

\*

3

가

가

( )

# I. :

1997

1980 2%  
1998 1999 6%

가

,1)

가

( 2001).

“ ”

“

” 가

(market-mediated)

\*

1) 1998 1999 6.8% 6.3% 2000  
4.1% 2001 3%  
가 2002  
( 2001).

.  
 (employability) .  
 , 가 ,  
 . , (labor mobility)  
 ,  
 , (occupational attainment) -  
 (job search) ,  
 (social context) .  
 , 가 가 ,  
 가 (social resource)  
 ,  
 .  
 ,  
 2 . , 3  
 . 4 3  
 . 5  
 - .

II.

“ ” . ,

가 ( 2001; 2001; 1998).  
 , 1980  
 (De Graff & Flap 1988; Flap & De Graff 1986; Wegener 1991; Requena 1991).  
 Stigler(1962)  
 “ (sequential stopping model)”  
 (wage offer)  
 (reservation wage)  
 (Kim 1996).  
 ( )  
 .2)

Granovetter 『Getting a Job』 (1974)  
 (social context)  
 (embedded) (social network)  
 가 (Granovetter 1985).  
 Granovetter(1974) (labor market behavior)  
 (vacuum)  
 가  
 3) ( )  
 가  
 (weak social tie)

---

2) ( : / , )  
 가 (Kim 1996).  
 3) 가 (perfect labor market system) (contact person) (intermediary) 가  
 가  
 가 (Lin 2001).  
 )

(Granovetter 1986; 1978).

Granovetter (social resource) (social capital)

Coleman(1988) . Bourdieu(1980) Lin (1981a; 1981b) 가 -

(Lin 2001). Lin(2001) , (instrumental action)

(influence) , (information) , (identity) (recognition) (social credentials) ,

( : 가 , , , ) 가

(Lin 2001; Flap & De Graff 1986).

, (occupational status attainment)

가 . , /

( : )

, , , ) ( / . . ), 가 (family background) ,

(size) (Granovetter 1974;

Campbell & Rosenfeld 1985; Lin et. al. 1981; Flap & De Graff 1986; De Graff & Flap 1988; Flap & De Graff 1986; Beggs & Hurlbert 1997; Podolny & Baron 1997; Green et. al. 1995; Kim 1996). , 가

( ) (socio-economic status) (prestige)

(Lin 2001; Lin et. al. 1981a;

Campbell & Resenfeld 1985; Marsden & Hulbert 1988; Beggs & Hurlbert 1997; De Graff & Flap 1988; Requena 1991; Green et. al 1995; Kim 1996).

가 (strength of social ties)<sup>4)</sup>

4) Granovetter(1978) 가 (homophily like-me hypothesis) (strong social ties) (weak ties), 가 . 가

(Ganovetter 1974; Lin 2001; Lai et. al. 1998; Lin et. al. 1981b; Marsden & Hurlbert 1988; Beggs & Hurlbert 1997). , Rees(1966)

### III.

3

. < 1 >

가  
Granovetter(1974)  
(indirect channel), (formal channel),  
(direct job search)

( : , , 가 ) ( . , TV , )가  
(%) ‘ , ‘ , 6)

(Granovetter 1978). , Lin(2001)  
(expressive) (instrumental) -  
)가 / ( / ) (

5) 3

9

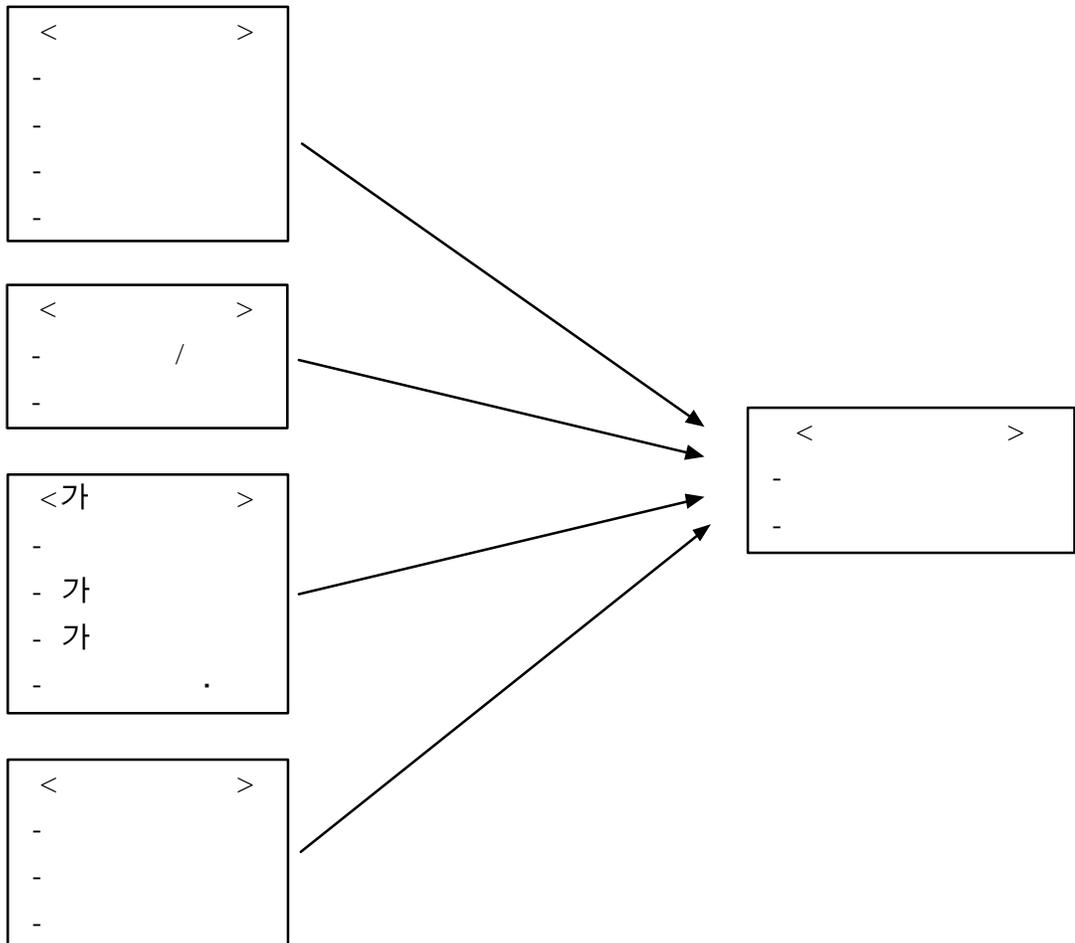
374

	1	2	3	4	5	6	
	148 (39.6%)	138 (36.9%)	68 (18.2%)	12 (3.2%)	5 (2.3%)	3 (0.8%)	374

6) 3 ( . . ) ‘

. . .  
 ( reference group) (dummy)  
 ( )  
 ) ( 100 300 ( 400  
 )  
 , /  
 ,  
 가 가

< 1 >





< 1>

[ ( ) ]	374	0.60	0.49	=1, =0
- ( )	374	36.12	11.78	
-	374	11.73	3.45	
- : ( )	374	0.15	0.36	=
- : ( )	374	0.07	0.25	
- : ( )	374	0.78	0.41	
[ ( ) ]	374	0.82	0.38	=1, =0
- ( )	370	0.26	0.44	/ =1, =0
- ( )	374	4.63	0.55	/
[가 ]	374	3.12	1.23	가 .
- 가 ( )	374	4.20	1.62	. .
- 가	374	1.86	0.76	가 (5 )
-	339	6.91	4.69	
- ( )	326	0.35	0.48	=1, =0
[ ( ) ]	374	0.21	0.41	=1, =0
-	373	0.70	1.78	
-	374	3.32	0.71	(5 )
-	373	3.33	0.68	/ (5 )
[ ]	374	1.92	0.98	
-	374	38.02	36.41	/ (%)
-	374	39.55	36.37	/ (%)

#### IV.

##### 1.

3

374

.11) < 2>

11) 374  
 , 551  
 , 3  
 가 .

81

293

18

, 가

< 2>

( : ; %)

		58 (25.9)	166 (74.1)	224 (59.9)
		23 (15.3)	127 (84.7)	150 (40.1)
	15 19	2 (14.3)	12 (85.7)	14 ( 3.7)
	20 29	18 (16.1)	94 (83.9)	112 (29.9)
	30 39	32 (28.1)	82 (71.9)	114 (30.5)
	40 49	20 (26.7)	55 (73.3)	75 (20.1)
	50 59	7 (17.9)	32 (82.1)	39 (10.4)
	60	2 (10.0)	18 (90.0)	20 ( 5.3)
	.	1 (16.7)	5 (83.3)	6 ( 1.6)
	. .	55 (22.9)	185 (77.1)	240 (64.2)
	4 .	22 (18.5)	97 (81.5)	119 (31.8)
		3 (33.3)	6 (66.7)	9 ( 2.4)
		81 (100)	293 (100)	374 (100)

< 3>

1.92 ,  
 (54%), . TV (49.2%),  
 (36.9%) 가 . 1·2  
 ( 2001) .  
 . . . .  
 , 20-29  
 가  
 ANOVA (p<.01) (p<.05)  
 / , 가  
 . TV . 가  
 . 15-29 -  
 ( ) 가 , 50  
 , /  
 가  
 . TV ,

< 3>

( : ; %)

		( )	가			TV					
			/	/	/						
	224	1.99	8.9	56.7	12.1	11.2	4.0	45.5	13.8	41.5	5.4
	150	1.82	8.7	50.0	9.3	6.0	3.3	54.7	16.7	30.0	3.3
15- 19	14	1.43	21.4	35.7	0.0	0.0	0.0	50.0	0.0	35.7	0.0
20- 29	112	2.21	16.1	52.7	13.4	8.9	1.8	58.0	33.0	36.6	0.0
30- 39	114	1.89	5.3	58.8	14.0	5.3	2.6	57.0	12.3	28.1	5.3
40- 49	75	1.68	6.7	52.0	10.7	10.7	5.3	30.7	5.3	38.7	8.0
50- 59	39	1.95	2.6	51.3	5.1	23.1	12.8	48.7	2.6	41.0	7.7
60	20	1.75	0.0	60.0	0.0	5.0	0.0	25.0	0.0	75.0	10.0
.	6	1.67	0.0	66.7	0.0	0.0	0.0	0.0	0.0	66.7	33.3
.	240	1.80	3.3	57.1	11.3	8.3	3.3	50.0	4.6	37.9	3.8
2/4	119	2.16	17.6	47.9	10.9	10.9	5.0	48.7	37.0	32.8	5.0
	9	2.33	44.4	44.4	11.1	11.1	0.0	66.7	11.1	44.4	0.0
	56	1.64	8.9	48.2	10.7	8.9	1.8	37.5	17.9	26.8	3.6
	25	1.56	4.0	44.0	16.0	0.0	4.0	20.0	20.0	36.0	12.0
	293	2.01	9.2	56.0	10.6	9.9	4.1	53.9	14.0	38.9	4.1
	374	1.92	8.8	54.0	11.0	9.1	3.7	49.2	15.0	36.9	4.5

가 . 가

가 .

2.

OLS < 4>

(+)

( )

(-)

가

< 4 >

	(1)	(2)	(1)	(2)	(1)	(2)
( )	.068	.076	-.014	-.016	-.073	-.069
	.001	.001	-.054	-.053	-.149**	-.149**
	.194**	.030**	-.246***	-.243***	.249***	.241***
( )	-.102*	-.100	-.017	-.017	.025	.026
( )	-.091	-.098	-.027	-.026	.042	.038
( )	.086	.083	.007	.008	.129*	.127*
( )	.020	.026	-.100	-.101	.091	.095
( )	.003	-.005	.159*	.160*	-.149*	-.153*
	.037	.044	.057	.056	-.022	-.019
가 ( )	.029	.024	.023	.023	-.034	-.037
가	-.057	-.055	.008	.008	-.011	-.010
	.041	.039	.280***	.280***	-.225***	-.226***
( )	.002	.006	-.042	-.043	-.056	-.054
( )	-.150**		.026		-.074	
		-.105*		.017		-.052
	-.048	-.054	.124	.126	-.057	-.060
	-.110	-.117	-.106	-.105	.101	.097
F (sig)	2.742***	2.518***	1.854**	1.846**	3.393***	3.334***
R <sup>2</sup>	.132	.123	.093	.093	.159	.156
Adj. R <sup>2</sup>	.084	.074	.043	.043	.112	.109
	305	305	305	305	305	305

: (Beta) . \* p<.1, \*\* p<.05, \*\*\* p<.01

가

, 가  
 (-) , ( :  
 )  
 , . / / .가  
 가 . / (+) , 가 /  
 (-) ,



(+) , . .  
 . . . . .  
 (-) (+)  
 . . . . .  
 / /  
 (+) (-)가  
 가  
 (strong ties) , 가 (weak ties)  
 가 가 (+)  
 , (-)  
 가 가  
 가 (+) , 가  
 가 . TV  
 , (-)  
 . TV  
 . TV . /  
 . . . . .  
 ( > )

( : Campbell & Rosenfeld 1985; Beggs & Hurlbert 1997; Podolny & Baron 1997)

V. :

· TV 가

( )

(social capital)

가

(human capital)

(operationalized indicator)

/

가

( )

( )

( )

가

(Flap & De Graff 1986;

De Graff & Flap 1988)

가

가 ( 가

가 )

( : - , -

, - . )

가 ( )

(contact person)

가

< >

(2001), 『 』, 2001 .  
(2001), 『 가  
(II): 2 (1999) 』 , .  
(1998), 『 』 ,  
( ).  
(2001), 『 I · II 』 , .  
(2001), 『 1990 』 , 2001 .  
(2001), 『 』 , .

Beggs, John and Jeanne Hurlbert (1997), "The Social Context of Men's and Women's Job Search Ties: Membership in Voluntary Organizations, Social Resources, and Job Search Outcomes", *Sociological Perspectives*, Vol. 40, No. 4, pp. 601-622.

Bourdieu, Pierre (1980), "Le Capital Social: Notes Provisoires", *Actes de la Recherche en Sciences Sociales*, Vol. 3, pp. 2-3.

Campbell, Karen and Rachel Rosenfeld (1985), "Job Search and Job Mobility: Sex and Race Differences", *Research in the Sociology of Work*, Vol. 3, pp. 147-174.

Coleman, James (1988), "Social Capital in the Creation of Human Capital", *American Journal of Sociology*, Vol. 94 (Supplement), pp. 95-120.

De Graff, Nan Dirk and Hendrik Derk Flap (1988), "With a Little Help from My Friends: Social Resources as an Explanation of Occupational Status and Income in West Germany, the Netherlands, and the United States", *Social Forces*, Vol. 67, No. 2, pp. 452-472.

Flap, Hendrik Derk and Nan Dirk De Graff (1986), "Social Capital and Attained Occupational Status", *Netherlands Journal of Sociology*, Vol. 22, pp. 145- 161.

Granovetter, Mark (1986), "Labor Mobility, Internal Markets, and Job Matching: a Comparison of the Sociological and Economical Approaches", *Research in Social Stratification and Mobility*, Vol. 5, pp. 3-39.

\_\_\_\_\_ (1985), "Economic Action and Social Structure: the Problem of Embeddedness", *American Journal of Sociology*, Vol. 91, No. 3, pp. 481-510.

\_\_\_\_\_ (1978), "Strength of Weak Ties", *American Journal of Sociology*, Vol. 78, No. 6, pp. 1360- 1380.

\_\_\_\_\_ (1974), *Getting a Job: a Study of Contracts and Careers*, Chicago, University of Chicago Press.

Green, Gary, Leann Tigges, and Irene Browne (1995), "Social Resources, Job Search, and Poverty in Atlanta", *Research in Community Sociology*, Vol. 5, pp. 161- 182.

Kim, Jong-In (1996), "Impact of Job Search Method and Effort on Search Outcomes", *Social Forces*, Vol. 75, pp. 241-263.

Lai, Gina, Nan Lin, and Shu-Yin Leung (1998), "Network Resources, Contact Resources, and Status Attainment", *Social Networks*, Vol 20, pp. 159- 178.

Lin, Nan (2001), *Social Capital: a Theory of Social Structure and Action*, Cambridge, Cambridge University Press.

\_\_\_\_\_ (1999), "Social Networks and Social Attainment", *Annual Review of Sociology*, Vol. 25, pp. 467-487.

Lin, Nan, John Vaughn, and Walter Ensel (1981a), "Social Resources and Occupational Status Attainment", *Social Forces*, Vol. 59, No. 4, pp. 1163- 1181.

Lin, Nan, Walter Ensel, and John Vaughn (1981b), "Social Resources and Strength of

Ties: Structural Factors in Occupational Status Attainment", *American Sociological Review*, Vol. 46, pp. 393-405.

Marsden, Peter and Jeanne Hulbert (1988), "Social Resources and Mobility Outcomes: a Replication and Extension", *Social Forces*, Vol. 66, No. 4, pp. 1038- 1059.

Podolny, Joel and James Baron (1997), "Resources and Relationships: Social Networks and Mobility in the Workplace", *American Sociological Journal*, Vol. 62, pp. 673-693.

Rees, Albert (1966), "Information Networks in Labor Markets", *American Economic Review*, Vol. 56, No. 2, pp. 559-566.

Requena Felix (1991), "Social Resources and Occupational Status Attainment in Spain: a Cross-national Comparison with the United States and the Netherlands", *International Journal of Comparative Sociology*, Vol. 32, pp. 233-242.

Stigler, George (1962), "Information in the Labor Market", *Journal of Political Economy*, Vol. 70, pp. 94- 110.

Wegener, Bernd (1991), "Job Mobility and Social Ties: Social Resources, Prior Job, and Status Attainment", *American Sociological Review*, Vol. 56, pp. 60-71.