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(, 1999).
2000 53%

1996 43.5%
(, 2000)

(, 1997; , 1999; , 2000; , 2000)

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가 , 가
가 가
(Pfeffer and Baron, 1988). 가
(, 2000).

(Gannon and Nothern, 1971; Eberhardt and Shani, 1984;
Ellingson et al, 1998; Dyne and Ang, 1998; McBey and Karakowsky, 2000).
가
(Belous, 1989; Nollen and Gannon, 1996; Hippel, 1997).

(, 1995; . , 1999).

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가 (Rotchford and Roberts, 1982; Pfeffer and Baron, 1988; Belous, 1989; Feldman et al, 1994) 가

(Hall and Gordon, 1973; Miller and Terborg, 1979; , 1995; Dyne and Ang, 1998; , 1999). 가

(Logan et al, 1973) 가

(Eberhardt and Shani, 1984)

(MiGinnis and Morrow, 1990; Pearce, 1993)

가

가

가 (Logan et al, 1973), (frame of reference) (social comparison process: Goodman, 1977)

(referent)

가

(Eberhardt and Shani, 1984).

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가 . , (1995) , , (1999) 가

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<가 1>

가 . (Vroom, 1964; Price, 1977; Muchinsky, 1977; Mobley, 1982). 가 가 (Mobley, 1977). 가 가 가 가 (partial inclusion: Katz and Kahn, 1978)

(Miller and Terborg, 1979). , 가
가
(Gannon and Nothern, 1971). 가
가 (Ross and Zander, 1957;
Hulin, 1966; 1968).

<가 2>

2.

가.

가 (, 1995; .
, 1999; , 2000).
가
(Hom, 1979; Feldman, 1990; Sharon, 1996).

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가

(Dyer-Therriault, 1976; Weiner, 1980) (2000)

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(, 2000).

가 (Hall and Gordon, 1973; Hom, 1979; Miller and Terborg, 1979; Eberhardt and Shani, 1984). 가
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가 가

가 (Smith et al, 1969) 가 (perceived job opportunity)가
가
가 (Capelli and Sherer, 1991) 가

(Pfeffer and Lawler, 1980; Hulin et al, 1985).

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5.1. 가

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5.2.

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가 가

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가 (Miller and Terborg, 1979)

가

(Howe, 1986; Feldman et al, 1994; Krausz et al, 1995; Hipel et al, 1997; Dyne and Ang, 1998). 가

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(1997, 1998, 1999, 2000), 『 』, 『 』, .

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(2000), 『 』. 『 』, 『 』.

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< 1-1> ()

	(N=3213)	(N=999)	(N=2214)
	2.582(0.823)	2.402(0.823)	2.663(0.811)
	2.959(0.892)	2.450(0.877)	3.188(0.800)
	3.219(0.769)	2.980(0.798)	3.327(0.731)
	3.067(0.808)	2.884(0.791)	3.150(0.801)
	3.043(0.839)	2.975(0.810)	3.074(0.851)
	2.902(0.729)	2.694(0.738)	2.996(0.705)
	2.866(0.837)	2.604(0.826)	2.98(0.815)
	3.415(0.728)	3.281(0.777)	3.475(0.697)
	2.656(0.833)	2.422(0.816)	2.761(0.820)
	0.098(0.297)	0.156(0.363)	0.072(0.258)
99	0.293(0.455)	0.941(0.236)	---
98 ^{a)}	0.202(0.401)	---	---
98	---	0.397(0.490)	0.037(0.190)
98	---	0.124(0.330)	0.803(0.398)
99	0.095(0.293)	0.305(0.461)	---
98	0.103(0.304)	---	---
98	---	0.167(0.373)	0.036(0.186)
98	---	0.354(0.479)	0.804(0.397)
98	---	0.478(0.500)	0.160(0.366)
	0.077(0.266)	0.246(0.431)	---
	0.216(0.412)	0.695(0.461)	---
	0.018(0.134)	0.059(0.236)	---
	0.689(0.463)	---	---
98 ^{b)}	0.394(0.490)	0.450(0.500)	0.325(0.471)
99 ^{c)}	0.837(0.370)	0.835(0.372)	---
98 ^{d)}	0.285(0.453)	0.322(0.469)	0.236(0.427)
	0.489(0.470)	0.401(0.337)	0.529(0.514)
	0.237(0.425)	0.369(0.483)	0.177(0.382)
	0.220(0.414)	0.344(0.475)	0.164(0.370)
	0.206(0.404)	0.070(0.255)	0.267(0.442)
	0.068(0.252)	0.042(0.201)	0.079(0.271)
	0.114(0.318)	0.074(0.262)	0.132(0.339)
	0.385(0.487)	0.286(0.455)	0.430(0.495)
가	252.855(777.593)	173.224(351.702)	288.786(904.250)
가	0.579(0.494)	0.535(0.499)	0.598(0.490)
	11.949(3.028)	10.745(3.177)	12.492(2.795)
	11.390(6.408)	10.036(6.452)	12.002(6.295)
	0.680(0.467)	0.660(0.474)	0.689(0.463)
	0.041(0.199)	0.083(0.276)	0.022(0.147)
	1.494(1.238)	1.696(1.344)	1.403(1.176)
	37.212(11.074)	38.762(12.155)	36.512(10.478)

- : a) : N=2381
b) : N=180, : N=100, : N=80
c) : N=233, : N=231, : N=2
d) : N=207. : N=118, : N=89

< 1-2> : ()

	(N=3213)	(N=999)	(N=2214)
· · ·	0.008(0.090)	0.017(0.129)	0.004(0.064)
	0.293(0.455)	0.180(0.385)	0.344(0.475)
·가 ·	0.005(0.070)	0.001(0.032)	0.007(0.082)
	0.103(0.304)	0.203(0.403)	0.058(0.234)
·	0.118(0.323)	0.114(0.318)	0.120(0.325)
·	0.055(0.229)	0.098(0.298)	0.036(0.187)
· ·	0.067(0.250)	0.037(0.189)	0.080(0.272)
·	0.054(0.226)	0.048(0.214)	0.057(0.232)
· ·	0.073(0.261)	0.054(0.226)	0.082(0.275)
· ·	0.067(0.249)	0.079(0.270)	0.061(0.239)
	0.077(0.266)	0.063(0.243)	0.083(0.276)
·	0.031(0.174)	0.012(0.109)	0.040(0.195)
, ·	0.031(0.175)	0.048(0.214)	0.024(0.153)
·	0.015(0.121)	0.045(0.208)	0.001(0.037)
	0.001(0.025)	0.0(0.0)	0.001(0.030)
, ,	0.009(0.095)	0.001(0.032)	0.013(0.112)
가	0.078(0.268)	0.051(0.220)	0.090(0.286)
, 가	0.149(0.357)	0.097(0.296)	0.173(0.378)
	0.156(0.363)	0.065(0.247)	0.196(0.397)
, ·	0.147(0.354)	0.199(0.400)	0.123(0.329)
·	0.005(0.073)	0.013(0.113)	0.002(0.042)
	0.179(0.383)	0.216(0.412)	0.162(0.368)
, ,	0.114(0.351)	0.088(0.284)	0.169(0.375)
	0.133(0.340)	0.269(0.444)	0.072(0.258)

< 2 >

		:			:			
		(1)	(2)	(3)	(4)	(5)	(6)	
가 가		-0.423 (0.645)	-0.732 (0.647)	-0.426 (0.644)	-1.852 (1.494)	-1.610 (1.475)	-1.855 (1.488)	
		-0.481*** (0.077)		-0.536*** (0.081)	0.509*** (0.150)		0.392** (0.162)	
			-0.003 (0.108)	0.237** (0.114)		0.585*** (0.184)	0.407** (0.198)	
		0.505*** (0.070)	0.507*** (0.071)	0.497*** (0.070)	-0.410 (0.259)	-0.496* (0.264)	-0.459* (0.260)	
		-0.190*** (0.066)	-0.135** (0.067)	-0.182*** (0.066)	0.259* (0.147)	0.243* (0.146)	0.286* (0.148)	
		-1.120*** (0.150)	-1.179*** (0.150)	-1.113*** (0.150)	1.047*** (0.283)	1.113*** (0.283)	1.065*** (0.284)	
		-0.399*** (0.152)	-0.413*** (0.153)	-0.418*** (0.152)	0.731*** (0.279)	0.686* (0.280)	0.693** (0.280)	
		0.308*** (0.084)	0.357*** (0.084)	0.314*** (0.084)	-0.822*** (0.228)	-0.820*** (0.228)	-0.795*** (0.229)	
		-0.173 (0.122)	-0.150 (0.122)	-0.172 (0.121)	0.115 (0.273)	0.137 (0.270)	0.136 (0.272)	
		0.153 (0.102)	0.153 (0.102)	0.152 (0.102)	-0.104 (0.245)	-0.108 (0.245)	-0.102 (0.245)	
		0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	0.000 (0.000)	
		0.153** (0.062)	0.163*** (0.063)	0.154** (0.062)	-0.191 (0.133)	-0.198 (0.133)	-0.193 (0.133)	
		0.072*** (0.015)	0.081*** (0.015)	0.071*** (0.015)	0.028 (0.035)	0.022 (0.035)	0.027 (0.035)	
		-0.002 (0.006)	-0.003 (0.006)	-0.002 (0.006)	0.018 (0.014)	0.019 (0.014)	0.018 (0.014)	
		-0.201* (0.107)	-0.180* (0.107)	-0.210** (0.107)	0.185 (0.229)	0.147 (0.229)	0.169 (0.230)	
		-0.226 (0.193)	-0.296 (0.194)	-0.224 (0.193)	0.297 (0.387)	0.356 (0.388)	0.312 (0.388)	
		0.067 (0.045)	0.056 (0.046)	0.068 (0.045)	-0.100 (0.105)	-0.100 (0.106)	-0.104 (0.106)	
		-0.005 (0.005)	-0.004 (0.005)	-0.005 (0.005)	-0.018* (0.010)	-0.017 (0.010)	-0.016 (0.010)	
	Adjusted R ²	Log-L	0.322	0.314	0.323	-872.9	-872.7	-870.0

a) ()

b) * p < 0.10(two-tailed) ** p < 0.05(two-tailed) *** p < 0.01(two-tailed)

c)

	:	:
	- 0.932(1.542)	- 1.719(1.522)
J	-0.471 ^{***} (0.050)	-0.387 ^{***} (0.042)
*	0.281 ^{***} (0.069)	
*		0.143 [*] (0.087)
	0.685 ^{***} (0.170)	
		0.768 ^{***} (0.207)
	- 0.093(0.236)	- 0.160(0.248)
	0.206(0.151)	0.204(0.150)
	0.662 ^{**} (0.287)	0.702 ^{**} (0.287)
	0.653 ^{**} (0.280)	0.598 ^{**} (0.281)
	-0.738 ^{**} (0.237)	-0.718 ^{***} (0.235)
	- 0.028(0.286)	0.069(0.280)
	- 0.098(0.253)	- 0.091(0.253)
가	0.000(0.000)	0.000(0.000)
가	- 0.134(0.136)	- 0.143(0.136)
	0.048(0.036)	0.042(0.036)
	0.017(0.015)	0.018(0.015)
	0.103(0.236)	0.060(0.236)
	0.240(0.396)	0.263(0.399)
	- 0.077(0.109)	- 0.079(0.109)
	- 0.024 ^{**} (0.011)	- 0.023 ^{**} (0.011)
Log-L	- 822.0	- 826.6

: a) ()

b) ^{*} p< 0.10(two-tailed) ^{**} p< 0.05(two-tailed) ^{***} p< 0.01(two-tailed)

c)

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		:	:
		- 1.229(1.962)	- 9.770(239.8)
		1.058*** (0.244)	0.158(0.433)
		0.047(0.139)	0.410* (0.236)
		0.818*** (0.213)	- 0.438(0.381)
		- 0.225(0.201)	0.446(0.432)
*		0.255(0.363)	- 0.662(0.908)
		- 1.169*** (0.238)	0.398(0.433)
		- 0.242(0.242)	1.051** (0.431)
		0.023(0.228)	- 0.403(0.418)
		0.049(0.280)	0.356(0.480)
		0.114(0.231)	0.216(0.392)
가		0.000(0.000)	0.000(0.000)
		0.208 ^a (0.113)	- 0.171(0.204)
가		0.021(0.026)	0.061(0.051)
		0.009(0.011)	- 0.016(0.022)
		- 0.317(0.201)	0.599(0.386)
		- 0.275(0.290)	0.689(0.562)
		0.098(0.073)	- 0.341** (0.168)
		- 0.012(0.008)	- 0.027* (0.015)
		- 0.148(1.751)	9.956(239.8)
	,	0.438(1.735)	10.138(239.8)
		0.077(1.731)	10.117(239.8)
	,	- 0.278(1.735)	10.560(239.8)
	.	- 0.157(1.987)	10.360(239.8)
		- 0.322(1.736)	9.710(239.8)
	.	- 0.609(1.742)	8.942(239.8)
	,	- 0.420(1.730)	9.944(239.8)
Adjusted R ²	Log-L	0.300	- 353.5

: a) ()

b) * p< 0.10(two-tailed) ** p< 0.05(two-tailed) *** p< 0.01(two-tailed)

c)

		:		
		(1)	(2)	(3)
		- 2.167(3.177)	- 1.920(3.242)	- 5.018** (2.111)
-	98	0.245(0.399)		
-	98		0.225(0.502)	
-	99			1.025*** (0.335)
		0.752(0.637)	0.345(0.684)	0.640** (0.290)
		0.710(0.579)	0.791(0.634)	0.395(0.415)
		- 2.834** (1.075)	- 2.877** (1.100)	- 0.939(0.720)
		0.630(1.069)	0.617(1.089)	- 0.560(0.700)
		1.156(1.331)	1.032(1.385)	- 0.788(0.641)
		0.420(1.175)	0.168(1.210)	0.147(0.906)
		- 0.629(1.185)	- 0.767(1.211)	- 0.441(0.610)
가		0.000(0.000)	- 0.000(0.000)	0.001* (0.001)
가		0.330(0.408)	0.352(0.456)	0.282(0.252)
		0.126(0.099)	0.125(0.119)	0.082(0.063)
		- 0.033(0.045)	0.016(0.055)	- 0.003(0.028)
		- 1.408* (0.770)	- 1.371(0.831)	- 0.250(0.488)
		- 1.818* (1.083)	- 2.148* (1.231)	- 0.628(0.769)
		0.748*** (0.257)	0.861*** (0.307)	0.040(0.196)
		- 0.052* (0.029)	- 0.053(0.036)	0.009(1.982)
		- 1.170(2.556)	- 1.596(2.697)	0.365(0.687)
,		2.129(2.475)	1.984(2.606)	0.310(0.752)
		0.910(2.128)	0.630(2.169)	0.577(0.694)
,		1.295(2.284)	0.570(2.352)	0.505(0.433)
.		0.457(3.369)	0.249(3.398)	---
		0.004(2.318)	- 0.070(2.355)	- 0.350(0.514)
.	,	- 1.026(2.335)	- 1.257(2.392)	- 0.583(0.543)
		0.383(2.256)	0.209(2.294)	---
Adjusted R ²		0.331	0.300	0.341

: a) ()

b) * p < 0.10(two-tailed) ** p < 0.05(two-tailed) *** p < 0.01(two-tailed)

c)

< 5-2>

		:		
		(1)	(2)	(3)
		1.029(242.4)	26.659(237.8)	20.457(188.4)
-	98	2.529(1.829)		
-	98		6.550(4.889)	
-	99			-0.766(0.586)
		-2.555(2.597)	-2.257(3.911)	-0.659(0.573)
		-1.780(3.525)	0.408(5.366)	-0.394(0.901)
		9.340** (4.759)	20.374* (11.260)	-0.075(1.394)
		-4.798(3.616)	-10.049(6.830)	2.318* (1.377)
		-0.387(4.703)	-0.900(196.7)	0.630(1.172)
		-1.105(3.032)	-5.229(4.048)	-7.710(53.747)
		-22.417(143.8)	-24.095(123.2)	1.168(0.981)
가		0.002(0.002)	0.003(0.004)	0.000(0.001)
가		-1.757(1.556)	-7.446* (4.126)	-0.598(0.443)
		-0.326(0.534)	-1.380(0.909)	-0.037(0.131)
		-0.264(0.177)	-0.553(0.500)	-0.026(0.055)
		8.355* (4.275)	25.467** (12.422)	-0.340(0.954)
		15.139** (7.392)	42.873** (21.213)	-0.260(1.690)
		-5.513** (2.595)	-16.898* (8.694)	-0.520(0.443)
		0.085(0.152)	0.378(0.324)	0.001(0.038)
		7.604(242.4)	-4.925(237.5)	0.304(1.310)
,		16.194(271.9)	9.961(261.3)	2.158(1.413)
		8.914(242.3)	1.772(237.3)	-0.103(1.324)
,		1.560(242.4)	-18.968(237.8)	0.215(0.797)
.		-9.898(342.7)	-37.759(336.0)	---
		-11.138(246.2)	-39.588(241.5)	-0.186(1.115)
.	,	1.103(242.4)	-25.514(237.9)	-0.685(1.226)
		0.026(242.4)	-21.926(237.8)	---
Log-L		-18.6	-14.1	-80.2

: a) ()

b) * p< 0.10(two-tailed) ** p< 0.05(two-tailed) *** p< 0.01(two-tailed)

c)