

:

\*

(from school to work transition)

, 가  
( ), ( )  
(educational qualification)

(position)가 가 가

I.

가 가 가 가

(Elder, 1985).

가 (Blau and Duncan, 1967)

가 가 ( , 1992, 1997; , 1996; , 1999).

-----  
\*

work transition. (from school to work transition. , ‘ - ’)

1980 10%

1994

가 - (School-to-Work Opportunities Act)

IMF 가

가 ( , 1998; , 1999; , 2002). 1997 15 29 40%

2002).

가 (Jencks et al., 1979) 가

가? (Who Gets Ahead?) 가

가 가

(societal perspective)

가

가 (Müller et al., 1989).

가 가 가 (education system)

(Maurice, Sellier, and Silvertre, 1982; Allmendinger, 1989; Müller and Shavit. 1998).

가 (Rosenbaum and Kariya. 1989; Lee and Brinton, 1996; Brinton and Kariya, 1998; Rosenbaum, 2001).

가 가 (private network)

(institutional network)

(Thurow, 1976; Althausser and Kalleberg, 1981; Sørensen, 1983).

(Scott, 1999).  
 가  
 가  
 ‘(embeddedness)’ (Granovetter, 1985; Scott, 1994).  
 가  
 1).  
 (new structuralism)  
 (Scott, 1997; Scott, 1999; Scott, 2001).  
 (Scott, 1993; Scott, 1999).

## II. : -

가  
 (Becker, 1971). 가

---

1) ‘(institution)’ 가  
 (Scott, 1995). ‘(convention)’

(equilibrium) ‘(constitutive rule)’

‘ , ‘ ,  
 (self-interest) 가  
 가

가  
(Blau and Duncan, 1967; Jencks, 1972). 가  
(ascriptive) (meritocratic)  
가,  
(Wisconsin Model)  
(Sewell and Shah, 1967).  
(residual sector) 가  
( , 2000). ‘ (luck)’(Jencks et al, 1972) ‘ (contingency)’(Granovetter,  
1995[1974]) 『 (Getting A Job)』 2  
(unemployment and  
recession),  
가  
가  
가  
(Makenham, 1980).  
가  
(Korenman and Neumark, 1997).  
가 . 가  
가 가  
가  
가  
(Rosenbaum and Kariya, 1989; Kerckhoff, 1996; Rosenbaum, 2001).  
가  
( , 1993; , 1999),  
가  
‘ (politically contingent)’ (Parkin, 1971).  
가 (the thesis of industrialism)  
(Treiman, 1970) 가 가

가 .

가 (DiPrete and Grusky, 1990).

가가 (Ramirez at al., 1987) - 가

가 (standardization) 가, (vocational specificity) (stratification) 가 -

가 가

(Maurice, Sellier, and Silvertre, 1982) ‘ (qualificational space)’ ‘ (organizational space)’

(social resources) (social capital)

‘ (institutional social capital)’ (Brinton, 2000) , 가 (private social capital)

(Rosenbaum, 2001: 5)

가 (personal contact) (Granovetter, 1995[1974]: 163) (formal mechanism)

가 (Thurow, 1975) (job competition markets)

가 (Sørensen, 1983). (wage competition markets)

(Eliason, 1995) (Sørensen and Kalleberg, 1981) (skill level)

(market rewards)

(B's)

(BS, Background-Supply)가 (TO, Transition Outcome) (BD, Background-Demand)가 (BL, Background-Linkage)가

< 1 >

	(S) ( )	(L)	(D) ( )
(B)	가 ( )	-	가
(I)		-	/
(P)	가 ( / )	,	가 가

(I's)  
 , ( IS, Institution-Supply)  
 TO ( IL, Institution-Linkage)  
 TO /  
 ( ID, Institution-Demand) TO (P's)  
 가 가  
 가( PS,  
 Person-Supply) TO  
 ( PL, Person-Linkage) TO  
 (offering a job) 가 가  
 ( PD, Person-Demand) TO  
 TO . I  
 IS가 ID

(Parsons, 1959; Bowles and Gintis, 1976).

가

(Carnoy and Levin, 1985).

(Maurice, Sellier, and Sivertre, 1982; Müller and Shavit, 1998).

가

(Müller and Shavit, 1998)

가

. P

B I

가 가

가

PS

PL

가 .

IL PL, PS

B · I · P

가

가 .

B I

. B I

I B

B

BS IS/ID

가

가 (Maurice, Sellier, and Sivertre, 1982)





가.

(Korea Labor and

Income Panel Survey)<sup>2)</sup> . 3 (2000 )

가 (youth module data file)

, 30

(work history data file)가

1-4

40.7%( 11,826 4,808 )

가 15

(retrospective)

가

3,302

1,727

가 < 2>

. < 2>

가

(bias)가

(GED)

( )

1995

『 』

『

( )』

가

『 가 』

1.

1)

2) (Korean Labor and Income Panel Study)

(5,000가 가 ) 1 1 가 ,

(longitudinal survey) ( , 2001).

(Hannan, Raffe and Smyth, 1996). 가  
 (occupational status) ,  
 (education/skill fit) ,  
 ( ) .  
 가 가 가 .  
 가 .  
 ( ) ( ) 가 , .  
 .  
 가 .  
 ,  
 .  
 .  
 (Ganzeboom, De Graaf and Treiman, 1988  
 1989) .  
 (ISCO-88) (4-digit) .  
 (ILO: International Labor Organization) 1992  
 ISCO-88 .  
 (job matching) 가  
 (fit) , (over) ,  
 (under) . 3 “ \_\_\_\_\_  
 , / ,  
 ?” 3 ( )  
 ,  
 ( , under) 1% 가  
 , ,  
 ,  
 (fit) .  
 가  
 가  
 가  
 가



)

/ 300 , 300

< 2 >

		N=1,327				N=601
			N=578	N=568	N=592	
	( )					
	( )	42.8(11.5)	41.9(11.3)	41.9(11.3)	41.9(11.3)	
	( )					3.9(0.5)
		25.2( 3.0)	25.6( 2.9)	25.6( 2.9)	25.6( 2.9)	25.6(2.9)
		2.6( 1.4)	3.0( 1.4)	3.0( 1.4)	3.0( 1.4)	3.1(1.4)
		8.9( 3.8)	8.4( 3.9)	8.4( 3.9)	8.4( 3.9)	8.4(3.9)
	( )					
	= 1	58.9(782)	57.1(330)	56.7(322)	56.6(328)	56.9(342)
	= 0	41.1(545)	42.9(248)	43.3(246)	43.4(252)	43.1(259)
	( ) = 1		35.5(205)	32.6(185)	32.1(186)	
	= 0		64.5(373)	67.4(383)	67.9(394)	
	labc .					
	labc	3.2( 43)	4.5( 26)	4.6( 26)	4.3( 25)	4.5( 27)
	2a	35.9(477)	40.1(232)	40.3(229)	39.8(231)	39.9(240)
	2bc	20.8(276)	23.2(134)	22.7(129)	23.1(134)	23.1(139)
	3a	19.4(258)	18.5(107)	18.8(107)	19.0(110)	18.8(113)
	3b	20.6(273)	13.7( 79)	13.6( 77)	13.8( 80)	13.6( 82)
	= 1	22.9(304)	26.0(150)	25.9(147)	26.0(151)	25.8(155)
	= 0	77.1(1,023)	74.0(428)	74.1(421)	74.0(429)	74.2(446)
		26.2(348)	24.6(142)	24.8(141)	24.7(143)	25.3(152)
		32.9(436)	27.5(159)	27.6(157)	27.2(158)	27.0(162)
		40.9(543)	47.9(277)	47.5(270)	48.1(279)	47.8(287)
	300 = 1		3.6(21)	3.7(21)	3.8(22)	3.7(22)
	300 = 0		96.4(557)	96.3(547)	96.2(558)	96.3(579)
	-		31.2(180)	31.2(177)	31.2(181)	32.8(197)
	-		48.6(281)	48.6(276)	48.6(282)	47.6(286)
			20.2(117)	20.2(115)	20.2(117)	19.6(118)

(labor market position)

가 (imperfect proxy variable)  
 (Eliason, 1995) 가 『 』  
 (GED) (SVP) 5 ( 14-16 )  
 , 7 (2-4 ) /  
 ( GED 5 /SVP 7 ), ( )  
 GED 5 /SVP 7 ), ( )

『 』 , 1985 2001 『 』 1982 1984  
 10 가 3  
 ( )  
 가

2.

가. (status model)

-  
 5).

$$y_i = b_0 + b_1 IS_i + b_2 IL_i + b_3 C_i + e_i$$

$y_i$  ,  $IS_i$  ,  $IL_i$   
 ( / / ) 가  
 .  $C_i$  , , , .  $e_i$

---

5) < 1 >

(fit mode)

$$\log\left(\frac{\pi_i}{\pi_2}\right) = \alpha_j + \beta_j x_j \quad j=1, \dots, J-1 \quad (fit) \quad (\alpha_j = 1, \beta_j = 0)$$

$$\log\left(\frac{\pi_j}{\pi_2}\right) = \alpha_j + \beta_j x_j \quad j=1, \dots, J-1$$

$\alpha$  (parameter)  $\beta$  (regression coefficient)  
 $x$

(wage mode)

$$\log(y_i) = b_0 + b_1 IS_i + b_2 IL_i + b_3 ID_i + b_4 C_i + e_i$$

$\log(y_i)$ ,  $IS_i$ ,  $IL_i$ ,  $ID_i$ ,  $C_i$  가  
 $e_i$  가 ( )

1. :

< 3 >

(2a) (2bc) 가 2 가  
 가 ( : = .145: .157)  
 가 18 가 가  
 가 2.2 가

< 3>

	I b( )	II b( )	b( )	b( )
	10.181**	9.504**	11.886*	24.052***
( =1)	5.626( .241)*** .536( .141)*** .168( .056)* - .445(- .055)	5.695( .244)*** .558( .147)*** .147( .049)† - .533(- .066)†	.718( .104)*** .057( .020) - .561(- .065)	.317( .088)† .246( .084)* - .163(- .022)
2a	8.000( .334)***	6.568( .275)***	4.560( .182)*	8.602( .388)**
2bc	7.205( .255)***	6.923( .245)***	6.881( .246)**	7.823( .288)**
3a	11.228( .387)***	9.969( .344)***	11.388( .385)***	9.999( .367)***
3b	15.910( .560)***	14.978( .528)***	14.408( .497)***	16.484( .618)***
		2.392( .088)**	2.824( .104)*	2.369( .091)**
		2.200( .084)**	2.505( .089)*	1.683( .071)†
		.938( .038)	1.947( .079)†	.174( .008)
R <sup>2</sup>	.207	.221	.236	.154
Adjusted R <sup>2</sup>	.201	.215	.222	.143
	1,327	1,327	545	782

: 1)

labc

\*

( ) . † P < .1 P < .05 \*\* P < .01 \*\*\* P < .001

< 4 >

	2 I b( )	2 II b( )	b( )	b( )
	24.706***	23.917***	3.664	3.463
( =1)	5.281( .261)***	5.287( .261)***	5.139( .210)***	5.103( .208)***
( )	.231( .075)	.258( .084)†	1.409( .307)***	1.346( .293)***
	.162( .059)†	.155( .049)	.245( .074)†	.227( .034)†
	-.097(-.014)	-.157(-.022)	-1.347(-.134)**	-1.464(-.146)***
1)				
2a				
2a-1( )	-1.403(-.049)	-1.873(-.066)		
2a-2( )	1.783( .088)*	1.388( .069)		
2a-3( )	-2.619(-.072)†	-3.018(-.082)*		
3ab				
3ab-2( )			7.162( .151)***	5.280( .111)*
3ab-3( )			-1.142(-.047)	-1.195(-.049)
3ab-4( )			-3.116(-.085)†	-3.163(-.087)*
1)		.792( .035)		2.755( .094)*
		1.006( .046)		3.607( .127)*
		.434( .018)		2.084( .086)†
R <sup>2</sup>	.124	.127	.119	.141
Adjusted R <sup>2</sup>	.115	.115	.108	.124
	753	753	531	531

: 1) 2

2bc

3ab-1

\*

( ) . † P < .1 P < .05 \*\* P < .01 \*\*\* P < .001

가

가

, 2

(2a)

가

(2bc)



$$(2a : 2bc = 388 : 288),$$

(2bc)

$$(2a : 2bc = .182 : .246).$$

, , 10% , 3 가 , 1.7 가 , 3 가 가 , 2 가 . < 4 >

$$(2$$

$$: 2$$

$$= .115 : .115).$$

(2bc)

(2a)

(2a-2)

1.8 가

가

(2a-3)

2.6 가

가

2

가

5 가

가

3 가

가

가

가 가

2

3 가 ,

가

4 가

가

가

2

가 가

가

가

2. :

< 5>

가

가

가

( , )

가

가

( 1)

가

가

0.58 (=exp(-.549))

가 1

0.97 (=exp(-.026))

, 2

(2a)

(2bc)

(3b)

(3a)

0.47 (=exp(-.753))

가

0.41 (=exp(-.893))

가

0.23 (=exp(-1.491))

0.63 (=exp(-.469))

가

( 2)

10%

< 5 >

	1( )	2( . )	3( )
	( )	( )	/
	-.026(.010)**	-.018(.010)†	-.041(.011)***
( =1)	.038(.100)	-.019(.099)	-.126(.101)
	-.549(.212)*	-.308(.212)	-.189(.216)
	-.023(.045)	-.013(.044)	.062(.046)
	-.020(.026)	-.004(.026)	-.018(.027)
1) 1abc	-2.345(.591)***	-1.355(.574)*	-1.457(.590)*
2a	-1.447(.366)***	-.571(.354)	-.353(.363)
2bc	-1.090(.368)**	-.599(.362)†	-.023(.363)
3a	-.753(.350)*	-.166(.345)	.007(.360)
1) 1)	.129(.239)	-.236(.238)	-.498(.257)†
	-.893(.266)*	-.382(.285)	-1.139(.319)***
	.241(.226)	.106(.226)	-.074(.225)
1) 1)	-.646(.615)	-.249(.551)	-.492(.609)
-	-1.491(.292)***	-1.255(.287)***	-1.294(.298)***
-	-.469(.256)†	-.491(.253)†	-.542(.262)*
N( )	3.953(1.261)**	2.067(1.217)†	1.368(1.248)
	578	568	592
-2 Log Likelihood	662.501	668.837	633.013
Pseudo-R <sup>2</sup> (Nagelkerke)	.198	.113	.211

: 1)

3b

, 가

\*

(S. E.) . † P < .1 P < .05 \*\* P < .01 \*\*\* P < .001

(+)

(-)

0.29 (=exp(-1.255))

0.61 (=exp(-.491))

( 3)

가 1

0.96 (=exp(-.041))

10%

0.61 (=exp(-.498))

0.32 (=exp(-1.139))

가

0.27 (=exp(-1.294))

0.58 (=exp(-.542))

3. :

< 6>

가 ,

가 - ,

4

4

2

(2bc)

(2a)

가

1

(2a) 가 (

=292)

(-)

< 6 >

	I b( )	II b( )	b( )	b( )
	-4.907***	-4.492***	-3.568**	-5.827***
( =1)	-.133(-.142)***	-.153(-.163)***		
	.041(.248)***	.034(.209)***	.039(.243)**	.032(.194)*
	.006(.053)	.007(.055)	.007(.057)	.007(.052)
	.026(.076)	.021(.061)	.001(.003)	.042(.129)‡
가 ( )	1.741(.674)***	1.666(.645)***	1.418(.551)***	1.886(.747)***
2a	.264(.279)**	.277(.292)**	.282(.289)**	.443(.492)**
2bc	.229(.209)**	.243(.221)**	.198(.179)*	.448(.422)**
3a	.280(.236)**	.266(.224)**	.269(.228)**	.451(.390)**
3b	.335(.249)***	.320(.237)**	.233(.163)‡	.554(.440)**
		-.040(-.038)	-.027(-.026)	-.048(-.046)
		-.063(-.059)	-.159(-.141)*	-.019(-.019)
		-.061(-.065)	-.003(.004)	-.120(-.135)*
		.242(.098)**	.281(.103)*	.253(.113)*
-		.172(.175)***	.213(.218)**	.094(.097)
-		.098(.106)*	.098(.098)	.074(.082)
R <sup>2</sup>	.359	.390	.383	.404
Adjusted R <sup>2</sup>	.349	.374	.348	.378
	601	601	259	342

: 1)

\*

( ) . ‡ P < .1 \* P < .05 \*\* P < .01 \*\*\* P < .001

< 7 >

	2	2		
	b( )	b( )	b( )	b( )
	-3.876***	-3.612**	-6.738**	-6.501**
( =1)	-.160(-.180)**	-.181(-.203)***	-.052(-.064)	-.084(-.103)
	.028(.191)**	.024(.158)*	.070(.436)***	.061(.382)***
	.005(.045)	.006(.051)	.010(.092)	.012(.110)†
	.023(.069)	.015(.046)	.041(.125)	.051(.157)
가 ( )	1.642(.661)***	1.594(.642)***	2.006(.655)***	1.983(.648)***
2a				
2a-1( )	-.011(-.009)	-.038(-.031)		
2a-2( )	.035(.039)	.032(.035)		
2a-3( )	.103(.065)	.103(.066)		
3ab				
3ab-2( )			.149(.092)	.202(.126)†
3ab-3( )			-.007(-.009)	-.019(-.023)
3ab-4( )			-.027(-.025)	-.029(-.026)
		-.027(-.027)		-.085(-.093)
		.009(.009)		-.053(-.058)
		.053(.049)		.066(.079)
		.150(.067)		.402(.186)**
-		.216(.208)***		.107(.132)
-		.109(.123)*		.126(.144)
R <sup>2</sup>	.286	.321	.263	.332
Adjusted R <sup>2</sup>	.271	.295	.232	.280
	379	379	195	195

: 1)

< 6 >

가 -

24%

가









가 가 .  
가 가  
-  
.  
가  
(ability)  
가 .  
-  
가 .  
- ,  
가  
.

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