

:

GLM GEE

()
()

(,) (1) , (2)

, (3)

가

(KLIPS) ,

3

가

(GLM)

(GEE)

(, , 가 ,

,) , ,) , 가 (— , , , ,
가 , 가 . ,
(robustness),

I.

work) ¹⁾(affective responses to
(Mowday, Porter, and Steers, 1982)
가 . 가 , ,
(Hom and Griffeth, 1995)가 ,
(cross-sectional) . ,

1) (work) (job) (organization) , (,) (,)
가 .

(longitudinal) 가 , 가

(variations)가

(intra-organizational variables) — (inter-organizational variables)(,)

가

가 3大 — , (Price and Mueller, 1986; Kim, 1999)—가

가 가

가 가

(misspecification errors) 가 (, 2000). 가

(subjective perception) . ,

(aggregate) 가

(Ford, 1979)

가 (Campbell, 1977; Van de Ven and Ferry, 1980; Price, 1997)

(reify) ,

, 1993), (restricted
variances) 가
가

(Pennings, 1973; Sathe, 1978; Ford, 1979; Payne and Pugh, 1976)
가 가 가 (,) ,
가 , 가 ,
가 가 가 (, 가
(, , 가 , ,) 가
가

가
(KLIPS)
1998
가
가 “1
”

가

II.

(predictor variables)

(outcome variables)

(job satisfaction) (Kalleberg, 1977),

(turnover intention) (proxy) (Mobley, 1982; Zey-Ferrell, 1982),

(Kim, Price, Mueller, and Watson, 1996) (organizational commitment)

(, Reichers, 1985; Mottaz, 1989; Meyer and Allen, 1991)

가 — (behavioral commitment to organization) (continuance commitment to organization)—

²⁾

가 ,

(Mottaz, 1989; Kim, 1999).

가

(behavioral intention) (Mowday et al., 1982; Ajzen, 1991),

(Thompson and Terpening, 1983; Kim et al., 1996)가

< 1 >

(1) 가 (dichotomy)

³⁾

가

(Singer, 1970; Anderson, 1974; Price, 1977).

(2) 가 (正的)

(Price and Kim, 1993; Kim, 1999),

— (side-bets)(Becker, 1960)

2) (2001a)

3) 가

(firm-specific human capital) — 가

(Meyer and Allen, 1984),

(3) 가 (Pfeffer and Baron, 1988) (Ellingson, Gruys, and Sackett, 1998; , 1999; , 2000).

(4) 가 가 (occupational prestige) (Treiman, 1977), (McFarlin and Sweeney, 1992; Price and Kim, 1993; Kim, 1999).

(5) (pay) 가 가 (Lawler, 1971) 가 (extrinsic rewards) (Taylor, 1911) (inducements-contributions) (March and Simon, 1958) (Weiss, 1984).

(6) 가 (fringe benefits) 가 가 (Lawler, 1971) 가 가 가 가 가 (, 2000).

(7) 가 가 가 가 가 가 가 (meritocracy)가 (, 2000),

(8) 가 (Price and Mueller, 1986)
 (corporatist organizations)
 (ILMs) (Althauser and Kalleberg, 1981).
 , 가 , (Halaby, 1986),
 (Doeringer
 and Piore, 1971; Williamson, 1975). 가
 (Hodson and Kaufman, 1982; Kalleberg and Reve, 1992).

(9) (,)
 , 가 가
 (Lincoln and Kalleberg, 1990).

(10) (job fitness) 가
 (, ,) 가 (Vroom, 1964). ,
 , 가
 가 가
 , 가 (, 1994; .
 , 2000).

(11) 가 (House, 1981) (workload)
 (, 가)
 源(stressor) (House, 1980).

(O'Driscoll, Ilgen, and Hildreth, 1992).
 (12) 가 (入職) 가
 (Staw,
 1981). (,
 ,) , 가 (Becker, 1960)

		[]			
		1	2	3	
	8	1 5 ²⁾	3.093[.663]	3.096[.530]	3.113[.529]
	1	0- 1 ³⁾	.090[.286]	.055[.227]	.051[.220]
	1	0- 1 ⁴⁾	.789[.408]	.789[.408]	.789[.408]
	1	0 40 ⁵⁾	7.221[7.045]	8.225[7.043]	9.224[7.042]
	2	0- 1 ⁶⁾	.886[.318]	.889[.314]	.887[.316]
	1	-- 7)	-- 8)	-- 9)	-- 10)
	1	10 500 ¹¹⁾	125.712[63.053] ¹¹⁾	126.626[64.003] ¹¹⁾	134.572[67.001] ¹¹⁾
가	3	0 1 ¹²⁾	.703[.417]	.702[.417]	.667[.406]
	1	0- 1 ¹³⁾	.153[.360]	.100[.300]	.094[.292]
	1	0- 1 ¹⁴⁾	.457[.498]	.456[.498]	.571[.495]
	1	0- 1 ¹⁵⁾	.313[.464]	.314[.464]	.335[.472]
	2	0- 1 ¹⁶⁾	.814[.389]	.814[.389]	.800[.400]
	1	3 147 ¹⁷⁾	50.145[13.144]	51.107[12.934]	50.415[12.625]
	1	0 9 ¹⁸⁾	1.171[1.369]	1.171[1.369]	1.171[1.369]
	1	0- 1 ¹⁹⁾	.689[.463]	.689[.463]	.689[.463]
	1	19 72 ²⁰⁾	37.570[9.800]	38.570[9.800]	39.571[9.800]
	1	0 22 ²¹⁾	12.380[3.343]	12.402[3.352]	12.418[3.364]
	1	0- 1 ²²⁾	.747[.435]	.762[.426]	.771[.420]

1) “ ” 가 가 , “-” 가 가 .
 2) 1 = ; 5 = . 3) 0 = ; 1 = . 4) 0 = ; 1 = .
 5) ; 1 (2, 3 가). 1, 2 가).
 6) 0 = ; 1 = . 7) (dummy) .
 8) = 645 (42.0%); = 192 (12.5%). = 157 (10.2%); = 542 (35.3%); .
 9) = 642 (41.8%); = 190 (12.4%). = 157 (10.2%); = 547 (35.6%); .
 10) = 638 (41.5%); = 193 (12.6%). = 158 (10.3%); = 547 (35.6%); .
 11) (=). 12) 0 = ; 1 = . 13) 0 = ; 1 = .
 14) 0 = ; 1 = . 15) 0 = ; 1 = .
 16) (0 = ; 1 =). 17) .
 18) . 19) 0 = ; 1 = .
 20) ; 1 (2, 3 가). 1, 2 가).
 21) (0 = ; 22 =). 22) 0 = ; 1 = .

III.

1.

(Korea Labor and

Income Panel Study) . , KLIPS
 (multi-stage stratified cluster sampling)
 (follow-up) , 1998 3 가
 . KLIPS (1) 가 가 , (2) 가
 , (가 ,) ,
 . , 2 4가 —
 () , () ()
) , () ()
) — 4) .
 가
 .
 KLIPS 1-3 가 ,
 “1 ()” . , 1
 ,
 , 가 ,
 (reference) 가 , 1 3
 . , 가 ‘ ’ 가 .
 , 1
 4,012 , 2 3,800 (=5.3%), 3 3,655 (=3.8%) 5)
 가 1,708 .
 가 가 1 42.6%, 2 44.9%, 3 46.7%
 . 가 1,708 ,

4) 2

5) , 가 1 13,744 , 2 11,241 (=18.2%), 3 가
 10,740 (=4.5%) . 2 가

(cross-validation)⁶⁾ 가 , 19 ,
(listwise missings) 1,536 (N) 가
(N = 1,536) 가 가
가 (1 = 39.5%; 2 = 46.4%; 3 = 46.8%)
(1 = 12.6%; 2 = 13.9%; 3 = 13.2%), (1 =
37.4%; 2 = 29.4%; 3 = 31.1%), (1 = 10.5%; 2 = 10.2%; 3 = 8.9%)
(1 = 42.0%; 2 = 41.8%; 3 = 41.5%),
(1 = 10.2%; 2 = 10.2%; 3 = 10.3%), (1 = 35.3%; 2 = 35.6%;
3 = 35.6%), (1 = 12.5%; 2 = 12.4%; 3 = 12.6%)
가

가 (, . . .)

2.

< 1 >
가
(,)
(composite)
《 (Minnesota Satisfaction Scale)(Weiss, Dawis,
England, and Lofquist, 1967) (multi-facet
measure)

6) 3 가

가 가 — 가

(self-report)

(, 1992)

(, 2000).

가 가 가 ,

가 가 가 ,

3 (, 가 ,)

가 가 (,)가

8)

가

3.

(within-panel) (OLS) (ML)

7) (2001) 가 (, , ,)

가

8) 가 가 가 (, 1-3 , 3 가 가 () .

(binomial logit) . (GLM General Linear Model) 가 . (between-panel) (GEE Generalized Estimating Equations) . GEE (Liang and Zeger, 1986; Zeger and Liang, 1986) , GLM GLM (repeated measures) (cluster) — (Diggle, Liang, and Zeger, 1994). GEE 가 (parameters) (,) (,) (quasi-likelihood function) (consistent and asymptotic estimates) (Zeger, Liang, and Albert, 1988). 가 , , (constant covariates) 가 (varying covariates) . , 가 GLM MANOVA (Lipsitz, Kim, and Zhao, 1994), GEE 가 가 9) GEE (simultaneous estimation) , (multivariate normal distribution) 가 가

IV.

(< 1 >).

(Md = 3) (1)

9) , (가) 1 (first-order autocorrelation AR-1)

= 3.093; 2 = 3.096; 3 = 3.113),
 , 1 (9.0%) 2 3 (5.5%, 5.1%) 가
 . 1
 , 가 가
 , (1) (21.1%)
 (78.9%) 4 가 . (2) 1
 7.22 . (3) (1 = 88.6%; 2 =
 88.9%; 3 = 88.7%). (4) 3 . .
 가 (1 = 42.0%; 2 = 41.8%; 3 = 41.5%),
 (1 = 35.3%; 2 = 35.6%; 3 = 35.6%), . (1 = 12.5%; 2
 = 12.4%; 3 = 12.6%), . (1 = 10.2%; 2 = 10.2%; 3 =
 10.3%) . (5) (1 = 125.7 ; 2
 = 126.6 ; 3 = 134.6). (6) 가
 3 (1 = .703; 2 = .702; 3
 = .667). (7) 1 (1
 = 15.3%; 2 = 10.0%; 3 = 9.4%). (8)
 50% , 3 가 (1 = 45.7%; 2 = 45.6%; 3
 = 57.1%). (9) 가
 (1 = 31.3%; 2 = 31.4%; 3 = 33.5%). (10)
 80% ,
 (1 = 81.4%; 2 = 81.4%; 3 = 80.0%). (11)
 50 (1 = 50.145 ; 2 = 51.107
 ; 3 = 50.415). (12)
 1.171 .
 , (31.1%) (68.9%)
 , 1 37.57 , 12 (1
 = 12.380 ; 2 = 12.402 ; 3 = 12.418), ¼ 가
 (1 = 74.7%; 2 = 76.2%; 3 = 77.1%).
 — , (, 1998-2000),
 가 (KHPS)(, 1998)— ,
 ,¹⁰⁾
 , 가 가
 , 가 가
 10) , 가 , (11%)
 KLIPS (. . , 1999) .

가
 가
 < 2>
 , 1 7가
 (= .269) 가 ,
 (= -.139), (= .118, .094, .061), (= -.102), (= .081),
 (= .063), (= .055) . 2 8가
 (= .227) (= .195), (= -.147), (= .119), (= .118),
 (= -.105), (= .082, .088), 가 (= .063) . 3
 8가 , (= .227), (= .192), (= -.157),
 (= .135, .076, .053), 가 (= .113), (= -.103), (= .099),
 (= .083)
 (가 , ,
) (, , , , ,
 ,)

, 1 2-3 (1 R² = .192;
 2 R² = .276; 1 R² = .298).

가
 가
 GEE ,¹¹⁾
 8가 — (b = .203, .112, .088), (b = .273), 가 (b = .069), (b = .097),
 (b = .200), (b = -.004), (b = -.164), (b = .010)—,
 가 ,¹²⁾ , 가 가 , 가 ,
 , 가
 가

11) GEE 가 가
 , GEE (ML)

12) 가 가

	1)				1)								
	1	2)	2)	3	2)	3)	1	4)	2	4)	3	4)	3)
	--	--	--	--	--	--	- 1.499***	- 1.539***	- 1.447***	- 1.505***			
5) -													
-													
-													
Log													
가													
	- .004	.047	- .021	.006	1.009**	.449	.172	.470*					
	.062	.030	- .025	.002	- .024	- .026	- .042	- .034*					
	.032	.007	.009	.039	- .577*	- .023	.123	- .222					
	.118***	.082**	.135***	.203***	- .050	.889	1.059*	.590*					
	.094**	.088**	.076**	.112***	.524*	1.263***	.825*	.786***					
	.061*	.026	.053*	.088*	- .314	.735	.114	.107					
	.269***	.227***	.227***	.273***	.181	- .278	.553	.081					
	- .016	.063*	.113***	.069**	- .203	- .061	- .159	- .150					
	.055*	- .013	- .008	.019	- .247	.293	- .988	- .246					
	.063*	.119***	.099***	.097***	.001	.078	- .719*	- .192					
	.008	- .032	- .026	- .020	.017	- 1.245**	- .071	- .248					
	.081***	.195***	.192***	.200***	- .775***	- 1.314***	- 1.270***	- .985***					
	- .102***	- .105***	- .157***	- .004***	.011	- .005	- .022	- .004					
	- .002	- .019	- .033	- .008	.122	.109	- .067	.063					
	- .139***	- .147***	- .103***	- .164***	- .177	.055	.215	.077					
	- .003	.023	.029	.001	- .035*	- .026	- .003	- .026*					
	.001	.118***	.083*	.010*	.041	.015	.025	.028					
	- .015	- .029	- .024	- .027	- .035	- .037	- .406	- .091					
(intercept)	--	--	--	1.632***	1.599	4.036*	.866	.268**					
R ² / Nagelkerke R ²	.192	.276	.298	--	.248	.243	.187	--					
- 2 Log Likelihood				6,772	745	517	519	1,843					
2					184	135	98						
					(p < .000)	(p < .000)	(p < .000)						

1) 1, 2, 3 GLM, GEE; (1-3)
 (ML) (OLS) (binomial logit);
 가 GEE; 가 GEE;
 2)
 3) GEE;
 4) ARIMA-1; 가 R-
 (-.046); 《1》 (-.278) (-.107) (.071) (-.068)
 (.128) (-.115); 《2》 (-.225) (-.181) (-.187) .
 (-.074) (-.057); 《3》 (-.206) (-.181) (-.187) (.074)
 5)
 * p < .05, ** p < .01, *** p < .001,

, 1 6가
 (b = - 1.499, Exp(b)=.223) (b = - .775,
 Exp(b)=.461), (b = 1.009, Exp(b)=2.742), (b = - .035, Exp(b)=.966), (b = - .577,
 Exp(b)=.561), (b = .524, Exp(b)=1.689)

가 2 4가 — (b = - 1.539,
 Exp(b)=.215), (b = - 1.314, Exp(b)=.269), (b = 1.263, Exp(b)=3.536), (b
 = - 1.245, Exp(b)=.288)—

가 3 5가 — (b = - 1.447,
 Exp(b)=.235), (b = - 1.270, Exp(b)=.281), (b = .825, Exp(b)=2.281),
 (b = - .719, Exp(b)=.488), (b = 1.059, Exp(b)=2.885)—

가
 1-3
 (, ,)

(log likelihood) 1
 (-2LL = 745) 2 (-2LL = 517) 3 (-2LL = 519) 가
 1-2 3
 (1 = .248; 2 = .243; 3 = .187).
 가 GEE
 7가 — (b = - 1.505),
 (b = .470), (b = - .034), (b = .590), (b = .786), (b =
 - .985), (b = - .026)—

V.

; (2)

; (3)

가

—

(KLIPS)

가

3

(GLM)

(GEE)

(, , 가 , , , ,)

(, , , , ,)

가

[1]

가

가

가

가

가

가

가

(, 가 ,)

(3

가

)

[2]

가 ,

.가

가

가

,

(net effect)(< 2>)

가

(Freidson, 1986; , 2001b)

(construct validity)

[3]

(robust)

가
가

(sample- specific) 가 가 (time- specific) 가

(,)

가

[4]

가 (,) 가 (,) 가

가

(Brooke, Russell, and Price, 1988; Mathieu and Farr, 1991;

Shore and Tetrick, 1991), 가

가

(Mowday, Porter, and Steers,

1982; Hom and Griffeth, 1995).

(, , 가 ,)
(,)

[5]

가 . ,
가 가 가 가
가 , 가
가 , , , , 가
가 , , ,
가 .
가 ,
가 ,

가 (, , ,)
가 .

가 가 . ,

가 .

(< 2 >) .

가 가

(< 2 >) .

가

가 .

가,) 3 가 가 KLIPS (, , ,)

가 가 , 3 가 가

가 18% ($p(R^2 = .316 - .298) < .05$) 가

가 가 가 가 가 가

(extensive controls)

가) , 가 , (Bokemeier and Lacy, 1986; Hodson, 1989; Phelan, 1994; Ross and Mirowski, 1996; Mueller and Wallace, 1996)

가 (, 2000) , 가 가

가

가 ,

가

가

가

- . . . 1999. “
.” 1 (Pp. 31-64).
- . 2000. “ , , .”
『 』 34(): 325-358.
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- . 2001b. “ : .”
(6/22, 大) .
- . 1992. 『 』 . : .
- . . 1999. “ ” 『 』
』 9: 31-53.
- . . 2000. “ ” 2
(Pp. 279-303).
- . 2000. “ ” 2 (Pp. 341-362).
- . 2000. 『 』 . : .
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