	2.0
		50.0	42.9	100.0	100.0	0.0	45.7	46.0
		0.0	57.1	0.0	0.0	50.0	37.1	38.0

: (2001).

. 177 .

•

1990 .

가 ( , 2000;

• , 2001; , 2000;

• , 2002).

1)

’ , ’ , ’ , ’ , ’ , ’



( , 2002).  
 < -3>

'가 46.5%, 60.4% ,

< -3>

	0.0	1.0
	13.9	0.0
	33.7	19.8
	46.5	60.4
	5.9	18.8
	100.0	100.0

: (2002). 가 . 19 .

(2002) ,

가 ,

, 가

가

2)

(2002) 「가」

가

, 2002).

100

(

(2002)

가

가  
가  
(, 2001; , 2002;  
, 2002)  
, (2001)  
가,  
가  
가  
가  
(, 2002).  
가

(2002)

가

3.

「  
」(2001) 가 4  
가

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4 가 . ,  
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가.

1)

· 2002 3  
( ), , , 4  
4 , 30

가가

2000 3

가 .

101

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가가

, 가 . 가 , ,

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가

2002 2 .

가

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가 가 .

4

, 160 .

가 , , , , ,  
가가

가 2000

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2)

45 가 2002  
IT 가

가

가,

가,

가,

, DTP

2D

( ), 3D

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( 2 ).

3) 2 · 3

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1999

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 가 , , , , , , , , , , ,

가 4  
가 ( 2 ).

5)

1999

( 2 ).

3(interdisciplinary, information,  
internship) 가  
. interdisciplinary cultural studies

(information)

DB

(internship)

가

2002 14

, 9

. 5

30

6

3

3

, '90

가 가

가 2001

가

, 2002

가

( 2 ).

4.

가.

가

가

1)

2000 8,500 7.2% , 2003 1  
 GDP 가 1980 3.4%, 1990  
 2.5%(World Bank, 2001) GDP 3  
 가

< -4>

( : , )

	2000	2003	가 (%)
	3,236	3,746	5.4
	680	824	6.6
	1,680	2,000	6.0
	384	446	5.1
	1,212	2,666	30.2

: (2001).

가  
H/W 1994 5:5 2005 3:7 가

< -5>

( : )

	2001	2002	2003	2004
	227	450	789	1,072
	1,840	2,763	3,157	3,214
	2	8	16	126
e-book	110	218	315	426

: Forrester Research(2000).

가

,  
, (VJ) 가  
, DVD  
cm 가  
,  
1  
(e-book)

, 가 (低價化),

가 , H/ W S/ W , CG  
3D  
OEM  
( , )  
1  
가 PC 가

2)

, CT ,  
가  
가  
가  
가,  
가

가

가

가

가

가

가가

가

가

가

가

, CT

CT(Culture Technology: )  
가

가

가

CT

가

가

가

가

가

1)

, 「  
」 (2001)



가  
 1999  
 1999  
 가  
 2005  
 가 1999  
 가  
 가 ,  
 , , 가  
 가 , 가

2)

가 50% , 20~30%  
 20~30%가 가  
 2000 7 5  
 2005 1 7 가 2001  
 1 5 , 3  
 가, 2005 3  
 , 2005 5 , 4 , 2

< -6>

( : )

	2000	2001	2002	2003	2004	2005	2001	2002	2003	2004	2005
	1,311	1,544	1,819	2,144	2,526	2,976	272	321	378	446	525
	1,081	1,274	1,501	1,768	2,083	2,454	225	265	312	368	433
	5,066	5,969	7,033	8,286	9,762	11,501	1054	1241	1462	1723	2029
	7,458	8,787	10,353	12,198	14,371	16,931	1,551	1,827	2,152	2,537	2,987

: (2001).

. 126 .

, 20~30% 가  
 가 50% 가  
 , , 20~30% 가  
 , / 20~30% 가  
 가 .

< -7>

( : )

	2000	2001	2002	2003	2004	2005	2001	2002	2003	2004	2005
	1,865	2,043	2,237	2,450	2,683	2,938	233	255	279	306	335
	1,324	1,449	1,587	1,738	1,904	2,085	165	181	198	217	238
	20,820	22,798	24,967	27,342	29,943	32,791	2,599	2,845	3,117	3,413	3,737
	24,008	26,291	28,792	31,531	34,530	37,815	2,997	3,282	3,594	3,936	4,310

: (2001).

. 126 .

, 20~30% 가 가 .  
 2000 3 2005 4 7 1 7  
 가 . 2001 3 7 , 2002 4

, 2003 4 4 , 2004 4 8 , 2005 5 3  
 , 2005 8 ,  
 3 , 4 1 .

< -8>

( : )

	2000	2001	2002	2003	2004	2005	2001	2002	2003	2004	2005
	4,405	4,814	5,262	5,751	6,286	6,871	540	591	646	706	771
	1,738	1,900	2,076	2,269	2,480	2,711	213	233	255	278	304
	23,771	25,982	28,398	31,039	33,926	37,080	2,917	3,187	3,484	3,809	4,162
	29,914	32,696	35,736	39,059	42,692	46,662	3,670	4,011	4,384	4,793	5,238

: (2001).  
 . 127 .

, 20~30%가 가 ,  
 .  
 2000 6 2005 1 3  
 가 . 2001 2004 1 1  
 1 7 가 2005 2  
 . 2005 , 690 ,  
 550 , 730 .

< -9>

( : )

	2000	2001	2002	2003	2004	2005	2001	2002	2003	2004	2005
	2,183	2,510	2,885	3,318	3,815	4,386	392	450	518	595	685
	1,740	2,001	2,301	2,645	3,041	3,497	312	359	413	475	546
	2340	2691	3094	3557	4091	4703	420	483	556	638	734
	6,263	7,202	8,280	9,520	10,947	12,586	1,124	1,292	1,487	1,708	1,965

: (2001).  
 . 127 .

가 , , 50%  
 가 40% 20~30% 가  
 가 2000 4 2005  
 1 5 가 가 2001  
 1 3 , 2002 1 8 , 2003 2 3 , 2004 3 1  
 , 2005 4 .  
 2005 , 480 , 640 ,  
 2 9 .

< -10>

( : )

	2000	2001	2002	2003	2004	2005	2001	2002	2003	2004	2005
	459	605	797	1,050	1,383	1,822	159	210	277	364	480
	612	807	1,063	1,400	1,844	2,430	213	280	369	486	640
	2,803	3,692	4,862	6,408	8,442	11,122	973	1,282	1,689	2,224	2,929
	3,874	5,104	6,722	8,858	11,669	15,374	1,345	1,772	2,335	3,074	4,049

: (2001).

. 128 .

20~30% 가 35%  
 45% . 2000 2 8  
 2005 4 4 가 가 .  
 2001 3 4 , 2002  
 3 8 , 2003 4 1 , 2004 4 5 , 2005 4  
 9 . 2005  
 , 560 , 1 9 , 2 5

	2000	2001	2002	2003	2004	2005	2001	2002	2003	2004	2005
	3,217	3,516	3,843	4,200	4,591	5,018	395	431	471	515	563
	10,619	11,606	12,685	13,865	15,154	16,563	1,303	1,424	1,556	1,701	1,859
	14,125	15,440	16,875	18,444	20,159	22,033	1,732	1,895	2,070	2,262	2,474
	27,961	30,562	33,403	36,509	39,904	43,614	3,430	3,750	4,097	4,478	4,896

: (2001).

. 128 .

3)

가 .

,

.

가

가 .

가 . ,

34.3%, 36.2%

.

,

24.6%

가

,

15.4%, 15.6%,

12.3%가

,

, 가

11.8% 16.9%

.

< -12> 가

( : %)

	38.7	25.5	50.2	33.7	15.1	32.4
	3.5	4.1	4.6	1.0	11.3	2.7
	1.6	4.3	2.8	4.8	10.4	2.9
	6.1	11.5	11.7	14.4	13.0	13.6
	1.3	11.0	3.1	4.8	9.9	1.8
	21.6	22.7	12.3	8.7	27.6	24.0
	10.0	7.9	8.0	18.3	3.1	12.9
,	3.5	5.3	1.5	1.0	2.1	5.3
	11.9	4.5	2.2	7.7	6.6	4.4
	1.6	3.3	3.7	5.8	0.9	0.0
	100.0	100.0	100.0	100.0	100.0	100.0

: (2000).

, , ,  
가 ,

가

18.5% 가 ,

18.2%가

1)

2 5 , 2005  
 , 5 2 4 가  
 , 2 가 29%

< -13>

2

( : , %)

	2		4	
	2 ( 가 )	가 )	2 ( 가 )	가 )
1995	135	70	412	166
	-	-	-	-
1996	133	70	531	184
	(-1.5)	(0.0)	(28.9)	(10.8)
1997	186	85	707	179
	(39.8)	(21.4)	(33.1)	(-2.7)
1998	374	113	847	233
	(101.1)	(32.9)	(19.8)	(30.2)
1999	551	197	1,231	267
	(47.3)	(74.3)	(45.3)	(14.6)
2000	838	249	1,231	304
	(52.1)	(26.4)	(0.0)	(13.9)

: . 「 . .

가, 가, 5 2 53  
 4 762 가 , 4 648 795 가

< -14>

2

( : )

	2				4			
			가				가	
	2		2		2		2	
2001	838	418	864	418	1,231	400	1,460	400
2002	838	482	1,005	493	1,231	565	1,641	565
2003	838	537	1,147	604	1,231	572	1,822	572
2004	838	534	1,289	672	1,231	640	2,003	715
2005	838	534	1,430	762	1,231	648	2,184	795

: (2001).

( ) , 2 가 15%  
 가 , 4 30%



< -15> . ( ) 2

( : , %)

	2		4	
	2 ( 가 )	2 ( 가 )	2 ( 가 )	2 ( 가 )
1995	916	586	143	60
	-	-	-	-
1996	1,301 (42.0)	724 (23.5)	210 (46.9)	64 (6.7)
1997	1,644 (26.4)	1,007 (39.1)	370 (76.2)	76 (18.8)
1998	1,811 (10.2)	1,145 (13.7)	588 (58.9)	98 (28.9)
1999	1,833 (1.2)	1,087 (-5.1)	935 (59.0)	142 (44.9)
2000	2,250 (22.7)	1,178 (8.4)	1,164 (24.5)	224 (57.7)

: . 「 」 .

5 가 2  
1,594 , 4 812 .  
가 2 1,926  
, 4 897 .

< -16> . ( ) 2

( : )

	2				4			
			가				가	
	2		2		2		2	
2001	2,250	1,537	2,337	1,537	1,164	341	1,174	341
2002	2,250	1,551	2,489	1,600	1,164	560	1,335	560
2003	2,250	1,596	2,631	1,734	1,164	676	1,495	676
2004	2,250	1,594	2,766	1,829	1,164	764	1,656	769
2005	2,250	1,594	2,893	1,926	1,164	812	1,816	897

가 가 . 1995 34 2000  
 325 5 10 가 가 . 2  
 가 57% 2  
 가 . 가 4  
 1996 가 2000 .

< -17>

2

( : , %)

	2		4	
	2 ( 가 )	가 )	2 ( 가 )	가 )
1995	70	34	0	0
	-	-	-	-
1996	194	41	0	0
	(177.1)	(20.6)	-	-
1997	430	97	108	0
	(121.6)	(136.6)	-	-
1998	712	265	145	0
	(65.6)	(173.2)	(34.3)	-
1999	699	201	188	0
	(-1.8)	(-24.2)	(29.7)	-
2000	1,346	325	246	70
	(92.6)	(61.7)	(30.9)	-

: . 「 」 .

5 가 2

864 , 4

247

1,257 2

, 4 2000 2

317

< -18>

2

( : )

	2				4			
			가				가	
	2		2		2		2	
2001	1,346	745	1,393	745	246	90	309	90
2002	1,346	766	1,627	786	246	137	366	137
2003	1,346	860	1,860	982	246	192	423	192
2004	1,346	864	2,094	1,107	246	224	481	256
2005	1,346	864	2,327	1,257	246	247	538	317

가 . 4  
 , 2 가  
 , 가 36% .

< -19>

2

( : , %)

	2		4	
	2		2	
	( 가 )	( 가 )	( 가 )	( 가 )
1995	379	212	1,923	1,147
	-	-	-	-
1996	496	233	2,337	1,099
	(30.9)	(9.9)	(21.5)	(-4.2)
1997	858	279	2,990	1,080
	(73.0)	(19.7)	(27.9)	(-1.7)
1998	1,293	428	3,397	1,165
	(50.7)	(53.4)	(13.6)	(7.9)
1999	2,032	602	4,595	1,429
	(57.2)	(40.7)	(35.3)	(22.7)
2000	2,489	972	4,477	1,659
	(22.5)	(61.5)	(-2.6)	(16.1)

: . 「 」 .

가 , 가

가 5 2  
 1,552~2,100 , 4 2,864~3,499 가 .

< -20> 2 ( : )

	2				4			
			가				가	
	2		2		2		2	
2001	2,489	1,263	2,569	1,263	4,477	2,010	5,282	2,010
2002	2,489	1,460	2,921	1,489	4,477	2,668	5,852	2,668
2003	2,489	1,561	3,273	1,722	4,477	2,630	6,422	2,630
2004	2,489	1,552	3,625	1,881	4,477	2,853	6,992	3,197
2005	2,489	1,552	3,977	2,100	4,477	2,864	7,562	3,499

가 ,  
 가 . 2  
 가 40% . 가  
 4 1997 가 2000  
 4 가 , 2001

< -21>

2

( : , %)

	2		4	
	( 가 )	( 가 )	( 가 )	( 가 )
1995	57	28	0	0
	-	-	-	-
1996	50	42	0	0
	(-12.3)	(50.0)	-	-
1997	67	20	0	0
	(34.0)	(-52.4)	-	-
1998	134	49	29	0
	(100.0)	(145.0)	-	-
1999	300	73	80	0
	(123.9)	(49.0)	(175.9)	-
2000	460	150	96	0
	(53.3)	(105.5)	(20.0)	-

: . 「 」 .

5

가,

가 2005

2

342~477 , 4

67 119 가 .

< -22>

2

( : )

	2				4			
			가				가	
	2		2		2	*	2	*
2001	460	235	461	235	96	20	136	20
2002	460	301	542	301	96	56	170	56
2003	460	347	623	381	96	67	204	67
2004	460	342	704	417	96	67	238	95
2005	460	342	785	477	96	67	272	119

: \* 0.7 가 3 .

1998

1

가

2000

4 1 6 가 .  
 가 가 , 2  
 2 가 173% .

< -23>

2

( : , %)

	2		4	
	2 ( 가 )	가 )	2 ( 가 )	가 )
1998	0	0	0	0
	-	-	-	-
1999	40	0	59	0
	-	-	-	-
2000	109 (172.5)	31 -	84 (42.4)	0 -

: . 「 . .

5 2 84 ,  
 4 59 , 가  
 2 180 , 4 94 .

< -24>

2

( : )

	2				4			
			가				가	
	2	*	2	*	2	**	2	**
2001	109	84	116	90	84	0	109	0
2002	109	84	145	113	84	41	134	41
2003	109	84	174	135	84	59	159	59
2004	109	84	203	158	84	59	184	76
2005	109	84	233	180	84	59	209	94

: \* 2000 1

\*\* 0.7 가 3

가

4 1997 가

2

가

< -25 >

2

( : , %)

	2		4	
	2 ( 가 )	2 ( 가 )	2 ( 가 )	2 ( 가 )
1995	801	429	40	0
	-	-	-	-
1996	944	521	41	0
	(17.9)	(21.4)	2.5	-
1997	1,065	619	0	0
	(12.8)	(18.8)	-	-
1998	1,377	656	0	0
	(29.3)	(6.0)	-	-
1999	1,716	949	0	0
	(24.6)	(44.7)	-	-
2000	1,567	1,069	0	0
	(-8.7)	(12.6)	-	-

: 「 」.

5

2

1,041

가

1,218

< -26>

2

( : )

	2				4			
			가				가	
	2		2		2		2	
2001	1,567	998	1,675	998	0	0	0	0
2002	1,567	1,054	1,743	1,110	-	0	-	0
2003	1,567	1,044	1,802	1,139	-	0	-	0
2004	1,567	1,041	1,856	1,181	-	0	-	0
2005	1,567	1,041	1,904	1,218	-	-	-	-

2)

1

3 6



< -27>

( : )

	20	1.33	14.78	394
	29	3.11	27.56	2,484
	2	6.00	1.67	20
	4	4.33	21.45	372
	65	3.39	27.08	5,957
	34	1.50	110.75	5,648
	208	3.45	32.36	23,225
	7	4.00	2.78	78

: 1) (2000).

2)

38,000

23,000 가

2,500

71%

29%가

가 가

< -27>

< -28>

< -28 >

( : )

	0.099	394	16
	0.124	2,484	178
	0.0	20	0
	0.687	372	192
	0.0	5,957	0
	0.137	5,648	498
	0.130	23,225	1,883

: (2001).

. 219 .

,  
 , 500 , 3,000 ,  
 1,200 , 400 500 , 1,300 .  
 , 가 ,  
 100  
 , 500 600 , 500 600  
 . 5,000

가

3)

2005 3 3 , 2,700 ,  
 900 , 580 , 1,400  
 2005  
 가

< -29>

( : )

	2002	6,723	1,772	508	1,264
	2005	15,374	4,051	745	3,306
	2002	28,792	3,282	1,421	1,861
	2005	37,815	4,310	1,627	2,683
	2002	35,736	4,011	4,148	-137
	2005	46,662	5,238	4,366	872
	2002	10,353	1,827	1,996	-169
	2005	16,931	2,987	2,412	575
	2002	8,281	1,293	459	834
	2005	12,586	1,965	579	1,386

: (2001). CT

5.

가. CT

CT(Culture Technology)

2,000 1990  
 , , .  
 . CT 2001  
 1,475 21 (1.4%) 2002 1,896 174  
 (9.0%) 가 , 가가

CT 21'  
 (2001.6.25) ,

6 가 CT  
 2002

, ' ' ' '  
 ,  
 가  
 , .

. CT

2002

( , 1~2 )

가 'CT  
'(가 )

가

4

300

400

1,000

, 2002

가

가

CT

(Contests Research Center)

< -30 >

· · · · ·	○ ·
	○
	○
CT	○
	○ CT
·	○
	○ CT
	○ CT
· ·	○ · ·
	○ ·
	○

: (2001).

·

1)

·

·

· ,

가

·

2)

가

가  
가  
가

3)

가

4)

5)



가

가

6.

가

( )

가

( )

가

가

,

,



1.

가

47.4%,

35.1%

17.5%

가 43.3% 가

( , )가 27.8%

,

10.3%,

11.3%,

5.2%,

2.1%

가.

1)

가 172

, 2002

434.4

가 132.7 ,

가 872.8

가

가

가

,

가

가 79.0 , 80.7  
 , 가 116.9 , 239.9 ,  
 103.8 , 259.6 .  
 가 2 가 99 ,  
 122.0 .  
 가 가  
 , ,  
 , .

< -1>

( : , %)

				2002
	15	172.0	6	434.3
	10	132.7	9	872.8
	16	79.0	6	80.67
	21	116.9	10	239.9
	53	103.8	26	259.6
	2	99	1	122.0

2)

(61.3%)

37.5% .  
 .  
 , 가 87.5%  
 가 ,  
 40.0%, 37.5% .

HDTV

-2>

<

< -2>

( : %)

	40(100.0)	15(37.5)	25(62.5)
	31(100.0)	19(61.3)	12(38.7)
	11(100.0)	3(27.3)	8(72.7)
	5(100.0)	2(40.0)	3(60.0)
	8(100.0)	3(37.5)	5(62.5)
	8(100.0)	7(87.5)	1(12.5)
	2(100.0)	0.0	2(100.0)
	33(100.0)	14(42.4)	19(57.6)
	26(100.0)	11(42.3)	15(57.7)
	82(100.0)	37(45.1)	45(54.9)

17.1%

45.1%

13.3%

19.5%

가 40.0%                      가

25.0%,                      15.4%,

15.2%

8                      1

< -3>

( : %)

	41(100.0)	8(19.5)	33(80.5)
	30(100.0)	4(13.3)	26(86.7)
	11(100.0)	2(18.2)	9(81.8)
	5(100.0)	2(40.0)	3(60.0)
	8(100.0)	2(25.0)	6(75.0)
	8(100.0)	1(12.5)	7(87.5)
	2(100.0)	0.0	2(100.0)
	33(100.0)	5(15.2)	28(84.8)
	26(100.0)	4(15.4)	22(84.6)
	82(100.0)	14(17.1)	68(82.9)

3)

, <

-4>

가 42.5%      가 ,

가 25.0%

13.8%

가

가 53.8%  
7.7%  
16.7%  
가

< -4>

( : %)

	39(100.0)	9(23.1)	3(7.7)	21(53.8)	6(15.4)
	30(100.0)	7(23.3)	5(16.7)	10(33.3)	8(26.7)
	11(100.0)	4(36.4)	3(27.3)	3(27.3)	1(9.1)
	5(100.0)	1(20.0)	1(20.0)	3(60.0)	0.0
	9(100.0)	4(44.4)	0.0	2(22.2)	2(22.2)
	8(100.0)	3(37.5)	3(37.5)	1(12.5)	1(12.5)
	2(100.0)	0.0	1(50.0)	1(50.0)	0.0
	33(100.0)	9(27.3)	3(9.1)	12(36.4)	9(27.3)
	23(100.0)	3(13.0)	3(13.0)	15(65.2)	2(8.7)
	80(100.0)	20(25.0)	11(13.8)	34(42.5)	15(18.8)

4)

1 /  
가 26.4% 가  
가  
가 12.5% ,  
가 19.4%,  
가  
11.1%



< -5>

( : %)

	32(100.0)	4(12.5)	1(3.1)	3(9.4)	5(15.6)	9(28.1)
	27(100.0)	1(3.7)	0.0	3(11.1)	2(7.4)	10(37.0)
	13(100.0)	3(23.1)	1(1.4)	9(12.5)	8(11.1)	19(26.4)
	4(100.0)	4(100.0)	0.0	0.0	0.0	0.0
	8(100.0)	1(12.5)	0.0	0.0	7(87.5)	0.0
	9(100.0)	1(11.1)	0.0	5(55.6)	0.0	0.0
	2(100.0)	0.0	0.0	0.0	0.0	0.0
	31(100.0)	1(3.2)	0.0	2(6.5)	1(3.2)	15(48.4)
	18(100.0)	1(5.6)	1(5.6)	2(11.1)	0.0	4(22.2)
	72(100.0)	8(11.1)	1(1.4)	9(12.5)	8(11.1)	19(26.4)

			IT		
	4(12.5)	4(12.5)	2(6.3)	0.0	0.0
	6(22.2)	3(11.1)	0.0	0.0	2(7.4)
	4(30.8)	0.0	0.0	1(7.7)	1(7.7)
	0.0	0.0	0.0	0.0	0.0
	0.0	0.0	0.0	0.0	0.0
	1(11.1)	1(11.1)	1(11.1)	0.0	0.0
	0.0	2(100.0)	0.0	0.0	0.0
	9(29.0)	1(3.2)	0.0	1(3.2)	1(3.2)
	2(33.3)	3(16.7)	1(5.6)	0.0	2(11.1)
	14(19.4)	7(9.7)	2(2.8)	1(1.4)	3(4.2)

가 28.1%

가 15.6%,

가 12.5%

가 37.0% 가 , 가 22.2%

100.0%

87.5%

12.5%

55.6%

29.0%, 6.5% / 48.4%,

5)

33.0%

45.7%

가

50.0%

70%

< -6 >

< -6 >

( : %)

	45(100.0)	13(28.9)	10(22.2)	22(48.9)
	32(100.0)	12(37.5)	7(21.9)	13(40.6)
	17(100.0)	6(35.3)	3(17.6)	8(47.1)
	5(100.0)	2(40.0)	1(20.0)	2(40.0)
	10(100.0)	2(20.0)	3(30.0)	5(50.0)
	10(100.0)	7(70.0)	2(20.0)	1(10.0)
	2(100.0)	1(50.0)	0.0	1(50.0)
	42(100.0)	9(21.4)	9(21.4)	24(57.1)
	25(100.0)	10(40.0)	5(20.0)	10(40.0)
	94(100.0)	31(33.0)	20(21.3)	43(45.7)

. <

-7>

,  
43.3% 가 .

38.0%, 8.7%

< -7>

( : %)

	44(100.0)	23(52.3)	17(38.6)	4(9.1)
	31(100.0)	17(54.8)	13(41.9)	1(3.2)
	17(100.0)	9(52.9)	5(29.4)	3(17.6)
	5(100.0)	1(20.0)	4(80.0)	0.0
	10(100.0)	2(20.0)	6(60.0)	2(20.0)
	11(100.0)	6(54.5)	4(36.4)	1(9.1)
	2(100.0)	2(100.0)	0.0	0.0
	40(100.0)	27(67.5)	10(25.0)	3(7.5)
	24(100.0)	11(45.8)	11(45.8)	2(8.3)
	92(100.0)	49(43.3)	35(38.0)	8(8.7)

6) 가

가  
( ) 49.0% 가 ,  
28.1% .  
, 58.7%, 26.1%  
. 42.4%, 33.3%  
가  
40.0% 가 ,  
60.0% 가 .  
45.5% 27.3%, 56.1% 가 .  
< -8> 가  
( : %)

--	--	--	--	--	--	--	--

	46(100.0)	3(6.5)	12(26.1)	1(2.2)	1(2.2)	27(58.7)	1(2.2)
	33(100.0)	3(9.1)	11(33.3)	1(3.0)	2(6.1)	14(42.4)	1(3.0)
	17(100.0)	5(29.4)	4(23.5)	2(2.1)	3(3.1)	47(35.3)	1(5.9)

	5(100.0)	0.0	2(40.0)	0.0	0.0	2(40.0)	1(20.0)
	10(100.0)	0.0	3(30.0)	0.0	1(10.0)	6(60.0)	0.0
	11(100.0)	3(27.3)	5(45.5)	0.0	0.0	3(27.3)	0.0
	2(100.0)	0.0	1(50.0)	0.0	0.0	1(50.0)	0.0
	41(100.0)	4(9.8)	10(24.4)	1(2.4)	1(2.4)	23(56.1)	1(2.4)
	27(100.0)	4(14.8)	6(22.1)	1(3.7)	1(3.7)	12(44.4)	1(3.7)
	96(100.0)	11(11.5)	27(28.1)	2(2.1)	3(3.1)	47(49.0)	3(3.1)

7)

8.3%,

91.1%

가

가 27.3%,

가 35.0%

< -9>

( : %)

	45(100.0)	4(8.9)	41(91.1)
	31(100.0)	12(38.7)	19(61.3)
	17(100.0)	6(35.3)	11(64.7)
	5(100.0)	0.0	5(100.0)
	9(100.0)	0.0	9(100.0)
	11(100.0)	3(27.3)	8(72.7)
	2(100.0)	0.0	2(100.0)
	40(100.0)	14(35.0)	26(65.0)
	26(100.0)	5(19.2)	21(80.8)
	93(100.0)	22(23.7)	71(76.3)

8)

75.5% . 21.3% , 3.2%

88.9%,

65.6%, 58.8%

100.0%

54.5% , 18.2%

< -10>

( : %)

	45(100.0)	40(88.9)	5(11.1)	0.0
	32(100.0)	21(65.6)	9(28.1)	2(6.3)
	17(100.0)	10(58.8)	6(35.3)	1(5.9)
	5(100.0)	3(60.0)	2(40.0)	0.0
	10(100.0)	10(100.0)	0.0	0.0
	11(100.0)	6(54.5)	3(27.3)	2(18.2)
	2(100.0)	2(100.0)	0.0	0.0
	40(100.0)	30(75.0)	9(22.5)	1(2.5)
	26(100.0)	20(76.9)	6(23.1)	0.0
	94(100.0)	71(75.5)	20(21.3)	3(3.2)

8)

54.8%, 36.6% , 6.1%

56.8%, 53.1%

70.0%, 63.6%



< -11>

( : %)

	44(100.0)	25(56.8)	18(40.9)	1(2.3)
	32(100.0)	17(53.1)	11(34.4)	4(12.5)
	17(100.0)	9(52.9)	5(29.4)	3(17.6)
	5(100.0)	2(40.0)	3(60.0)	0.0
	10(100.0)	7(70.0)	3(30.0)	0.0
	11(100.0)	7(63.6)	1(9.1)	3(27.3)
	1(100.0)	1(100.0)	0.0	0.0
	40(100.0)	22(55.0)	14(35.0)	4(10.0)
	26(100.0)	12(46.2)	13(50.0)	1(3.8)
	93(100.0)	51(54.8)	34(36.6)	3(6.1)

.  
 334 49.7%, 50.3% .  
 , 46.1%, 37.1%,  
 , 가 16.8% .  
 5.7%, 16.5%, 12.3%, 3.3%,  
 38.6%, 가 23.7% 가

1) 가

가 (1 )  
 . 326 48.5%가 가

(18.7%),

가

1

< -12 >

	162(100.0)	11(6.8)	16(9.9)	30(18.5)	19(11.7)	5(3.1)
	164(100.0)	8(4.9)	11(6.7)	31(18.9)	9(5.5)	3(1.8)
	154(100.0)	11(7.1)	7(4.5)	29(18.8)	4(2.6)	4(2.6)
	124(100.0)	4(3.2)	11(8.9)	24(19.4)	15(12.1)	4(3.2)
	56(100.0)	4(7.1)	9(16.1)	10(17.9)	12(21.4)	1(1.8)
	19(100.0)	2(10.5)	1(5.3)	6(31.6)	1(5.3)	1(5.3)
	55(100.0)	4(7.3)	4(7.3)	9(16.4)	1(1.8)	2(3.6)
	41(100.0)	5(12.2)	4(9.8)	8(19.5)	9(22.0)	10(2.4)
	11(100.0)	0.0	2(18.2)	4(36.4)	0.0	0.0
	129(100.0)	5(3.9)	13(10.1)	22(17.1)	13(10.1)	3(2.3)
	79(100.0)	3(3.8)	3(3.8)	14(17.7)	7(8.9)	2(2.5)
	326(100.0)	19(5.8)	27(8.3)	61(18.7)	28(8.6)	8(2.5)

( )

	5(3.1)	70(43.2)	5(3.1)	1(0.6)
	11(6.7)	88(53.7)	3(1.8)	0.0
	8(5.2)	84(54.5)	6(3.9)	1(0.6)
	6(4.8)	59(47.6)	1(0.8)	0.0
	2(3.6)	17(30.4)	1(1.8)	0.0
	0.0	7(36.8)	1(5.3)	0.0
	2(3.6)	32(58.2)	1(1.8)	0.0
	2(4.9)	11(26.8)	1(2.4)	0.0
	0.0	5(45.5)	0.0	0.0
	7(5.4)	66(51.2)	0.0	0.0
	5(6.3)	39(49.4)	5(6.3)	1(1.3)
	16(4.9)	16(48.5)	8(2.5)	1(0.3)

2)

56.0%

66.1%가

가가 가

(11.3%) ,

가

19.5%

< -13>

( : %)

	161(100.0)	11(6.8)	57(35.4)	93(57.8)
	164(100.0)	11(6.7)	64(39.0)	89(54.3)
	153(100.0)	5(3.3)	47(30.7)	101(66.0)
	124(100.0)	14(11.3)	59(47.6)	51(41.1)
	56(100.0)	3(5.4)	21(37.5)	32(57.1)
	19(100.0)	0.0	6(31.6)	13(68.4)
	54(100.0)	1(1.9)	11(20.4)	42(77.8)
	41(100.0)	8(19.5)	16(39.0)	17(41.5)
	11(100.0)	0.0	1(9.1)	10(90.9)
	129(100.0)	9(7.0)	48(37.2)	72(55.8)
	79(100.0)	4(5.1)	45(57.0)	30(38.0)
	325(100.0)	22(6.8)	120(37.2)	182(56.0)

3)

, 가 31.7% 가 .  
 가 가 28.5%

11.4%  
 가  
 가 5.7%

가

가  
가 10.2% 1.6%

< -14>

( : %)

		가				
	59(100.0)	16(27.1)	6(10.2)	6(10.2)	16(27.4)	15(25.3)
	64(100.0)	19(29.7)	8(12.5)	1(1.6)	23(35.9)	13(20.8)
	48(100.0)	24(50.0)	16(33.3)	0.0	8(16.7)	0.0
	60(100.0)	16(27.3)	0.0	0.0	21(36.4)	21(36.4)
	21(100.0)	2(12.5)	1(6.3)	0.0	13(62.5)	4(18.8)
	6(100.0)	3(50.0)	1(23.3)	0.0	1(16.7)	0.0
	3(100.0)	1(27.3)	0.0	0.0	1(36.4)	1(36.4)
	16(100.0)	2(12.5)	1(6.3)	0.0	10(62.5)	3(18.8)
	2(100.0)	1(50.0)	0.0	0.0	1(50.0)	0.0
	49(100.0)	17(34.7)	4(8.2)	3(6.1)	16(32.7)	9(18.4)
	45(100.0)	11(24.4)	10(22.2)	4(8.9)	7(15.6)	13(28.7)
	123(100.0)	35(28.5)	14(11.4)	7(5.7)	39(31.7)	28(22.7)

4)

78.1%가

1.5%

가  
 가 36.8% 가  
 ) 가

< -15>

( : %)

	161(100.0)	3(1.9)	39(24.2)	119(73.9)
	164(100.0)	2(1.2)	27(16.5)	135(82.3)
	153(100.0)	4(2.6)	26(17.0)	123(80.4)
	124(100.0)	0.0	16(12.9)	108(87.1)
	56(100.0)	1(1.8)	24(42.9)	31(55.4)
	19(100.0)	0.0	12(63.2)	7(36.8)
	54(100.0)	3(5.6)	3(5.6)	48(88.9)
	41(100.0)	1(2.4)	9(22.0)	31(75.6)
	11(100.0)	0.0	2(18.2)	9(81.8)
	129(100.0)	0.0	22(17.1)	107(82.9)
	79(100.0)	1(1.3)	18(22.8)	60(75.9)
	325(100.0)	5(1.5)	66(20.3)	254(78.1)

5)

가 가 23.9% ,  
 가 .

3.8%가

< -16>

( : %)

		가				
	40(100.0)	9(22.5)	1(2.5)	2(5.0)	19(47.5)	9(22.5)
	27(100.0)	7(25.9)	0.0	1(3.7)	17(63.0)	2(7.4)
	26(100.0)	8(30.8)	1(3.8)	1(3.8)	14(53.8)	2(7.6)
	17(100.0)	0.0	0.0	2(11.8)	12(64.7)	4(23.6)
	24(100.0)	8(33.3)	0.0	0.0	11(45.8)	5(21.0)
	11(100.0)	0.0	0.0	0.0	9(81.8)	2(18.2)
	4(100.0)	3(75.0)	0.0	0.0	0.0	1(25.0)
	9(100.0)	2(22.2)	0.0	0.0	5(55.6)	2(22.2)
	2(100.0)	1(50.0)	0.0	0.0	1(50.0)	0.0
	23(100.0)	5(21.7)	0.0	1(4.3)	15(65.2)	2(8.6)
	18(100.0)	5(27.8)	1(5.6)	2(11.1)	6(33.3)	4(22.3)
	67(100.0)	16(23.9)	1(1.5)	3(4.5)	36(53.7)	11(16.5)

6)

(41.1%)

(29.2%)

가

가

32.5% 가

36.8% 가

< -17>

( : %)

	156(100.0)	42(26.9)	64(41.0)	50(32.1)
	163(100.0)	53(32.5)	67(41.1)	43(26.4)
	151(100.0)	49(32.5)	59(39.1)	43(28.5)
	123(100.0)	37(30.1)	56(45.5)	30(24.4)
	53(100.0)	12(22.7)	19(35.8)	22(41.5)
	19(100.0)	7(36.8)	9(47.4)	3(15.8)
	54(100.0)	15(27.8)	20(37.0)	19(35.2)
	39(100.0)	11(28.2)	15(38.5)	13(33.3)
	11(100.0)	3(27.3)	4(36.4)	4(36.4)
	127(100.0)	34(26.8)	59(46.5)	34(26.8)
	77(100.0)	28(36.4)	27(35.1)	22(28.6)
	319(100.0)	95(29.8)	131(41.1)	93(29.2)

7)

35.1%  
56.1%,  
41.5%가  
42.6%



< -18>

( : %)

	156(100.0)	40(25.6)	68(43.6)	48(30.8)
	163(100.0)	47(28.8)	75(46.0)	41(25.2)
	151(100.0)	53(35.1)	57(37.7)	41(27.2)
	123(100.0)	28(22.8)	69(56.1)	26(21.1)
	53(100.0)	8(15.1)	23(43.4)	22(41.5)
	19(100.0)	7(36.8)	9(47.4)	3(15.8)
	54(100.0)	23(42.6)	18(33.3)	13(24.1)
	39(100.0)	3(7.7)	22(56.4)	14(35.9)
	11(100.0)	1(9.1)	8(72.7)	2(18.2)
	127(100.0)	28(22.0)	61(48.0)	38(29.9)
	77(100.0)	27(35.1)	31(40.3)	19(24.7)
	319(100.0)	87(27.3)	143(44.8)	89(27.9)

8)

가

, 가

, 가

< -19>

( : %)

	156(100.0)	52(33.5)	42(27.1)	61(39.4)
	163(100.0)	52(31.9)	52(31.9)	59(36.2)
	151(100.0)	64(42.4)	40(26.5)	47(31.1)
	123(100.0)	39(31.7)	38(30.9)	46(37.4)
	52(100.0)	5(9.6)	18(34.6)	29(55.8)
	19(100.0)	8(42.1)	4(21.1)	7(36.8)
	54(100.0)	20(37.0)	19(35.2)	15(27.8)
	39(100.0)	4(10.3)	12(30.8)	23(59.0)
	11(100.0)	4(36.4)	3(27.3)	4(36.4)
	127(100.0)	34(26.8)	40(31.5)	53(41.7)
	76(100.0)	38(50.0)	19(23.7)	19(26.3)
	318(100.0)	104(32.7)	97(29.6)	120(37.7)

9)

44.5%

가

(46.3%)

(51.3)

가

< -20>

( : %)

	155(100.0)	66(42.6)	65(41.9)	24(15.5)
	162(100.0)	75(46.3)	67(41.4)	20(12.3)
	150(100.0)	77(51.3)	57(38.0)	16(10.7)
	123(100.0)	54(43.9)	55(44.7)	14(11.4)
	52(100.0)	15(28.8)	23(44.2)	24(26.9)
	19(100.0)	11(57.9)	8(42.1)	0.0
	54(100.0)	28(51.9)	24(44.4)	2(3.7)
	39(100.0)	12(30.8)	19(48.7)	8(20.5)
	11(100.0)	7(63.6)	3(27.3)	1(9.1)
	126(100.0)	46(36.5)	58(46.0)	22(17.5)
	76(100.0)	42(55.3)	23(30.3)	11(14.5)
	317(100.0)	141(44.5)	132(41.6)	44(13.9)

10)

52.5% 가

27.6%

8.3%

( : %)

				,		
	162(100.0)	48(29.6)	12(7.4)	86(53.1)	11(6.7)	5(3.1)
	164(100.0)	42(25.6)	11(6.7)	85(51.8)	2(1.2)	22(13.4)
	154(100.0)	42(27.3)	8(5.2)	88(57.1)	7(5.0)	8(5.2)
	124(100.0)	27(21.8)	13(10.5)	61(49.2)	5(4.0)	18(14.5)
	56(100.0)	22(39.3)	4(7.1)	24(42.9)	3(5.4)	3(5.4)
	19(100.0)	2(10.5)	3(15.8)	13(68.4)	0.0	1(5.3)
	55(100.0)	20(36.4)	1(1.8)	27(49.1)	4(7.3)	3(5.5)
	41(100.0)	8(19.5)	4(9.8)	21(51.2)	2(4.8)	6(14.6)
	11(100.0)	1(9.1)	1(9.1)	9(81.8)	0.0	0.0
	129(100.0)	38(29.5)	11(8.5)	61(47.3)	5(3.9)	14(10.9)
	79(100.0)	22(27.8)	5(6.3)	42(53.2)	5(6.3)	5(6.3)
	326(100.0)	90(27.6)	23(7.1)	171(52.5)	15(4.6)	27(8.3)

11)

1  
 가 19.0% 가 . 가 15.9%,  
 가 14.0%, / 가 13.7% .  
 , 21.4% 가 . ,  
 가 21.1% . ,  
 가 23.3% 가 , 가  
 21.3% . , 가 21.2% 가 ,  
 / 가 17.8% .

( : %)

	154(100.0)	92(16.9)	10(6.5)	33(21.4)	27(17.5)	15(9.7)	12(7.8)
	161(100.0)	34(21.1)	15(9.3)	11(6.8)	23(14.3)	28(17.4)	15(9.3)
	150(100.0)	35(23.3)	7(4.7)	8(5.3)	32(21.3)	19(12.7)	15(10.0)
	118(100.0)	14(11.9)	14(11.9)	25(21.2)	12(10.2)	21(17.8)	6(5.1)
	54(100.0)	11(20.4)	4(7.4)	13(24.1)	6(11.1)	4(7.4)	7(13.0)
	19(100.0)	14(73.7)	0.0	1(5.3)	1(5.3)	1(5.3)	2(10.5)
	53(100.0)	7(13.2)	0.0	2(3.8)	31(58.5)	0.0	2(3.8)
	39(100.0)	5(12.8)	2(5.1)	18(46.2)	5(12.8)	3(7.7)	3(7.7)
	11(100.0)	2(18.2)	4(36.4)	1(9.1)	0.0	2(18.2)	2(9.1)
	126(100.0)	22(17.5)	12(9.5)	13(10.3)	9(7.1)	29(23.0)	11(8.7)
	74(100.0)	10(13.5)	7(9.5)	11(14.9)	4(5.4)	9(12.2)	9(12.2)
	315(100.0)	60(19.0)	25(7.9)	44(14.0)	50(15.9)	43(13.7)	27(8.6)
		IT					
	5(3.2)	7(4.5)	2(1.3)	8(5.2)	8(5.2)	0.0	1(0.6)
	14(8.7)	3(1.9)	1(0.6)	4(2.5)	12(7.5)	1(0.6)	0.0
	9(6.0)	3(2.0)	2(1.3)	7(4.7)	12(8.0)	1(0.7)	0.0
	10(8.5)	5(4.2)	0.0	5(4.2)	6(5.1)	0.0	0.0
	1(1.9)	2(3.7)	1(1.9)	0.0	4(7.4)	0.0	1(1.9)
	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	2(3.8)	0.0	1(1.9)	4(7.5)	3(5.7)	0.0	1(1.9)
	2(5.1)	1(2.6)	0.0	0.0	0.0	0.0	0.0
	4(9.1)	0.0	0.0	0.0	0.0	0.0	0.0
	10(7.9)	3(2.4)	2(1.6)	6(4.8)	9(7.1)	0.0	0.0
	5(6.8)	6(8.1)	0.0	2(2.7)	10(13.5)	1(1.4)	0.0
	19(6.0)	10(3.2)	3(1.0)	12(3.8)	20(6.3)	1(0.3)	1(0.3)

12)

47.2%, 14.8%,  
40.0%

가

44.4% 48.0%

가

< -23 >

( : %)

	161(100.0)	81(50.3)	18(11.2)	62(38.5)
	163(100.0)	72(44.2)	30(18.4)	61(37.4)
	153(100.0)	68(44.4)	21(13.7)	64(41.8)
	123(100.0)	59(48.0)	22(15.4)	45(36.6)
	56(100.0)	28(50.0)	11(19.6)	17(30.4)
	18(100.0)	9(50.0)	3(16.7)	6(33.3)
	55(100.0)	21(38.2)	7(12.7)	27(49.1)
	41(100.0)	24(58.5)	4(9.8)	13(31.7)
	11(100.0)	4(36.4)	0.0	7(63.6)
	129(100.0)	67(51.9)	25(19.4)	37(28.7)
	78(100.0)	30(38.5)	12(15.4)	36(46.2)
	324(100.)	153(47.2)	48(14.8)	123(38.0)

가

65.4% , 24.4% ,  
 10.2% , 가  
 67.5%  
 63.4% ,  
 69.9% 65.4% ,  
 73.7%, 70.7%

< -24 >

( : %)

	161(100.0)	102(63.4)	38(23.6)	21(13.0)
	163(100.0)	110(67.5)	41(25.2)	12(7.4)
	153(100.0)	1000(65.4)	36(23.5)	17(11.1)
	123(100.0)	86(69.9)	29(23.6)	8(6.5)
	56(100.0)	30(53.6)	18(32.1)	8(14.3)
	18(100.0)	13(73.7)	4(21.1)	1(5.3)
	55(100.0)	34(61.8)	15(27.3)	6(10.9)
	41(100.0)	29(70.7)	7(17.1)	5(12.2)
	11(100.0)	7(63.6)	4(36.4)	0.0
	129(100.0)	87(67.2)	34(25.8)	9(7.0)
	78(100.0)	46(59.0)	20(25.6)	12(15.4)
	324(100.0)	212(65.4)	79(24.4)	33(10.2)

13) 가

가

( ) 39.3% 가 ,  
29.4%

2.5%

32.7%, 31.5%

45.7%, 27.4%

가

47.4% 가 ,

43.6% 가 . 31.7%,

46.5% 가 .

< -25> 가

( : %)

						/			/	
	162(100.0)	12(7.4)	21(13.0)	51(31.5)	15(9.3)	3(1.9)	3(1.9)	53(32.7)	2(1.2)	2(1.2)
	164(100.0)	3(1.8)	20(12.2)	(45)27.4	6(3.7)	5(3.0)	7(4.3)	75(45.7)	3(1.8)	0.0
	154(100.0)	7(4.5)	16(10.4)	50(32.5)	4(2.6)	4(2.6)	3(1.9)	65(42.2)	3(1.9)	2(1.2)
	124(100.0)	3(2.4)	19(15.3)	35(28.2)	9(7.3)	1(0.8)	6(4.8)	49(39.5)	2(1.6)	0.0
	56(100.0)	5(8.9)	8(14.3)	14(25.0)	10(17.9)	3(5.4)	1(1.8)	15(26.8)	0.0	0.0
	19(100.0)	1(5.3)	1(5.3)	9(47.4)	0.0	3(15.8)	0.0	3(15.8)	1(5.3)	1(5.3)
	55(100.0)	4(7.3)	7(12.7)	20(36.4)	0.0	0.0	0.0	24(43.6)	0.0	0.0
	41(100.0)	3(7.3)	5(12.2)	13(31.7)	7(17.1)	1(2.4)	2(4.9)	10(24.4)	0.0	0.0
	11(100.0)	0.0	3(27.3)	3(27.3)	0.0	1(9.1)	0.0	4(36.4)	0.0	0.0
	129(100.0)	5(3.9)	14(10.9)	32(24.8)	10(7.8)	3(2.3)	4(3.1)	60(46.5)	1(0.8)	0.0
	79(100.0)	2(2.5)	13(16.5)	22(27.8)	6(7.6)	0.0	4(5.1)	28(35.4)	3(3.8)	1(1.3)
	326(100.0)	15(4.6)	41(12.6)	96(29.4)	21(6.4)	8(2.5)	10(3.1)	128(39.3)	5(1.5)	2(0.6)



14)

10.1%, 89.9% , 가  
 가 12.3% 7.9%  
 (15.3%) (5.2%)  
 가  
 22.0%, 10.1%

< -26>

( : %)

	162(100.0)	20(12.3)	142(87.7)
	164(100.0)	13(7.9)	15(92.1)
	154(100.0)	8(5.2)	146(94.8)
	124(100.0)	19(15.3)	105(84.7)
	56(100.0)	7(12.5)	49(87.5)
	19(100.0)	1(5.3)	18(94.7)
	55(100.0)	1(1.8)	54(98.2)
	41(100.0)	9(22.0)	32(78.0)
	11(100.0)	0.0	11(100.0)
	129(100.0)	13(10.1)	116(89.9)
	79(100.0)	10(12.7)	69(87.3)
	326(100.0)	33(10.1)	293(89.9)

15)

, 59.7% , 33.6% ,  
 6.6% .  
 가 .

41.2% 65.1%, 60.2%,  
 36.8% 81.8%, 69.1%  
 15.8%

< -27 >

( : %)

	157(100.0)	94(59.9)	53(33.8)	10(6.4)
	161(100.0)	96(59.6)	54(33.5)	11(6.8)
	152(100.0)	99(65.1)	47(30.3)	7(4.6)
	123(100.0)	74(60.2)	45(36.6)	4(3.3)
	51(100.0)	21(41.2)	20(39.2)	10(19.6)
	19(100.0)	7(36.8)	9(47.4)	3(15.8)
	55(100.0)	38(69.1)	15(27.3)	2(3.6)
	39(100.0)	19(48.7)	14(35.9)	6(15.4)
	11(100.0)	9(81.8)	2(18.2)	0.0
	125(100.0)	72(57.6)	45(36.0)	8(6.4)
	77(100.0)	49(63.6)	26(33.8)	2(2.6)
	318(100.0)	190(59.7)	107(33.6)	21(6.6)

16)

45.1%, 42.3% , 12.5% ,  
 가  
 53.3%, 42.3%,  
 23.1% 가

가 69.1%

< -28 >

( : %)

	158(100.0)	69(43.7)	67(42.4)	22(13.9)
	161(100.0)	75(46.6)	68(42.2)	18(11.2)
	152(100.0)	81(53.3)	61(40.1)	10(6.6)
	123(100.0)	52(42.3)	54(43.9)	17(13.8)
	52(100.0)	12(23.1)	26(50.0)	14(26.9)
	19(100.0)	8(42.1)	10(52.6)	1(5.3)
	55(100.0)	38(69.1)	15(27.3)	2(3.6)
	40(100.0)	12(30.0)	19(47.5)	9(22.5)
	11(100.0)	3(27.3)	7(63.6)	1(9.1)
	125(100.0)	55(44.0)	57(45.6)	13(10.4)
	77(100.0)	29(37.7)	33(42.9)	15(19.5)
	319(100.0)	144(45.1)	135(42.3)	40(12.5)

17) 가

가

, 53.3%, 30.1% , 16.6% , , 가

54.2%, 46.3%

77.5%, 73.7%

< -29 > 가 가

< -29> 가

( : %)

	159(100.0)	33(20.8)	37(23.3)	89(56.0)
	160(100.0)	20(12.5)	59(36.9)	81(50.6)
	153(100.0)	27(17.6)	43(28.1)	83(54.2)
	123(100.0)	20(16.3)	46(37.4)	57(46.3)
	51(100.0)	6(11.8)	12(23.5)	33(64.7)
	19(100.0)	1(5.3)	4(21.1)	14(73.7)
	55(100.0)	14(25.5)	17(30.9)	24(43.6)
	40(100.0)	1(2.5)	8(20.0)	31(77.5)
	11(100.00)	3(27.3)	3(27.3)	5(45.5)
	124(100.0)	22(17.7)	42(33.9)	60(48.4)
	78(100.0)	12(15.4)	27(34.6)	39(50.0)
	319(100.0)	53(16.6)	96(30.1)	170(53.3)

18)

가 , 26.4% , 62.0%

4.0%, 2.8%

가

78.9%

51.2%

( : %)

	162(100.0)	101(62.3)	40(24.7)	5(3.1)	5(3.1)	11(6.8)
	164(100.0)	101(61.6)	46(28.0)	8(4.9)	4(2.4)	5(3.0)
	154(100.0)	108(70.1)	33(21.4)	1(0.6)	2(1.3)	10(6.5)
	124(100.0)	78(62.9)	32(25.8)	8(6.5)	4(3.2)	2(1.6)
	56(100.0)	18(32.1)	27(48.2)	40(7.1)	3(5.4)	4(7.1)
	19(100.0)	15(78.9)	3(15.8)	0.0	0.0	1(5.3)
	55(100.0)	34(61.8)	15(27.3)	0.0	1(1.8)	5(9.1)
	41(100.0)	21(51.2)	17(41.5)	0.0	0.0	3(7.3)
	11(100.0)	6(54.5)	5(45.5)	0.0	0.0	0.0
	129(100.0)	76(58.9)	33(25.6)	10(7.8)	7(5.4)	3(2.3)
	79(100.0)	52(65.8)	19(24.1)	3(3.8)	1(1.3)	4(5.1)
	326(100.0)	202(62.0)	86(26.4)	13(4.0)	9(2.8)	16(4.9)

1)

61.3% 가

37.5%

가 87.5%

가

56.0%

66.1%가

가가 가

(11.3%) ,

가 19.5%

2)

가 17.1%

45.1%

19.5%

가 40.0%

가

78.1%가

1.5%

가 ( 가 36.8% 가 )

가

3)

가 42.5% 가

가 25.0% , ,  
13.8% 가  
52.5% 가 .  
27.6% ,  
8.3% ,  
4)  
1 /  
가 26.4% 가 . 가 19.4%,  
가 가 가 12.5% , 가  
11.1% .  
100.0%  
87.5% ,  
12.5% .  
55.6% / 48.4%, 29.0%,  
6.5% .  
1  
가 19.0% 가 .  
가 15.9% , 가 14.0% /  
가 13.7% .  
21.4% 가 . ,

가 21.1% , , 가  
 가 23.3% 가 , 가  
 21.3% , , 가 21.2% 가 .  
 / 가 17.8% 가 .

5)

33.0% ,  
 45.7%  
 가 .

50.0%  
 70%

14.8%, 47.2%,  
 40.0%

가



가

43.3%, 65.4%

73.7%, 70.7%

6) 가

가

(

)

49.0% 가

28.1%

58.7%,

26.1%

42.4%,

33.3%

가

40.0% 가

60.0% 가

45.5% 27.3%,

56.1% 가

가

( )

39.3% 가

29.4%

2.5%

32.7%,

31.5%

45.7%, 27.4%  
 가  
 47.4% 가 ,  
 43.6% 가  
 46.5% 가

7)

91.1% , 8.3%,  
 , 가  
 가

8)

가 가 , 75.5%  
 가 가  
 59.7%  
 가 가  
 , 가

9)

가  
 , 54.8%, 36.6% , 6.1%

45.1%, 42.3%, 12.5% 가

10) 5

5  
가 88.0%  
9.8% 5  
가 가  
5  
가  
가 가  
20.0%  
5  
70% 가 가  
5 가 13.8%

11)

60.0% 47.1% 가

12)

가 47.8% ,  
26.1% .  
60.0%  
38.5%  
50.0% 66.7%가  
가 33.3% , 51.5%  
15.2%  
(50.0%) (21.1%)

13)

가  
가  
61.7%, 24.5% ,  
13.8% , ,  
가

가

66.7%, 56.3%

75.0%, 72.2%

가

53.3%, 30.1%, 16.6%

가

가

14)

17.0%

40.6%

가 54.5%, 가 52.5%, 80.0% 가, 30.0%

36.7%, 14.7%

46.7%, 48.6%

2.

가. -

1)

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4 140 ( , 2002).

3)

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가 가

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가)

IT  
(15% )  
IT

4 (e-biz , , )  
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e-biz

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6 (e-

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7 가 .  
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1)

1996 , 21

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16

2)

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 1800 (2003  
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< -31> (2002.10. )

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	117	109	(3 )	226
	135	116		251
	77	36		113
	329	261		590

3)

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 2D , 3D ,  
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 가, 가 .



[ -1]

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. 2D, 3D,

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16

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	드로잉-컨셉 영역	테크니컬-미디어 영역
	주요 실기입학생을 중심으로 캐릭터, 배경, 애플리케이션 디자인 등 드로잉을 기반으로 한 컨셉전문가를 육성한다. 심화과정은 기존의 2D, 실형 영역을 아우르며 스토리보드, 비디오보드, 레이아웃 등 주로 연출적 커우닝에 주력한다.	주요 비실기입학생을 중심으로 첨단 뉴미디어와 3D, 편집과 디지털 아웃풋에 대해 교육하여 애니메이션 제작PD나 테크니컬 디렉터로 활동할 수 있도록 교육한다. 심화과정은 웹3D, 촬영, 애니메이션 중심의 멀티미디어 PD 등으로 활동할 수 있도록 교육한다.
1년 공통교과	<애니메이션 개론> <기초드로잉> 등 기본적으로 두 영역의 공통적인 내용교육	
2년1학기 공통/영역교육	1학기에는 공통순화교육, 2학기에는 영역교육 실시, 2D, 3D, 실형으로 나뉜 기획서/시뮬레이션 등을 통해 공모전, 제작발표회 참여	
3년 영역심화교육	<애니메이션 창작> <특집 프로젝트> 등 프로젝트 체제의 작품제작 및 촬영 기획서 제작	

[ -2] 3

- : , ,
  - 2D : 2D , ,
  - 3D : 3D , 3D ,
  - 3D : , ,
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21

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가

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4) ( , ) , 가



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5)

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· 가 , 1998 1

2001 4 85% , 2D

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가 (가).  
가  
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6)

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STC(Self Training  
Certification)  
4 ( 2 , 2 )  
가

STC

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1)

가

가 가 , 가

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1999

가

(Future Media)

(interactivity)

(CD-ROM, Web-site, )

1999

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2)

2002

24

20 , 20 , 20 , 16

469

19.54 : 1

296

197

14.8 : 1 9.85

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80

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, 2002).

3)

4  
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	가	/
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	3~9	, ,
	1 / 2	
	6	/ /

: (2002).

가

가가

( ) , ( ), ( ),  
( ) ( , 2002).  
가

가 가

가

4)

5)

가(Illustrator, Cartoonist, Animator)

가 , 가, ,  
, CD , , , 가,  
, 가 , 가 .

가

가 ,

6)

가가

21

가

( , 2002).

가

1)

. 2003

< -34>

< -34> (2 4 , 700 )

	, , , ,	170
	, , , /	30
	, , ,	170
	TV/ CF , , 가	50
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	, ,	50
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8	22	700

: (2002).

2)

1 , 2 4

, , 가 .  
가

'English Day' 2  
'English Day'

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3

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2D, 3D

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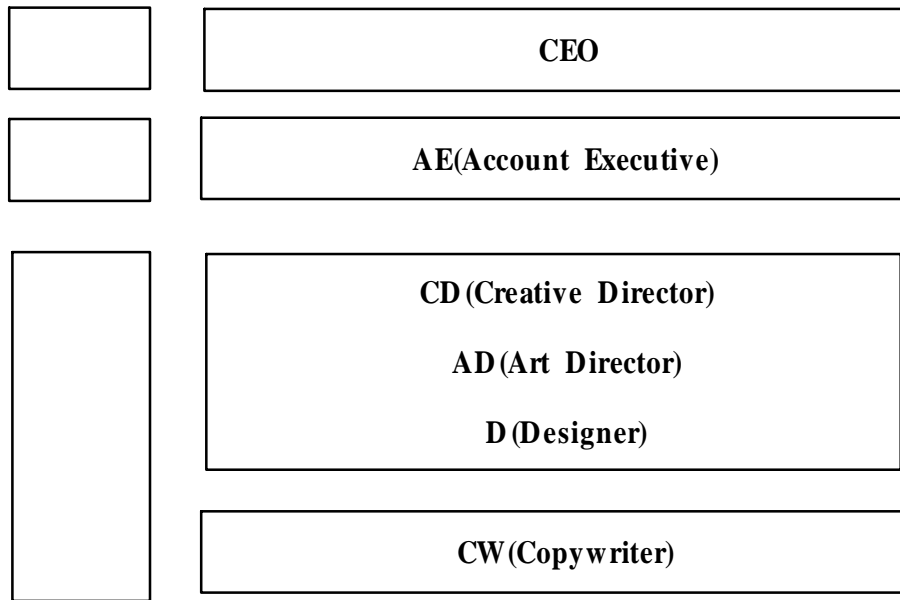
1)

2  
 3 , , ,  
 1993 , 20  
 . 13  
 1 , (CD:Creative director) 1 , 1 , (AE:  
 Account Executive) 2 , 3 , 3 , 2 .

2)

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

AD(Art Director), CD(Creative Director)  
 CW(Copy Writer) .  
 , < -3>



[ -3]

CD, AD, D

D

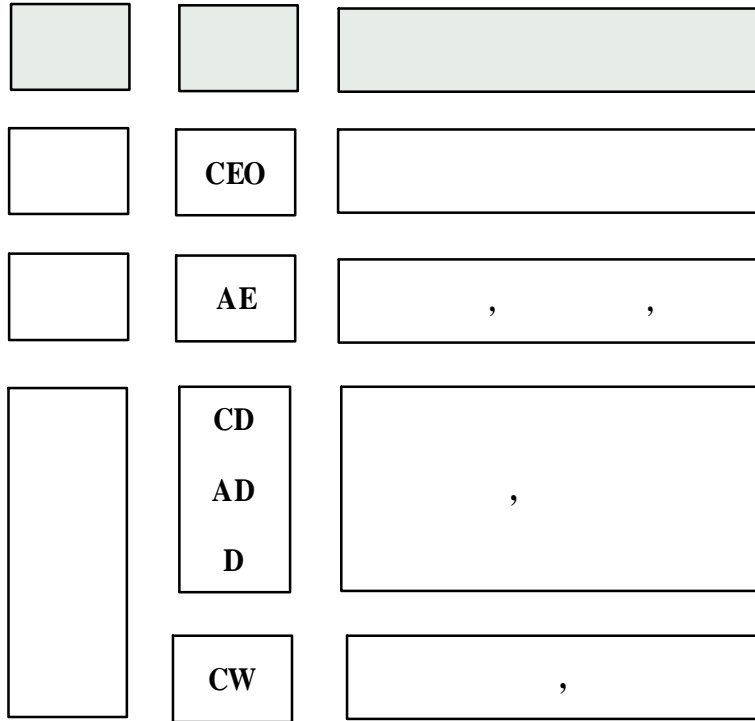
AD

CD

, CD

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3)



[ -4]

, , CEO , AE , CD-AD-D , CW

4) ( )

( )

가

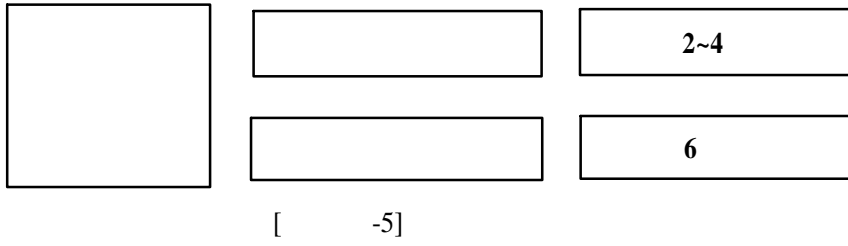
가 , 가



5)

6

$$= (2 \sim 4) + (6)$$



6)

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7)

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8)

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(Puchon International Student Animation Festival)가

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(Career Handbook)

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KGDC 가  
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가 가

가 가

10

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가

가

2001		「CT	」
1,264	2005	3,306	2002
			1,861
2005		2,683	

(가 )

IMF (process) (tool)

(tool)

가 가  
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가 가  
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2 3 4 4 가  
4 가  
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가 2~3

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가



4.

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## **Abstract**

### **A Study on Strategies of Training Skilled Human Resources in Cultural Contents Industry**

**Tae-Joune Park**

**Hae-dong Kim**

**Heung-Jae Lee**

#### **1. Summary of the research**

The term cultural contents technology (CT), connecting the cultural industry with the digital industry, is one that has become broadly used. The CT industry has grown rapidly as a result of its recognition as a high value-added effect industry. The importance of educating skilled human resources in CT related fields has increased alongside the growth of the CT industries economic role. Unlike other industries, human resources are the most important assets in the CT industry, as based on their creative abilities skilled human resources can produce cultural contents from existing culture. Therefore, the necessity for skilled human resources possessing planning ability has increased within the CT industry.

Based on the above-mentioned mentality, this research focused on understanding the CT industry and analyzed the professional occupational structure needed within CT industry related fields, the present state of education of human resources within the CT industry, as well as the present situation concerning the management of education organizations and the problems associated with this process.

This research also strived to search for measures to educate skilled



human resources for the CT industry based on the results.

## **2. Measures to invigorate the education of CT related human resources**

### **A. Prerequisite to the education of skilled human resources :**

#### **The development of creativity**

Due to their previous growth being based on outsourcing, the domestic animation industry field, as well as other CT related industry fields, have not paid proper attention to teaching their human resources creativity. However, in the long term, creative activities in the cultural and art fields have become the basis of the CT industry and of national competitiveness. The development of the CT industry is impossible without the development of pure art brought about by creative imaginative power.

In order to develop peoples creative potential, the foundation for the creation of cultural art and for the increase of mutual understanding between those involved in the pure art and CT industries, educational curriculums should be developed to help students expand their creative thinking abilities through the study of pure art and to apply these creative thinking abilities to other subjects.

### **B. Government policy**

#### **Implementation of educational requirements for individual industrial fields**

The government should, at regular intervals, investigate the education & training requirements and the human resources supply-demand

situation for CT related occupations in order to enact a scientific and objective education & training policy. In addition, a career handbook for the CT related industry fields should be published. This career handbook should include the present situation and the future prospects of individual occupations as well as the necessary education & training information, and should serve as a useful tool for people who are planning their careers as well as for those who wish to change their present careers. Such career handbooks are regularly published in many other countries.

#### Establishment of standards to support education organizations

When implementing core human resources education projects within fields designated as being strategic, the government should assure that adequate support standards have first been established. Should the Korean government decide to concentrate their CT industry development policy on the film, animation and game industry fields; designating them as strategic CT industries, standards concerning the education system to be used to educate human resources, as well as standards dictating who can play the core roles of planning, production and distribution in related fields, should be implemented.

Strengthening of planning ability education, Strengthening of the ability to develop contents, invigoration of the programs provided by education organizations, and improvement of educational and social conditions

As the number of professional human resources actually capable of planning projects in CT related fields is seriously insufficient, education aimed at developing planning ability should be strengthened so as to

produce human resources who can be engaged as planners, producers and directors within CT related industry fields. In addition, the government should strive to strengthen human resources ability to develop contents, to strengthen CT industry related educational programs provided by education organizations, and to improve social conditions.

#### Reeducation of freelancers

The support provided to freelancers education should be extended to the CT industry and pure cultural art fields. The screening committee presently deciding who can receive freelancers education support should be the one to decide whether or not educational curriculums should be supported based on the size of the support funds, the feasibility of the educational curriculums and the suitability of the people receiving the education. In the long term, it would be beneficial to improve the reeducation market by dividing its responsibilities among both the public and private sectors.

#### Reeducation support for human resources engaged in small and medium-sized CT enterprises

As many of the CT related enterprises are small and medium-sized enterprises, it is difficult for them to obtain the additional funds needed for the education & training of human resources. Therefore, enterprise level support for CT industry education & training projects should be focused on the expansion and strengthening of education organizations. In the case of on-the-spot education within individual enterprises, support should take the form of trying to find methods to solve the educational problems in small and medium-sized enterprises.

The development of comprehensive educational curriculums designed to understand all cultural fields

The present CT human resources education system is focused on educating human resources whose skills are limited to a specific field rather than on educating professionals who possess overall cultural knowledge and skills. In the long term, this kind of education system has a high probability of failure with regards to the education of highly skilled human resources. Therefore, CT related education organizations should introduce cultural knowledge and skills educational curriculums as part of their CT education & training programs.

The accreditation of flexible methods to employ professors

The employment rate of professors is used as one of the most important standards by the government when deciding which colleges should be provided with administrative and financial support. The problem lies in the fact that these uniform standards to decide who should be provided with administrative and financial support are applied to all colleges. When launching CT related high-tech majors, the employment rate of professors does not carry a significant meaning. Therefore, the government needs to establish more flexible measures in employing professors and lecturers.

The expansion of the human resources education within the core fields of the CT industry

According to the “prospects for human resources supply-demand in the CT industry field” taken from the CT Human Resources Education

Measures published by the Ministry of Culture & Tourism in 2001, there will be a shortage of 1,264 qualified human resources in the game field in 2002 and this number will increase to 3,306 people by 2005. As such, the government should make efforts to increase the number of the core CT human resources through the implementation of systematic education programs.

Establishment of a new CT industry human resources education committee (provisional name)

A commission having more authority than the Korea Culture and Contents Agency should be organized to intervene within all systems related to the CT industry fields. Furthermore, specialized human resources education organizations should be established in conjunction with the particular characteristics of individual CT industry fields.

The construction of a development system for CT educational curriculums

The “standardized educational curriculums” published by the Ministry of Education & Human Resources Development do not provide any standardized schedules for CT educational curriculums. Thus, as educational curriculums are often changed and reorganized and tend to be based on popular subjects due to the rapid growth of the CT industry, there is a need to establish a basic guideline. Therefore, it is necessary to establish a CT educational curriculums development center (provisional name).

### C. Education & Training Organizations

Educational curriculums developed at the elementary and middle school levels to improve the recognition of the CT industry

One of the problems the CT industry currently faces is that its recognition is limited to its industrial structure. As such, cultural and industrial recognition of popular culture and arts should be improved and the governments support policy for the CT industry should be reviewed so as to put the CT industry on a par with the pure arts industry.

It is important to develop educational curriculums designed to increase the recognition of the CT industry at the elementary and middle school levels.

Concentration on qualitative education within higher education organizations

The present CT human resources education system is concentrated on increasing the quantity of human resources, but neglects the need for investments aimed at improving the quality of the education programs. It is presently very difficult to assure a proper number of training places and related facilities and equipment for the students who are majoring in CT industry fields. Therefore, it is necessary to improve the quality of higher education organizations.

The establishment of integrated CT education organizations

To educate human resources that have creative ideas with regards to planning and marketing strategies professional skills are required in more

than one specific field. Thus, an integrated CT human resources education system should be established.

The rational management of CT related cyber education organizations

It is important to implement the reeducation of the human resources presently working in CT related fields and also to establish a long-distance education system that makes access to CT related education programs easily available through the formation of cultural education networks on the Internet. Facilities capable of hosting culture related education programs should be prepared and an infrastructure for the educational information network should be constructed by using cultural education networks as the foundation for CT related education programs, while also developing home educational programs.

#### D. Enterprises

The establishment of a regular training system for human resources engaged in small and medium-sized enterprises

Education organizations are not the only party responsible for the problems associated with the development of human resources education programs that can be used in the actual fields. CT enterprises requiring human resources should also participate in their education.

These enterprises should strive to improve their human resources work duty abilities and also to maintain their skilled human resources through the improvement of working conditions.

### The usage of a one source multi use system

For the development of the IT related industry fields, it is necessary to create a link between the related industry fields. By creating a new industry structure through the advent of a linkage between the industry fields, a 7th field, called the “one source multi use” system, can be developed.





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