

: **(KLIPS)**

\* \*\*1)

가 가 가

(cross-sectional)  
(公私)  
(KLIPS)

1998 4

가

2001 ( , , , )

) 가 가 가 2001 1998 2000 가

가 가 가

가 가 가

가 가

**I. 가**

가 ( , 1999; , 2001; , 1999; Clark, 1997; Gruneberg, 1979; Iaffaldano, 1985, Kallegerg, 1977; Lawler, 1995; VanMannen and Katz, 1976).

---

1 \*: ; \*\*: ;

(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

4

가 . , 4 .

가

( : , , , )  
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

( :

),

가 ( :

).

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 ?”

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

가 .

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

• , ,

가 ( positive effects) ( negative effects) 가 가 가 가 .

가 가 .

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

(overeducation)

relationships) 가 (Hackmand and Oldham, 1976).

가

가 (Clark, 1997; Sloane and Williams, 2000).

( : reference level effects).

가 가 가 (sampling bias) (Sanz de Galdeano, 2002).

가 (Clark, 1997).

(正) 가 (Wright and Hamilton, 1978; Janson and Martin, 1982).

(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)  
. 1998  
4 2001 가 .  
1998 1 2001 4  
. 4  
1998 2001 . ,  
1998 1999 , 2000 , 2001  
. 939 153 .

#### 2.

5  
 , / , ,  
 , , , , 5  
 ,  
 ( , , , ,  
 ),  
 , , 가  
 .

3.

< 1>  
 가  
 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> , , ,  
 .  
 가

4.

t-test

( : , , )

< 2>

< 2>

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

IV.

1.

/

(

) . ,

가

2001

< 3>

< 3>

, 가

가

가

가

가

/

/

가

가

< 3>

/

가

,

2.

, , , ,

가.

< 4>

( - )

, ‘ ,

( =1,

=0 가 ) . P ( )  
 , ‘ , ’ , 가 t- P

< 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 <sup>2</sup>	.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

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

1998

1999

1998 가 , 1999 2000 가 2001 가

< 5 >

	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

, 4

가

1998

2000

3.25

, 2001

1998

1999

0.13

2001

3.5

< 4 > < 5 >

가

, 1999

가(

) 2000

1998

가

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  
 4  
 1998, 1999 2000, 2001 가 가  
 1998, 1999 2000, 2001 가  
 ( )  
 , 1998 1999 2000 2001 가  
 ,  
 가 가 가  
 가

< 7 >

	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
	가		2001
		가	가
( >> > > , )			

3. (公私)

가 . 가

가 가

가 . 가

( )

/ 가 ( , 2000). / 가

/ 가

/

2001 .

( < 3> ).

가.

/  
 < 10> . ( ),  
 ( ), ( ),  
 ( ) 가 .  
 ‘ ,’  
 .<sup>3)</sup> 2000  
 1998-2001 4 .  
 < 10> / /  
 가 ( ,  
 , ) 가 가 ( , , )  
 .  
 ( 1,  
 0), ( 1, 0), ( 가  
 1, 0) 가 , , 가  
 .  
 < 10> / / 가  
 , , , .  
 가 ,  
 가 가  
 , , , 가  
 .

.<sup>4)</sup>

.<sup>5)</sup>

---

3 “ ” .  
 4 ( ) , P 0.009 .  
 5 가 가 .

가

> > >  
.6)

< 10> / / (2001 )

	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>

) 가 가  
가

, 1, 0), ( 1, 0), ( 1, 0) 가

P 0.7

가  
 < 11> /  
 ,  
 가 ,  
 가 가 ,  
 ,  
 ,  
 ,  
 가  
 ,  
 7)  
 가 ,  
 8)  
 , 가  
 , >  
 >  
 >

**V.**

**1.**

가  
 1998 2001  
 , ,  
 , 2001 ( , , , )  
 , )  
 , 1998 가 가  
 2001  
 (5% )  
 , 1998 2000

7 ( ) , P 0.4 .

8 P 0.15 .

가 가 2001 가  
 가  
 1998 가 1999  
 2001 가  
 ) , (1999 ) (2000  
 ) (5% ).  
 가

< 11> / (2001 )

	2.618	3.026	3.178	2.974	2.739	2.980
	2.720	3.068	3.204	3.136	2.703	2.993
	2.850	3.611	3.451	3.195	3.062	3.257
	3.225	3.750	3.675	3.500	2.850	3.425
	.102(.062)	.042(.413)	.027(.581)	.162(.001)	-.037(.481)	.013(.805)
	.231(.003)	.585(.000)	.274(.008)	.220(.002)	.326(.000)	.276(.000)
	.607(.000)	.724(.000)	.498(.001)	.526(.000)	.111(.354)	.445(.000)
	.178(.002)	.111(.035)	.104(.038)	.237(.000)	.021(.700)	.079(.129)
	.161(.046)	.549(.000)	.189(.008)	.133(.072)	.283(.000)	.223(.003)
	.514(.000)	.645(.000)	.378(.001)	.432(.000)	.044(.714)	.391(.001)

) P ( ) 가

가  
 ,  
 가  
 가  
 가  
 가  
 가  
 가

가 가

가

가

가

가

## 2. 가

가

가

가

가

가

가

가

가

가

(size)

가

가

가

가

가

가

가

가

(panel data)

가 (statistical control) (experimental control)

. 1999. 「 」. 『 』, 33:359- 387.  
 . 2001. 「 」 3  
 . 2000. 「 」.  
 2000 ( ): 129- 140.  
 . 1999. 「 」, { 1 }, pp. 207- 230.  
 . 1991. 「 」.

- Bozeman, B. and Stuart BretSchneider. 1994. "The 'Publicness Puzzle' in Organization Theory: A Test of Alternative Explanations of Differences Between Public and Private Organizations." *Journal of Public Administration Research and Theory*, 4(2):197- 223.
- Carrell, M. & N. Elbert. 1974. "Some personal and organizational determinants of job satisfaction of postal clerks." *Academy of Management Journal*, 16:53- 66.
- Clark, A.E. 1997. "Job satisfactio and gender: why are women so happy at work?" *Labour Economics*, 4(4):341- 372.
- Crewson, P.E. 1995. *The Public Service Ethic*. Ph.D. Dissertation. The American University, Washington DC.
- Cumming, Elain and William E. Henry. 1961. *Growing Old: The Process of Disengagement*. New York: Basic Book.
- Dahl, R.A. and C. E. Lindblom. 1953. *Politics, Economics, and Welfare*. New York: Harper & Row.
- Diener, E. & Fujita, F. 1995. "Resources, personal strivings, and subjective well-being: A nomothetic and idiographic approach." *Journal of Personality and Social Psychology*, 68: 926- 935.
- Desanits, V.S. and S.L. Durst. 1996. "A Comparing Job Satisfaction Among Public and Private Sector Employees." *American Review of Public*



- Administration*, 26:327-343.
- Dixit, A. 1997. "Power of Incentives in Private versus Public Organizations." *American Economic Review: Papers and Proceedings*, 87(2): 378-382.
- Government Accounting Office. 1992. *Federal Employment: How Federal Employees View the Government as a Place to Work*. Washington DC: U.S. General Accounting Office.
- Gordon, Michael E. and Angelo S. Denisi. "A Re-Examination of the Relationship between Union Membership and Job Satisfaction." *Industrial and Labor Relations*, 48(2): 222-236.
- Gruneberg, M.M. 1979. *Understanding Job Satisfaction*. London: Macmillan.
- Hackman, Richard, & Oldham, Greg, R., 1976. "Motivation throughout the redesign of work: test of a theory." *Organizational Behavior and Human Decision Processes*, 16: 250-279.
- Hackman, J.R., and G.R. Oldham. 1980. *Work Redesign*. Reading, Mass: Addison-Wesley.
- House, J.S. 1981. *Work, Stress, and Social Support*. Reading, MA: Addison-Wesley.
- Iaffaldano, M.T. and P.M. Muchinsky. 1985. "Job Satisfaction and Job Performance: A Meta-Analysis." *Psychological Bulletin*, 97:251-273.
- Ingraham, P. W. and B. S. Romzek. 1994. "Issues raised by current reform efforts." In P. W. Ingraham and B. S. Romzek (eds.), *New Paradigms for Government*. San Francisco, CA: Jossey-Bass, pp. 1-14.
- Janson, Phillip and Jack K. Martin. 1982. "Job Satisfaction and age: a test of two views." *Social Forces*, 60:1089-1102.
- Kalleberg, Arne L. 1977. "Work values and job rewards: a theory of job satisfaction." *American Sociological Review*, 42:124-143.
- Kalleberg, A.L. and K.A. Loscocco. 1983. "Aging, Values, and Rewards: Explaining Age Differences in Job Satisfaction." *American Sociological Review*, 48(1): 78-90.
- Lachman, R. 1985. "Public and Private Sector Differences: CEO's Perceptions of Their Role Environments." *Academy Management Journal*, 28:671-679.
- Lawler, Edward, . 1995. "Foundations of Job Satisfaction," in *Psychological Dimensions of Organizational Behavior(2nd Edition)*, Barry Staw (ed.), Prentice Hall.
- March, J. G. and Simon, H. A. 1958. *Organizations*. New York: Wiley.
- Martin, Jack K. 1989. "Education and Job Satisfaction: The Influences of Gender,

- Wage-Earning Status, and Job Values.” *Work and Occupations*, 16(2):184- 199.
- Muchinsky, P.M. 1977. “Employee Absenteeism: A Review of the Literature.” *Journal of Vocational Behavior*, 10:326- 340.
- Organ, D.W. 1977. “A Reappraisal and Reinterpretation of the Satisfaction-Causes-Performance Hypothesis.” *Academy of Management Review*, 2:46-53.
- Orpan, C. 1978. “Work and Nonwork Satisfaction: A Causal-Correlational Analysis.” *Journal of Applied Psychology*, 63:530-532.
- Petty, M.M., G.W. McGee, and J.W. Cavender. 1984. “A Meta-Analysis of the Relationship Between Individual Job Satisfaction and Individual Performance.” *Academy of Management Review*, 9:712-721.
- Pinder, C.C. 1984. *Work Motivation*. Glenview: Scott, Foresman.
- Quinn, R., G. Staines, and M. McCullough. 1974. *Job Satisfaction: Is There a Trend?* Washington DC: US Department of Labor.
- Rainey, H. G. 1983. “Public Agencies and Private Firms: Incentive Structures, Goals, and Individual Roles.” *Administration and Society*, 15:207-242.
- Sanz de Galdeano, A. 2002. “Gender Differences in Job Satisfaction and Labour Market Participation: UK Evidence from Propensity Score.” European University Institute.
- Schmitt, N. and A.G. Bedian. 1982. “A Comparison of LISREL and Two-Stage Least Squares Analysis of a Hypothesized Life Job Satisfaction Reciprocal Relationship.” *Journal of Applied Psychology*, 67:806-817.
- Sloane, P.J. and H.Williams. 2000. “Job satisfaction, comparison earnings, and gender.” *Labour*, 14(3):473-501.
- Solomon, E.E. 1986. “Private and Public Sector Managers: An Empirical Investigation of Job Characteristics and Organizational Climate.” *Journal of Applied Psychology*, 71:247-259.
- Staw, Barry, M., Bell, Nancy, E. & Clausen, John, A. 1986. “The dispositional approach to job-satisfaction: A lifetime longitudinal test.” *Administrative Science Quarterly*, 33: 534-559.
- Staw Barry M., & Barsade, G. 1993. “Affect and Managerial performance: A test of the sadder-but-wiser vs. happier-but-smarter hypotheses.” *Administrative Science Quarterly*, 38: 304-331.
- Steel, B.S. and R.L. Warner. 1990. “A Job Satisfaction Among Early Labor Force Participants: Unexpected Outcomes in Public and Private

Comparisons.” *Review of Public Personnel Administration*, 10(3): 4- 22.

VanMannen, J. and R. Katz. 1976. “Individuals and their careers: some temporal considerations for work satisfaction.” *Personnel Psychology*, 29:601- 16.

Wittmer, D. 1991. “A Serving the People or Serving for Pay: Reward Preferences Among Government, Hybrid Sector, and Business Managers.” *Public Productivity and Management Review*, 14:369- 384.

( )

가 가 가 가 . 가  
가 . 가

가 가 가 . 가

가 가 가 . 가  
가 가 . 가

가 가 , , 가  
가 가 가 . 가

, , , 가 .

. 가

가

가

attrition

1998

1999

가

IMF

가

가

가

가

, 가