

(Carrell, 1974; Desanits, 1996; Steel and Warner, 1990).

가 (Orpan, 1978; Petty, McGee, and Cavender, 1984; Schmitt and Bedian, 1982).

가 (, 1999; , 1991) 가 . , 가

가 . , (cross-sectional) .

가 . (KLIPS) . KLIPS

1998 4 . KLIPS 가 .

가 가

(, 1999; . 2001) (公私)

- . 1998

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4 가

II.

1. (Job Satisfaction)

가 ,
가 (, 1999).
가 가
가
(turnover rate) (absenteeism rate)
(performance) (Muchinsky, 1977).
가
가
(Organ, 1977; Pinder, 1984; Iaffaldano and Muchinsky, 1985).
가 가
가
가
(meta analysis)
가 (Petty, McGee, and Cavender, 1984).
가 , 가 , 가
(Orpan, 1978; Gruneberg, 1979; House, 1981; Schmitt and Bedeian, 1982).

가

(, 1991).

가

(, ,), (personality), (tenure), (prestige) (organizational sector) (:), (: ,), (Rainey, 1983; Hackman and Oldham, 1980; Gordon and Denisi, 1995).

(fulfillment theory), (discrepancy theory), (equity theory), (two factor theory) (Lawler, 1995).

가

가

(input) (output) 가

2. (o r g a n i z a t i o n a l s e c t o r)

가

가

가

가

(job characteristics)

(situational approach to job satisfaction) (: Hackman and Oldham, 1980).

(dispositional

approach to job-satisfaction) (: Staw, Bell and Clausen, 1986).

가

가

(公私)

가

가

가

가. (公私)

(Administrative Management School)

, 가 (: March & Simon, 1958).

, 가 (Bozeman and BretSchneider, 1994; Dahl and Lindblom, 1953; Dixit, 1997).

가

가

가

가

(overgeneralization)

(absence of economic markets)

가
가

가

(:

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가 (:

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가

가

(Ingraham & Romzek, 1994).

가

가

가

(public agencies)

가

(Rainey, 1983; Lachman, 1985; Solomon, 1986).

(: National Longitudinal Youth Survey)

가

(DeSanits and Durst, 1996; Steel and Warner, 1990).

“ 가 ?”

(:
) 가 . (pay
(promotion prospects), (autonomy in the job),
levels) 가
(Rainey, 1983).

가 .

가 ,
가
가 (Rainey, 1983; Crewson, 1995; Wittmer, 1991).
가
가
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(negative effects)
(positive effects)
가 가 가 가

가 가 .

(nonlinear) (negative) (Quinn, Staines, & McCullough, 1974). (Carrell and Elbert, 1974).

(overeducation)

relationships) 가 (H₀) (positive) (Hackmand and Oldham, 1976).

가

가 (Clark, 1997; Sloane and Williams, 2000). 가 (: ,) . 가 (: reference level effects).

(sampling bias) 가 가 가 (Sanz de Galdeano, 2002). 가 (Clark, 1997). (H₀) 가 가 (Wright and Hamilton, 1978; Janson and Martin, 1982). 가 (maturation and aging)

가 . (Van Maane and

Katz, 1976). , 가
가 가 (Kalleberg, 1977;
Kalleberg and Loscocco, 1983). , 가
(: disengagement theory of aging) (Cumming and
Henry, 1961). , 가
. ,
. (cohort effects) .

III.

1.

(Korea Labor and Income Panel Study: KLIPS) 2)
. (multistage
stratified cluster sampling)
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1998 2001 . ,
1998 1999 , 2000 , 2001
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 가 2.8
 3.6%
 31.4%
 가
 4.4%

< 1>

	42.4	39.6
	73.9%	70.3%
	59.5%	28.1%
	96.7%	92.3%
	153	939

< 1> , , ,
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4.

t-test

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1)	, , , ,	5 =5, =4, =3, =2, =1
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		=1, =0
		=2, =3, =4, =5, 2 =6, 4 =7, =8 =9
		=1, =0

IV.

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< 3> (2001)

	-.017(.866)	-.191(.046)	-.027(.766)	.091(.339)	-.079(.424)
	-.202(.000)	-.112(.023)	-.112(.017)	-.246(.000)	-.014(.775)
	.092(.000)	.066(.001)	.116(.000)	.099(.000)	.057(.005)
	.254(.006)	.449(.000)	.061(.456)	.141(.096)	.278(.002)
/	-.204(.004)	-.541(.000)	-.212(.001)	-.148(.022)	-.214(.002)
	2.351(.000)	3.604(.000)	2.926(.000)	2.375(.000)	2.672(.000)
R ²	.055	.130	.065	.057	.037
	1092				

) P () .

< 4>

	1998	1999	2000	2001
	2.596	2.600	2.640	2.649
	2.797	2.621	2.791	2.948
	-.201(.019)	-.021(.765)	-.150(.028)	-.299(.000)
	-.114(.211)	.078(.299)	-.045(.531)	-.204(.004)

) P () .

< 4> 1998 2001

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 IMF 1998
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 2000 5 가 1998 1998 1999 IMF 1999
 2001 1998 2000 가 2000
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 1998 3.941 1999 3.588 .
 2000 3.621, 2001 3.647 가 .
 < 4 > 가 IMF
 1998 가 , 가 1998
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1998

1999

1998

가

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2000

가 2001

가

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	1998	1999	2000	2001
	2.911	3.050	3.116	3.038
	3.941	3.588	3.621	3.647
	- 1.031(.000)	- .538(.000)	- .505(.000)	- .609(.000)
	- .973(.000)	- .415(.000)	- .416(.000)	- .541(.000)

)

P ()

< 6 > 1998 2001

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가

1998

2000

3.25

, 2001

1998

1999

0.13

2001

3.5

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가

1998 가

, 1999

가(

) 2000

가

가

가

< 6 >

	1998	1999	2000	2001
	3.243	3.260	3.253	3.185
	3.621	3.490	3.510	3.510
	- .378(.000)	- .230(.000)	- .256(.000)	- .325(.000)
	- .275(.001)	- .105(.103)	- .159(.012)	- .212(.001)

) P ()

< 7 > 1998 2001

4

가

4

3.0 3.1

1998 3.118 1999 3.275 가 , 2001

가

가

1998 2000 , 2001

가

< 8 > 1998 2001

가

1998 1999 2.7 , 2001 2.8

가 가 2001 2.73

1998 1999 3.06 , 2000 2001 3.0

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1998, 1999 2000, 2001 가 가

1998, 1999 2000, 2001 가

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, 1998 1999 2000 2001 가

가 가 가

가

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	1998	1999	2000	2001
	3.031	3.070	3.028	3.022
	3.118	3.275	3.275	3.275
	-.087(0.311)	-.204(.000)	-.247(.000)	-.252(.000)
	-.017(.848)	-.100(.170)	-.118(.083)	-.148(.022)

) P () .

< 8 >

	1998	1999	2000	2001
	2.695	2.690	2.803	2.728
	3.065	3.059	3.000	3.007
	-.370(.000)	-.369(.000)	-.197(.004)	-.278(.000)
	-.329(.001)	-.300(.000)	-.111(.125)	-.214(.002)

) P () .

< 9> (1998-2001)

			-
			2001
			가
			가
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(>> > > ,)			

3. (公私)

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 4 () , P 0.009 .
 5 가 가 .

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.6)

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	2.569	2.979	3.100	2.951	2.653	2.933
	2.852	3.189	3.402	3.205	2.920	3.114
	3.032	3.468	3.355	3.226	3.129	3.324
	2.890	3.769	3.615	3.308	2.923	3.286
	.283(.000)	.210(.000)	.301(.000)	.253(.000)	.267(.000)	.180(.000)
	.463(.000)	.488(.000)	.254(.005)	.275(.003)	.476(.000)	.389(.000)
	.321(.000)	.790(.000)	.515(.000)	.357(.000)	.270(.001)	.352(.000)
	.278(.000)	.154(.004)	.290(.000)	.277(.000)	.230(.000)	.159(.003)
	.492(.000)	.511(.000)	.271(.003)	.302(.001)	.474(.000)	.392(.000)
	.299(.000)	.749(.000)	.502(.000)	.345(.000)	.241(.003)	.318(.000)

) P () . ‘ ‘

/ < 11>

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P 0.7

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V.

1.

가
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7 () , P 0.4 .

8 P 0.15 .

가 가

가

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가

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2. 가

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가

(size)

가

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(panel data)

가 (statistical control) (experimental control)

. 1999. 「 」. 『 』, 33:359- 387.
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 . 2000. 「 」.
 2000 (): 129- 140.
 . 1999. 「 」, { 1 }, pp. 207- 230.
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