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가 가.

(gender)

가

(multinomial logit analysis)

가

40

가

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3

가

(富)

가

가

가

가

가.

가

가

(Treiman

and Roos 1973).

가

가

가

가

가

가

가

가

(career mobility)

가

가

(multiple periods)

가

II

1.

가

가

(Becker 1954; Mincer 1974)

가

가

가

가

가

가 , 가 (monitoring)가 가
가 , 가
가 가

(signal)

가
(Arrow 1974) ‘ 가 ’ (Arrow 1973; Thurow 1975; Spence 1974).
(educational function) (screening function)

(Oettinger 1996). 가 가

(noisy signal)

가 , 가
(statistical discrimination)
가

(Oettinger 1996).

Cain(1986)

가

. Granovetter(1974)

가

가

2.

Dore(1976)

가

(diploma disease)'

가'

가

가

가

가

가

Dore가

가

가

가 < 1>

가 가

가

가

가

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가

s

3 23

, 4 23

4 25

가

가

5

26 , 5 11

5 30 ,

5 14

(

1998).

(1984; 1998)

가 가 .

< 1> (1988)

	82.1	96.2	90.4
	100.0	100.0	100.0
	121.1	90.8	130.1
	202.7	138.5	171.4

:
: (1991), 232
: (1991), 215
(1998), 219 .

(Thurow 1975)

(White 1971; Sorenson 1977)

가

가

(vacancy)가

가

가

(Doeringer and Piore 1976; 1996).

가

가.

가

가

가

(1998).

가가

가

가 가 .

가

(seniority) 12

(month)

(career mobility)

가 (searching process)

(complex mobility)

(simple mobility)

(Neal 1999).

(operationalization)

3>

가

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가

, 가 (fringe benefit),

가

가

가
가

가
가

가 .

가

가

가

(Neal 1999).

가

가

가

(job seggregation)

(Bradley 1989; Treiman 1983; Tam 1997; England & Farkas 1986).

31.14 %, 3.36 % . < 4> 52.87 %, 12.64 %, 가

87.5%가 가

가

가, , 가 가

< 3> -

	-				
a	.043	.276	.018	.090	.066
b	.546	.387	.616	.600	.530
	.144	.256	.138	.316	.160
c	.169	.052	.279	.217	.188
	.524	.600	.407	.833	.488
	.600	.917	.569	.333	.624
	.247	.256	.296	.291	.265
d	- 9.611	21.802	- 8.675	17.16	- 4.451
d	51.456	64.243	28.882	38.65	45.614
	866	207	510	55	1688

- a. 가 (95)
- b. 가 300
- c. , , '
- d. .

< 4> -

(%)					
(%)					
	12.50	87.50	0	0	8
	.12	3.38	0	0	
가	12.66	63.29	8.86	15.19	79
	1.15	24.15	1.37	21.82	
가	29.49	30.77	29.91	9.83	234
	7.97	34.78	13.73	41.82	
	36.72	18.36	38.28	6.64	256
	10.85	22.71	19.22	30.91	
	24.37	1.02	73.60	1.02	197
	5.54	0.97	28.43	3.64	
	73.97	5.25	20.55	.23	438
	37.41	11.11	17.65	1.82	
	82.43	1.26	16.32	0	239
	22.75	1.45	7.65	0	
	65.78	1.60	32.62	0	187
	14.20	1.45	11.96	0	
	866	207	510	55	1638

< 5> -

:

	1			2		
	3.258***	6.095***	2.551***	2.923***	4.069***	1.396***
a	1.375***	1.165***	-.426	1.066***	.917**	-.201
-	1.691***	1.658***	.537	1.442***	1.401***	.660**
b	-1.286***	-1.544***	-1.001***	-.984***	-1.165***	-.783***
c	-.458***	-.669***	-.201	-.428***	-.462	-.164
	.0143***	.003	-.015**	.009***	.001	-.007
	-.007***	.001	.019***	-.005***	.001	.008
, 가				39.191	48.101	-1.631
				.343	2.201***	2.182***
				-.231	.457	.954**
				-.495**	-2.041***	-2.22***
				1.616***	-.150	-1.614**
				1.840***	-.795	-1.731
				1.433***	-.765	-2.067
	-44.859***	-84.97***	-36.045***	-40.914***	-56.957***	-20.571***
(log likelihood)	-1207.671			-998.011		
Pseudo R2	.277			.402		

** p<.05 *** p<.01

a:

b:

가 (95)

c: () () ,
. 가 (dummy variable)

2 - 가 가

- 가 2 가

. 2

2 40.2% 1 27.7% 가 -

가 . < 5>
가

6>

가

가

(45%)

(15%, 6%).

가

(Granovetter 1974).

가

가

< 6> -

	11.20	32.37	4.51	32.73	12.52
	3.93	12.56	1.18	1.82	4.09
-	60.74	45.41	63.33	40.00	58.91
가	22.52	5.31	26.47	20.00	21.49
	1.62	4.35	4.51	5.45	2.99
	52.87	12.64	31.14	3.36	100.00

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