

01-15

Study on Method of Effective Employment Education in  
Vocational High Schools

01-15

Study on Method of Effective Employment Education in  
Vocational High Schools

:

2000

가  
1997 IMF

2002

가

가

가

가

2001 10

【           】

가  
120  
840  
6 93 가  
668  
가  
가  
가 1990  
1995 2001  
가  
2001  
54.4% 47.5% (61.9%)  
94.8%가  
가 가 98% 가

· (96.2%), (96.4%), (94.5%)

가

가

가

가

가

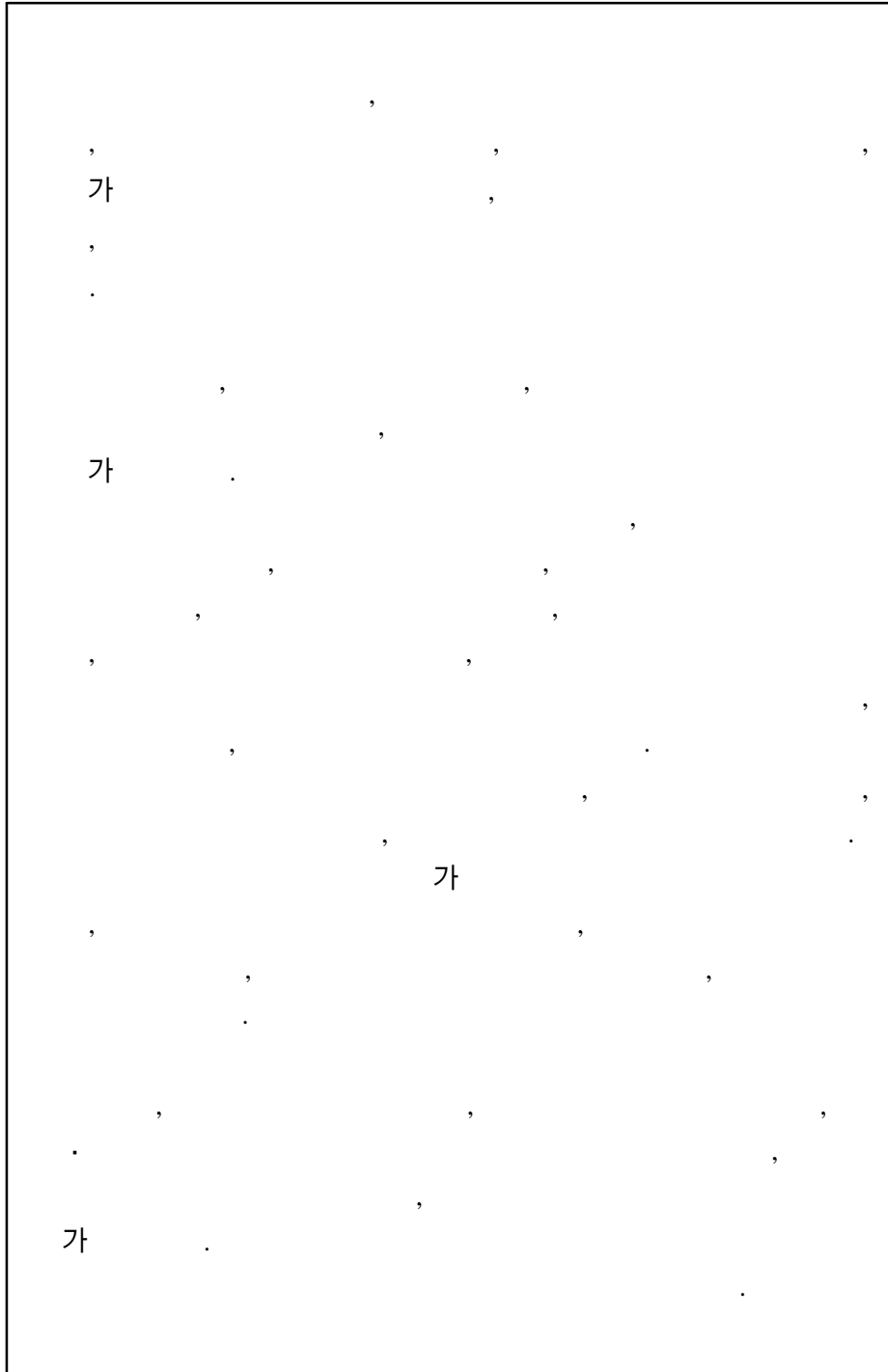
가

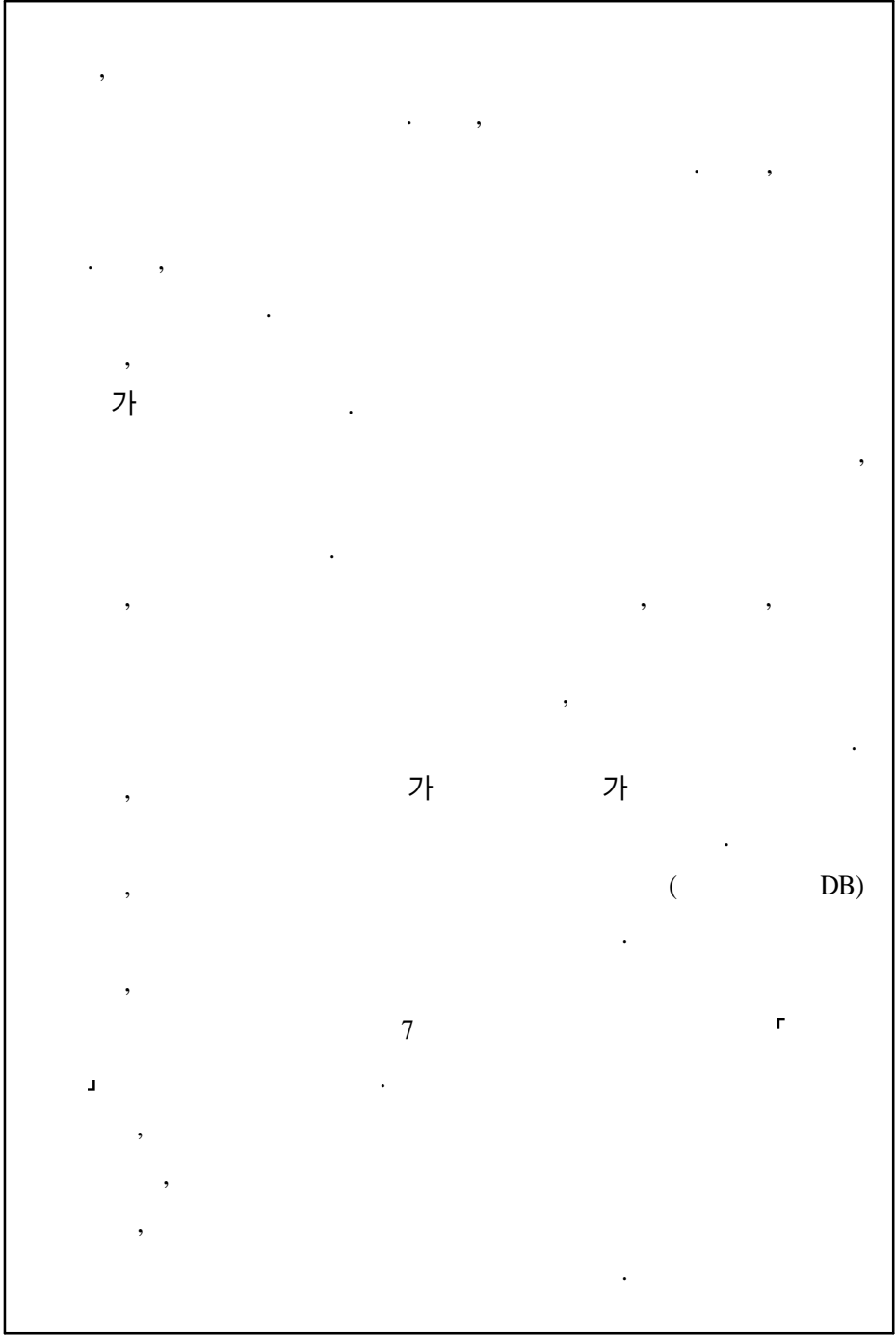
가

가

가

가





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2.	.....	3
3.	.....	3
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4.	.....	23
5.	.....	28
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1.	.....	31
2.	.....	36
3.	.....	39
4.	.....	40
5.	.....	43
6.	.....	48



•	.....	51
1.	.....	51
2.	.....	60
3.	.....	61
4.	.....	70
5.	.....	72
6.	.....	80
7.	.....	83
•	.....	85
1.	.....	85
2.	.....	91
3.	.....	94
4.	.....	103
5.	.....	105
6.	.....	110
7.	.....	115
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< -44>	.....	78
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< -46>	.....	79
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< -53>	.....	82
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< -55>	( ) ...	84

< - 1>	.....	86
< - 2>	.....	92
< - 3>	...	95
< - 4>	.....	96
< - 5>	가 ( )..	99
< - 6>	.....	103
< - 7>	.....	105
< - 8>	.....	110
< - 9>	.....	116

[ -1]	.....	13
[ -2]	.....	15
[ -3]	.....	17

1.

(2000)

가

2000

가

2001 2

가 44.9%(121 )가

10 1991 7.8%(21 )  
5.8 가 가

가

가

가

가

(identity)



3 가 ( . 1999).  
57.6% ( . 2001).  
가 , .  
. 1999  
( ) 27.2 (OECD)  
가 22.1 5.1 가 . 21.0 , 21.4 ,  
22.0 , 22.2 , 22.8 , 23.2 ( . 2001).  
, 가 .  
1 가 가 ( . 1999).  
( . 1999. 3. 10).  
, 2001 . IMF  
가 가  
가 .  
, 가  
, 가  
, 가  
‘ 가 ,  
‘ ’ 3%  
‘ ’가 60% , ‘ ’ 30%  
( . 2000a).

2001 (進路定置)  
 job placement) , ,  
 3 1,000 16 2000

가

가

2.

3.

가.

2000

780 95% 가

29 , , 1 가

29

( -1 ).

780 (cluster

sample) 120 7 ( 3 , 2 ,

2 ) 840

가 93 653

가 30

15

< -2>

가 31.4%, 가 23.9%, 가 15.2%, 가  
2.1%, 가 가 3.2%, 가 17.8%, 가 1.8%

< -▷

	( )	
		1
	가 ,	11
		12
	가	13
		14
		16
		17
		18
		28
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		22
		25
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		27
		15
		2
		3
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		6
		9
		20
		21
		24
		29
		8
		5
		10
		23

< -2>

( : , %)

		( )		( )
		205(31.4)		219(39.7)
		156(23.9)		
		99(15.2)		
		14(2.1)		
	가	21(3.2)		
		116(17.8)		
		12(1.8)		
		653(100.0)		
		567(87.0)		19(3.5)
		45(6.9)		408(74.5)
		40(6.1)		121(22.1)
		652(100.0)		548(100.0)

\* 가 15 가 , .  
 87.0%, 6.9%, 6.1%  
 ,  
 가 가  
 가 39.7%, 가 27.9%, .  
 32.3% 3.5%, 74.5%,  
 22.1%

가  
 가 ( )  
 가  
 가 .

< -3> 가

( )		

가 (2001 7 10 ( ) 15:00  
17:00)

, ,  
(2001 7 11 ( ) 15:00 17:00)

가

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16

1

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, ) , ,

9

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< -4>

	1	2	3
	10. 8. 09:30 9. 15:00	10. 16. 09:30 17. 17:00	10. 18. 09:30 19. 17:00
	( )	( )	( )
	( ) ( ) ( ) ( )	( ) ( ) ( ) ( ) ( ) ( )	( ) ( ) ( ) ( ) ( )
	.		
	( ),		

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	( , , )
	( 가 )
	가 ( 2 )

4.

가.

, 가 , 가 가 ,  
·  
(就業)  
,  
·  
, ,  
·



5.

(mind),

가

(consensus)

가

가

가

가

1.

가

( . 1999).  
(placement service)

가

( . 1998).

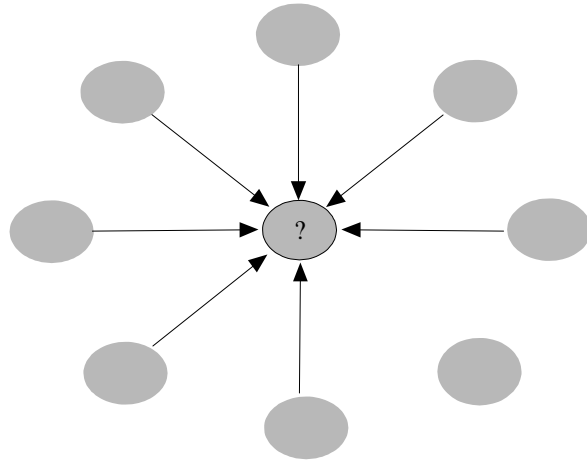
< -1> ( . 1995).

< -1>

	- - - -
	- : - : , , 가
	- : ( , , ) - : - - , , , - , - - , , - : - : 3 - 가 . - . - ( )

: (1995).

2.



[ -1 ]  
: (2000).

[ -1 ]  
, , , , , , , )  
, 가 가

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1 (2000)

가

가

가

가

가

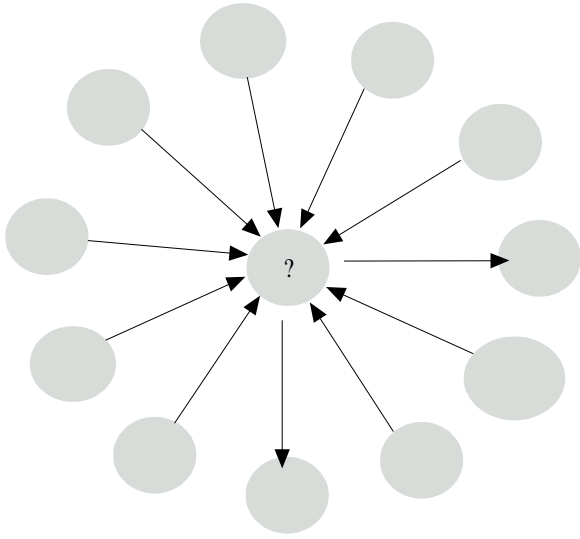
가

가

가

가 가  
가 가

가 가  
가 가  
[ -2]



[ -2]

3.

1)

가 .

가

[ -3] , , , 가 ,  
 , 가  
가

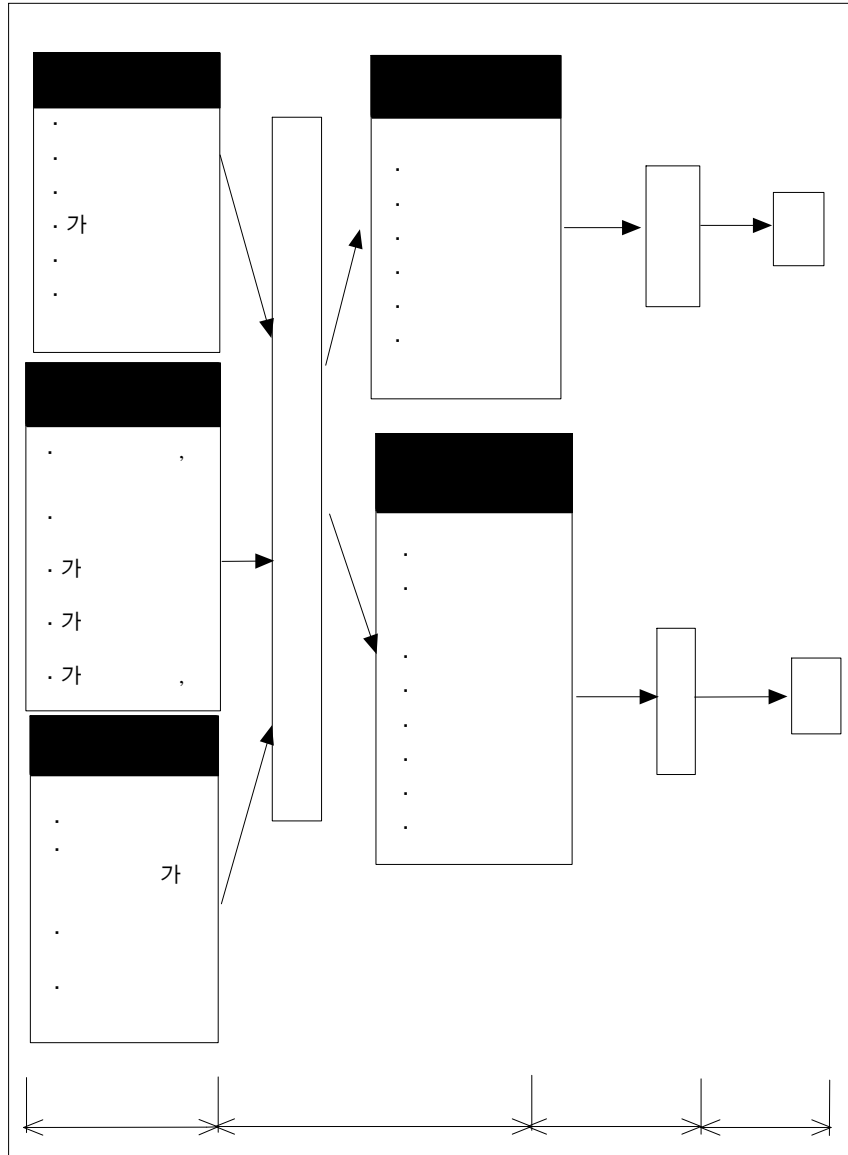
3가 , ,

2 3

( . 1999).

가

가



[ -3 ]

: (1999). . p.265.



2)

가,

가,

- 가

- 가

가,

( ).

가

가 , , , , ,  
( ) .

3)

가  
가  
1  
1  
1  
< -2 >  
3 2 (34 )  
68 (2 ) 2).  
가  
가  
가

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2 . 99-1 .

< -2 >

10~12	68	2
5~6	34	1
1	6~7	
34 ~40	2	

1 : 1

$$(1 \quad 6 \quad \times 3 = 18 \quad : 1 \quad )$$

2 : 1 8 .

: . 99-1

가

4)

3).

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3 . 1986. p.65.

가  
가

가

가

5)

가  
가  
가  
가

6)

가

가

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4 (1999).

5 (1993).

18

4.

가 < -3>

가 가 가

( . 1999)

가,

( . 1999)

2003

17

< -3>

	(1999).	504
	(1999).	
	(1992). 가	: 274
	(1999).	
	(1999).	
	(1992). 가	: 1,245
	(2000).	
	(2000). .	
	(2000).	
	(1999).	: 232
	(1999).	1,488 ( : 749 : 739 )
	(1999).	

. 1999) 48.3%가 (28.9%)  
(47.4%), (28.6%),  
(23.2%)

< -4>


: (2000a)

(2000a)

< -4>

,  
 ,  
 ,  
 ,  
 .  
 (2000b) ‘  
 ,  
 ,  
 < -5> .  
 (2001) < -6>  
 , 가  
 , 가 ,  
 , 가 ,  
 , 가 .  
 , 가  
 , 가 ,  
 . 가



, 가

< -6>

, ( SOHO  
) ,

, ( ,  
) ,

, ,

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	가
	가 가 DB( )

: (2000b)

< -6 >

	가	가 ,
	가	가
		가
	가	
가		

: 가 (2001). 『 』 . 2001 4 24

< -7>

( . )	
•	•
•	•
• ( SOHO )	•
•	•
•	•
• ( )	•
•	•
•	•
•	•
•	•

: (2001). ㅍ ㅁ . 2001 4 24  
가 .

**5.**

가  
가

가 가

가

-8> 29 . 6 가 3 <  
, 2 , 1 . 9 , 9 , 가  
11

< -8 >

( : )

							( )
	○		○	○			3( )
	○						1( )
						○	1( )
	○						1( )
	○						1( )
	○			○			2( )
	○	○			○		3( )
	○	○				○	3( )
		○					1( )
	○	○	○		○		4( )
	○			○			2( )
	○		○				2( )
	○			○			2( )
			○			○	2( )
	○	○	○		○	○	5( )
			○				1( )
		○	○	○		○	4( )
( )		○		○		○	3( )
	○			○	○		3( )
					○		1( )
	○						1( )
				○	○		2( )
		○			○		2( )
						○	1( )
				○	○		2( )
가 .	○	○		○	○		4( )
					○		1( )
				○	○		2( )
		○					1( )

\* : . : . : . : (2000). : (2000).  
 : (1992)

1.

가.

< -1>

.  
 < -1> , 1990 2001 ,  
 , , ,  
 가 .  
 1980 198,478 가  
 1998 302,416 .  
 가 1980  
 42.9% 2001 35.7% ,  
 1980 27.9% 2001 36.1%  
 가 . 70%  
 . 0.7%, 2.3% .

< -2>

1970 9.6% 가 2001  
 44.9% . 1970 50.2% 1990 74.3%  
 가 가 2001 48.4% . ,  
 가 가  
 1990 .

< -1>

( : , %)

1980	198,478 (100.0)	15,857 (8.0)	55,308 (27.9)	85,088 (42.9)	2,133 (1.1)	30,439 (15.3)	9,663 (4.9)
1985	276,535 (100.0)	17,239 (6.2)	63,613 (23.0)	115,096 (41.6)	3,253 (1.2)	64,160 (23.2)	13,174 (4.8)
1990	274,050 (100.0)	13,716 (5.0)	64,470 (23.5)	126,171 (46.0)	3,166 (1.2)	61,204 (22.3)	5,323 (1.9)
1991	272,365 (100.0)	11,642 (4.3)	63,955 (23.5)	125,620 (46.1)	3,074 (1.1)	61,979 (22.8)	6,095 (2.2)
1992	274,677 (100.0)	10,945 (4.0)	62,173 (22.6)	123,629 (45.0)	2,812 (1.0)	67,742 (24.7)	7,376 (2.7)
1993	272,541 (100.0)	8,392 (3.1)	63,012 (23.1)	121,524 (44.6)	1,604 (0.6)	66,640 (24.5)	11,369 (4.2)
1994	263,962 (100.0)	6,349 (2.4)	65,409 (24.8)	115,076 (43.6)	1,472 (0.6)	61,406 (23.3)	14,250 (5.4)
1995	259,133 (100.0)	5,975 (2.3)	71,486 (27.6)	106,912 (41.3)	1,317 (0.5)	56,779 (21.9)	16,664 (6.4)
1996	274,696 (100.0)	5,779 (2.1)	79,692 (29.0)	109,996 (40.0)	1,977 (0.7)	58,937 (21.5)	18,315 (6.7)
1997	273,912 (100.0)	5,833 (2.1)	85,649 (31.3)	107,322 (39.2)	2,187 (0.8)	54,081 (19.7)	18,840 (6.9)
1998	302,416 (100.0)	6,274 (2.1)	97,749 (32.3)	116,320 (38.5)	2,406 (0.8)	57,164 (18.9)	22,503 (7.4)
1999	290,892 (100.0)	6,557 (2.3)	96,609 (33.2)	112,662 (38.7)	2,122 (0.7)	45,907 (15.8)	27,035 (9.3)
2000	291,047 (100.0)	6,345 (2.2)	103,439 (35.5)	108,489 (37.3)	1,920 (0.7)	48,416 (16.6)	22,438 (7.7)
2001	270,393 (100.0)	6,204 (2.3)	97,709 (36.1)	96,417 (35.7)	1,839 (0.7)	47,989 (17.7)	20,235 (7.5)

:

<

-3>  
13.2%

, 2001

1995

48.4%,

81.6%,

44.9%

, , , . , 가

< -2>

( : , %)

1970	6,033(9.6)	31,569(50.2)	814(1.3)	11,979(13.1)	12,459(19.8)	62,854(100.0)
1975	11,048(8.8)	63,437(50.3)	2,060(1.6)	25,381(20.1)	24,215(19.2)	126,141(100.0)
1980	23,019(11.5)	102,812(51.2)	1,494(0.7)	44,908(22.3)	28,824(14.3)	201,057(100.0)
1985	36,910(13.3)	143,214(51.8)	2,528(0.9)	44,162(16.0)	49,721(18.0)	276,535(100.0)
1990	22,710(8.3)	210,112(74.3)	1,402(0.5)	16,108(8.2)	23,817(8.7)	274,150(100.0)
1995	49,699(19.2)	190,148(73.4)	333(0.1)	7,582(2.9)	11,371(4.4)	259,133(100.0)
1996	60,373(22.0)	196,403(71.5)	313(0.1)	6,973(2.5)	10,634(3.9)	274,696(100.0)
1997	79,961(29.2)	177,532(64.8)	373(0.1)	4,691(1.7)	11,353(4.1)	273,912(100.0)
1998	107,824(35.7)	164,075(54.3)	847(0.3)	16,468(5.4)	13,202(4.4)	302,416(100.0)
1999	112,130(38.5)	148,478(51.0)	797(0.3)	16,007(5.5)	13,480(4.6)	290,892(100.0)
2000	122,170(42.0)	149,543(51.4)	523(0.2)	10,508(3.6)	8,303(2.9)	291,047(100.0)
2001	121,411(44.9)	130,968(48.4)	481(0.2)	10,140(3.9)	7,393(2.7)	270,393(100.0)

:

< -3>

( : %)

	1995		1996		1997		1998		1999		2000		2001	
	74.1	18.1	69.1	22.3	62.2	29.8	48.1	35.9	43.1	44.0	42.9	43.2	42.0	45.8
	78.8	18.5	77.8	20.1	68.7	28.6	61.3	34.6	54.4	42.0	53.5	44.8	46.1	47.7
	83.7	9.7	74.3	13.3	74.3	19.4	66.0	23.9	60.5	29.0	62.6	30.5	59.7	34.0
.	80.8	12.8	73.8	12.0	74.0	22.5	54.0	29.0	54.7	30.7	56.5	39.8	46.8	44.4
가	0.0	0.0	0.0	0.0	0.0	0.0	29.5	51.2	15.2	76.7	24.8	69.8	37.4	57.7
	81.6	13.2	75.4	16.2	71.6	23.5	63.3	28.8	57.1	35.2	57.7	37.4	48.4	44.9

:



1)

76.0%  
1997 IMF

1993 79.9% 1997 85.6% 가 가 2001

, < -4>

2)

57.7%, 94.8%가

2000 < -5>

< -4>

( : , %)

1990	210,113	174,057	82.8
1991	217,344	177,057	81.5
1992	218,888	178,381	81.5
1993	209,871	167,695	79.9
1994	192,165	159,100	82.8
1995	190,148	158,483	83.3
1996	196,403	167,184	85.1
1997	177,532	152,047	85.6
1998	164,075	132,574	80.8
1999	148,478	114,898	77.4
2000	149,543	115,028	77.0
2001	130,968	99,496	76.0

: = ( / ) × 100

< -5> 2000

( : , %)

	10,113(3.6)	5,348(3.2)	4,337(2.8)	81.1	42.9
	118,534(43.5)	65,833(39.8)	63,462(40.4)	96.4	53.5
	113,963(41.8)	92,793(56.0)	87,645(55.8)	94.5	62.6
	2,125(0.7)	1,247(0.8)	1,200(0.8)	96.2	56.2
가	1,162(0.4)	293(0.2)	288(0.2)	98.3	24.8
	272,010(100.0)	165,514(100.0)	156,932(100.0)	94.8	57.7
	138,974(51.1)	76,413(46.2)	71,490(45.6)	93.6	51.4
	133,036(48.9)	89,101(53.8)	85,442(54.4)	95.9	64.2

\* ( )

:

(2000). 2000

. p.15.

, 가 가 98.3% 가

96.2%, 96.4%, 94.5%,

81.1%

3)

1995 2001

< -6>

. 1995 83.3%

1997 85.6% 가 2001 76.0% 2000

76.9% . 가

1996 81.0% 1997 89.5% 가

2000 54.1%

, 가 가 1997

< -6>

( : , %)

	1995		1996		1997		1998		1999		2000		2001	
	190,148	158,483 (83.3)	196,378	167,184 (85.1)	177,532	152,047 (85.6)	164,075	132,574 (80.8)	148,478	114,898 (77.4)	149,543	115,028 (76.9)	130,968	99,496 (76.0)
	6,487	3,307 (48.3)	6,551	3,470 (53.0)	5,821	3,417 (58.7)	4,920	2,645 (53.8)	4,228	2,298 (54.4)	4,472	2,195 (49.1)	3,956	1,889 (47.8)
	62,046	57,568 (92.8)	69,482	65,049 (93.6)	65,600	61,567 (93.9)	61,094	53,921 (88.3)	56,871	47,775 (84.0)	57,036	48,870 (85.7)	50,002	42,347 (84.7)
	112,943	93,688 (83.0)	113,303	95,480 (84.3)	101,046	84,413 (83.5)	94,217	73,812 (78.3)	83,432	62,751 (75.2)	84,283	62,328 (74.0)	73,652	53,435 (72.6)
·	1,609	1,129 (70.2)	1,512	1,227 (81.2)	1,601	1,339 (83.6)	1,291	1,072 (83.0)	1,374	1,017 (74.0)	1,187	802 (67.6)	867	750 (86.5)
가 ·	525	366 (69.7)	728	543 (74.6)	531	397 (74.8)	699	549 (78.5)	679	430 (63.3)	640	335 (52.3)	616	373 (60.6)
	42	34 (81.0)	57	40 (70.2)	57	51 (89.5)	112	60 (53.6)	182	130 (71.4)	207	112 (54.1)	522	348 (66.7)
	6,136	2,391 (39.0)	4,745	1,375 (29.0)	2,876	863 (30.0)	1,742	515 (29.6)	1,712	497 (29.0)	1,718	386 (22.5)	108	12 (11.1)

: ( )

:

## 2.

### 가.

가

1,488 ( 749 , 739 )

43%, 49.6%가

가

( . 1999).

가

가 (needs)

가 .

가 65,000  
(1,300 ×50 , K ), 639,870 (330 ×1,939 , D )

1

가

가

(1996)

<

-7>

29.3%

47.0%

16.7%,

7.0%

< -7>

( : , %)

	177	29.3
	65	16.7
	34	7.0
	110	26.6
	82	20.4
	400	100.0

: (1996).

1,537  
 < -8> ,  
 4.3%, 38.5% ,  
 42.8%가  
 32.0%, 40.1%, 69.1%가  
 가 48.7% 가 , .  
 (14.7%), . (13.2%),  
 (8.1%), (3.7%), (2.9%) 6.

< -8>

( : %)

	32.0	40.1	69.1	42.8

: 2001.2.15 .

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가  
 가 7) ,  
 가 ,  
 가 ,  
 가 ,  
 가 ,  
 가

6 2001-2-15.

7 ) 4 76.7%가 (23.3%가  
 가 59.7%, 40.3% 4

6 297 128  
 ( , 2000) 40.2%가 2  
 , (32%), 4 (18.2%) 90.4%  
 (24.4%), 가 (14%), (9.3%) (27.1%),  
 가

### 3.

가 가  
 (self concept) (self identity)

(31.9%), 가 (30.4%),  
 가 (18.8%), (10.1%)  
 ( . 2000).

가 CD-ROM 1999  
 가 CD-ROM 1

가

가

. <

-9>

'(3.7%)

'(26.9%)

'(10.2%)

'(11.1%)

< -9>

( : , %)

	4(3.7)	12(11.1)	52(48.1)	29(26.9)	11(10.2)	<b>108(100.0)</b>

: (2000).

가 2

가

3

가 8

3

가

#### 4.

가

64.5%

가 (

. 1998).

가 62.5%,

52.5%, 29.2%, 28.6%

40.7%,

35.6%, 15.3%,

5.1%, 3.4%

90%

( . 2000).

, 3 36

, '2+1' 72

. 1 50 17

1 , 34 40

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가

가

3D ( ,

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(system)

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1 4  
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(9 ),  
(10 ), (11 ), (12 ),  
(12 ) 152

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가가 10 12

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2001 4

가

2001

5.

가

가

가

가

(1999)

, < -10>

가

가

49.1%, 가 31.1%

14.2%,

5.7%

< -10>

( : , %)

	11(14.9)	34(45.9)	25(33.8)	4(5.4)	74(100.0)
	3(11.5)	13(50.0)	8(30.8)	2(7.7)	26(100.0)
	1(16.7)	5(83.3)	-	-	6(100.0)
	15(14.2)	52(49.1)	33(31.1)	6(5.7)	106(100.0)

: (1999).

가.

「 , 가 , 」  
 자 . 가 , ,  
 , 「  
 」 .  
 , < -11>  
 83.3%가 , 가 9.8%  
 ( , 2000). , 가 가

< -11>

( : , %)

	6(85.7)	0(0.0)	1(14.3)	7(100.0)
	27(87.1)	1(3.2)	3(9.7)	31(100.0)
( )	32(88.9)	2(5.6)	2(5.6)	36(100.0)
.	0(0.0)	2(66.7)	1(33.3)	3(100.0)
	6(85.7)	0(0.0)	1(14.3)	7(100.0)
	13(76.5)	2(11.8)	2(11.8)	17(100.0)
	1(100)	0(0.0)	0(0.0)	1(100.0)
	86(83.3)	7(6.9)	10(9.8)	102(100.0)

: (2000).

< -12>

( : , %)

	15(13.9)	36(33.3)	32(29.6)	20(18.5)	5(4.6)	108(100.0)

: (2000).

가

가

가 .

< -12>

47.2%가 ‘ ’

( . 2000),

( )

2001

가

D/B

가

가

D/B

(2000) <  
 -13> 69.0%가 , 10 가 13.8%, 10  
 13 34%, 30 13.8%  
 30  
 가 86.2% 가 ( .  
 2000).

< -13>

( : , %)

		9	10 29	30	
(%)	20(69.0)	4(13.8)	1(3.4)	4(13.8)	29(100.0)

: (2000).

( . 2000)  
 90.5

( . 2000).

, (2000)

(62.9%)

( -14).

< -14>

( : , %)

(%)	11(10.2)	29(26.9)	68(62.9)	108(100.0)

: (2000).

13.3%

( . 2000).

(2000) < -15>  
(44.1%)

(17.4%)

< -15>

( : , %)

( )	48(44.1)	42(38.5)	19(17.4)	109(100.0)
-----	----------	----------	----------	------------

: (2000).

(2000)

75.9%가  
(69.4%)

(64.3%)

### 6.

(2000)

가

( . 2000).

(26.9%),

(35.1%),

(2.3%)

( . 2000).

17.6

가

가

가

가

가

가

가

가

가

66.8%

가

(25.0%),

(5.9%),

(2.4%)

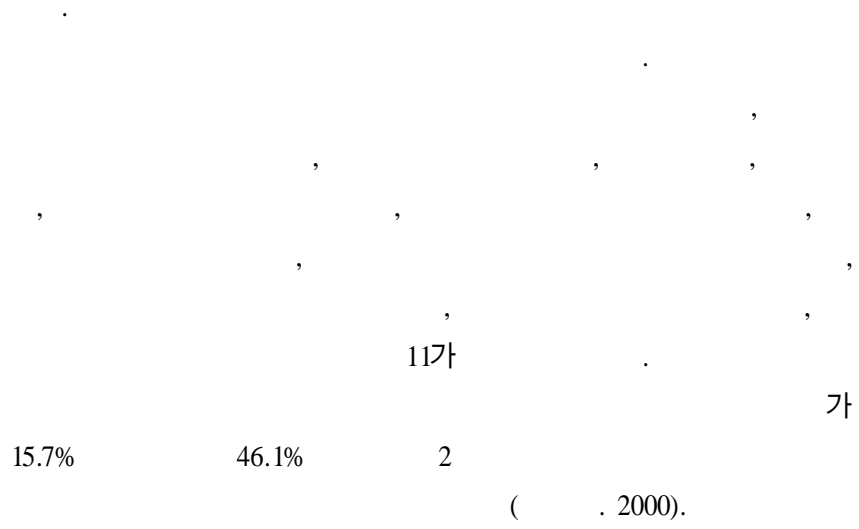
.8)

8

(1988).

가





1.

< -1>  
 8가  
 , , ,  
 90%  
 , , ,  
 ,

< -1>

( : %, )

	81.7	9.9	8.4	100.0	4.31
	93.6	2.4	4.1	100.0	4.69
	90.4	1.4	8.3	100.0	4.54
	90.9	2.2	6.9	100.0	4.54
	79.5	15.2	5.3	100.0	4.14
	84.1	4.1	11.8	100.0	4.41
	87.7	2.5	9.8	100.0	4.52
	82.5	12.9	4.6	100.0	4.29

\* 5

< -2> .

가 가

, , ,  
가 .

가 가  
가

가 .

< -2>

( : )

	4.35	4.15	4.21	4.29	3.95	4.18	4.47	4.31
	4.68	4.68	4.64	4.79	4.57	4.70	4.72	4.69
	4.54	4.50	4.32	4.57	4.52	4.53	4.57	4.54
	4.51	4.54	4.59	4.36	4.67	4.52	4.59	4.54
	4.08	4.20	4.12	4.50	4.10	4.16	4.17	4.14
	4.40	4.32	4.32	4.57	4.33	4.36	4.34	4.41
	4.46	4.51	4.45	4.43	4.52	4.40	4.47	4.52
	4.32	4.39	4.05	4.50	4.10	4.21	4.25	4.29

\* : . : . : . : . : . : 가 . : . : .

, ,

가

가 ( -3).

( -4),

( -5).

< -3>

( : )

			1	2	3		
	4.50	4.24	4.11	4.05	4.33	4.07	4.31
	4.78	4.66	4.53	4.63	4.65	4.66	4.69
	4.56	4.58	4.42	4.47	4.52	4.55	4.54
	4.60	4.55	4.11	4.63	4.48	4.53	4.54
	4.11	4.19	4.21	4.26	4.08	4.10	4.14
	4.45	4.47	4.26	4.53	4.38	4.22	4.41
	4.60	4.49	4.58	4.32	4.49	4.41	4.52
	4.41	4.25	4.37	4.37	4.28	4.11	4.29

< -4>

( : )

	4.34	4.27	4.31	4.31
	4.66	4.73	4.70	4.69
	4.59	4.47	4.53	4.54
	4.45	4.61	4.58	4.54
	4.12	4.08	4.17	4.14
	4.36	4.44	4.43	4.41
	4.50	4.54	4.49	4.52
	4.30	4.28	4.34	4.29

, , ,

( -6).

< -5>

( : )

	4.04	4.46	4.31
	4.60	4.74	4.69
	4.53	4.54	4.54
	4.49	4.57	4.54
	4.22	4.09	4.14
	4.36	4.44	4.41
	4.42	4.57	4.52
	4.25	4.31	4.29

< -6>

( : )

	4.55	4.29	4.35	4.31
	4.62	4.67	4.77	4.69
	4.19	4.52	4.67	4.54
	4.55	4.52	4.60	4.54
	4.36	4.10	4.20	4.14
	4.62	4.41	4.39	4.41
	4.43	4.52	4.53	4.52
	4.64	4.24	4.45	4.29

가.

가 , , ,  
가 . < -7>  
가  
가 .

< -7>

( : (%), )

	0(0.0)	12(2.1)	23(4.1)	90(15.9)	441(77.9)	566(100.0)	4.70
	0(0.0)	2(4.5)	5(11.4)	8(18.2)	29(65.9)	44(100.0)	4.45
	0(0.0)	0(0.0)	1(2.5)	6(15.0)	33(82.5)	40(100.0)	4.80
가	0(0.0)	1(7.1)	3(21.4)	4(28.6)	6(42.9)	14(100.0)	4.07
	0(0.0)	3(3.1)	9(9.2)	18(18.4)	68(69.4)	98(100.0)	4.54
	0(0.0)	15(2.3)	32(4.8)	108(16.3)	509(76.7)	664(100.0)	4.64

\* 5

, 가

, 가  
가 ( -8).

< -8>

( : (%), )

	1(0.2)	15(2.7)	61(10.8)	165(29.2)	324(57.2)	566(100.0)	4.41
	0(0.0)	6(13.0)	6(13.0)	13(28.3)	21(45.7)	46(100.0)	4.07
	2(5.0)	2(5.0)	7(17.5)	10(25.0)	19(47.5)	40(100.0)	4.05
가	0(0.0)	1(7.1)	1(7.1)	8(57.1)	4(28.6)	14(100.0)	4.07
	2(2.0)	9(9.0)	14(14.0)	31(31.0)	44(44.0)	100(100.0)	4.06
	3(0.5)	24(3.6)	75(11.3)	196(29.4)	368(55.3)	666(100.0)	4.35

\* 5

·  
 < -9>  
 , 가  
 , 가  
 가

< -9>

( : (%), )

	0(0.0)	14(2.5)	44(7.8)	144(25.4)	365(64.4)	567(100.0)	4.52
	0(0.0)	2(4.3)	11(23.9)	13(28.3)	20(43.5)	46(100.0)	4.11
	0(0.0)	1(2.5)	9(22.5)	12(30.0)	18(45.0)	40(100.0)	4.18
가	0(0.0)	1(7.1)	1(7.1)	5(35.7)	7(50.0)	14(100.0)	4.29
	0(0.0)	4(4.0)	21(21.0)	30(30.0)	45(45.0)	100(100.0)	4.16
	0(0.0)	18(2.7)	65(9.7)	174(26.1)	410(61.5)	667(100.0)	4.46

\* 5

·  
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 가 가  
 가 , 가  
 가 가  
 ( -10).

< -10>

( : (%), )

	9(1.6)	40(7.1)	43(7.6)	151(26.8)	320(56.8)	563(100.0)	4.30
	3(7.3)	5(12.2)	10(24.4)	11(26.8)	12(29.3)	41(100.0)	3.59
	0(0.0)	6(15.0)	2(5.0)	9(22.5)	23(57.5)	40(100.0)	4.23
가	0(0.0)	0(0.0)	0(0.0)	3(21.4)	11(78.6)	14(100.0)	4.79
	3(3.2)	11(11.6)	12(12.6)	23(24.2)	46(48.4)	95(100.0)	4.03
	12(1.8)	51(7.8)	55(8.4)	174(26.4)	366(55.6)	658(100.0)	4.26

\* 5

가 , , , 가 , 가 , 가 ( -11).

< -11>

( : (%), )

	0(0.0)	4(0.7)	37(6.5)	175(30.9)	351(61.9)	567(100.0)	4.54
	0(0.0)	4(8.9)	13(28.9)	13(28.9)	15(33.3)	45(100.0)	3.87
	0(0.0)	0(0.0)	3(7.5)	11(27.5)	26(65.0)	40(100.0)	4.58
가	0(0.0)	1(7.1)	3(21.4)	7(50.0)	3(21.4)	14(100.0)	3.86
	0(0.0)	5(5.0)	19(19.2)	31(31.3)	44(44.4)	99(100.0)	4.15
	0(0.0)	9(1.4)	56(8.4)	206(30.9)	395(59.3)	666(100.0)	4.48

\* 5



가

<

-12> , , 가  
 . , 가  
 가 가 .

< -12> 가

( : (%), )

	4(0.7)	7(1.2)	39(6.9)	148(26.1)	370(65.1)	568(100.0)	4.54
	0(0.0)	1(2.2)	5(11.1)	14(31.1)	25(55.6)	45(100.0)	4.40
	0(0.0)	1(2.5)	1(2.5)	8(20.0)	30(75.0)	40(100.0)	4.68
가	0(0.0)	1(7.1)	5(35.7)	6(42.9)	2(14.3)	14(100.0)	3.64
	0(0.0)	3(3.0)	11(11.1)	28(28.3)	57(57.6)	99(100.0)	4.40
	4(0.6)	10(1.5)	50(7.5)	176(26.4)	427(64.0)	667(100.0)	4.52

\* 5 .

가 , , , 가  
 가 가  
 , , , 가 ( -13).

< -13>

( : (%), )

	4(0.7)	25(4.4)	86(15.2)	226(39.9)	226(39.9)	567(100.0)	4.14
	0(0.0)	4(8.9)	6(13.3)	19(42.2)	16(35.6)	45(100.0)	4.04
	0(0.0)	1(2.5)	5(12.5)	13(32.5)	21(52.5)	40(100.0)	4.35
가	0(0.0)	1(7.1)	4(28.6)	8(57.1)	1(7.1)	14(100.0)	3.64
	0(0.0)	6(6.0)	15(15.2)	40(40.4)	38(38.4)	99(100.0)	4.11
	4(0.6)	31(4.7)	101(15.2)	266(39.9)	264(39.6)	666(100.0)	4.13

\* 5 .

.

, , , 가

가 ( -14).

< -14>

( : (%), )

	1(0.2)	24(4.2)	64(11.3)	197(34.7)	282(49.6)	568(100.0)	4.29
	0(0.0)	3(6.8)	13(29.5)	13(29.5)	15(34.1)	44(100.0)	3.91
	0(0.0)	2(5.0)	7(17.5)	10(25.0)	21(52.5)	40(100.0)	4.25
	0(0.0)	5(6.0)	20(23.8)	23(27.4)	36(42.9)	84(100.0)	4.07
	1(0.2)	29(4.4)	84(12.9)	220(33.7)	318(48.8)	652(100.0)	4.27

\* 5 가 .

2.

< -15>

‘ ’가 21.5%, ‘ ’가 40.5%  
 , ‘ ’ 10.7%, ‘ ’ 1.1%

-16>

가 . 3.29, 3.70, 3.86, 3.72, . 3.50,  
 가 가 3.75, 3.59  
 가 가 , ,  
 가 . 가

< -15>

( : (%), )

	6(1.1)	64(11.3)	154(27.2)	227(40.0)	116(20.5)	567(100.0)	3.68
	1(2.2)	2(4.4)	11(24.4)	24(53.3)	7(15.6)	45(100.0)	3.76
	0(0.0)	4(10.0)	6(15.0)	13(32.5)	17(42.5)	40(100.0)	3.78
	1(1.2)	6(7.1)	17(20.0)	37(43.5)	24(28.2)	85(100.0)	3.91
	7(1.1)	70(10.7)	171(26.2)	264(40.5)	140(21.5)	652(100.0)	3.71

\* 5

< -16>

( : )

					가		
	3.70	3.86	3.72	3.50	3.29	3.75	3.59
			1	2	3		
	3.64	3.77	3.84	3.74	3.62	3.69	
	3.73		3.74		3.59		
	3.87			3.58			
	3.81		3.62		3.85		

\* 5

..

3.64, 3.77, 1 3.84, 2 3.74,  
 3 3.62, 3.69 1 가  
 가 , 2

3

3.73, 3.74, 3.59  
 , 3.87,  
 3.58

3.81, 3.62, 3.85 , ,  
 , 3  
 1 , ,

3.

가 5 4.26 가 ( -17),  
 , , 가  
 , ,  
 , , 2 가  
 , 가 가

< -17>

( : %, )

	72.8	9.4	17.7	100.0	3.97
	83.6	5.1	11.3	100.0	4.26
	79.8	7.6	12.6	100.0	4.15
	51.4	29.5	19.1	100.0	3.38
	72.2	6.1	21.7	100.0	3.96
	81.1	4.4	14.5	100.0	4.16
	61.2	9.0	29.8	100.0	3.71
	65.0	7.6	27.4	100.0	3.82
	70.1	9.1	20.8	100.0	3.96
	81.6	13.5	5.2	100.0	4.19

\* 5

< -18> < -22>

가



< -19>

( : )

			1	2	3		
	3.90	4.09	4.79	4.00	4.01	3.86	3.96
	4.30	4.30	4.11	4.37	4.39	4.07	4.27
	4.12	4.13	4.21	4.26	4.14	4.18	4.14
	3.08	3.59	3.74	3.32	3.51	3.38	3.36
	3.89	4.20	4.00	4.32	4.00	3.84	4.00
	4.15	4.63	3.89	4.47	4.18	4.26	4.30
	3.69	3.69	3.74	3.74	3.72	3.61	3.69
	3.81	3.86	3.84	3.84	3.82	3.76	3.82
	4.04	4.06	4.00	4.11	4.09	3.76	4.01
	4.12	4.12	3.89	4.37	4.11	4.03	4.10

< -20>

( : )

	3.89	4.00	4.02	3.96
	4.25	4.18	4.38	4.27
	4.10	4.07	4.26	4.14
	3.24	3.51	3.41	3.37
	4.00	3.94	4.06	4.00
	4.38	4.18	4.27	4.29
	3.70	3.73	3.65	3.69
	3.85	3.73	3.86	3.82
	4.06	3.99	3.95	4.01
	4.13	4.04	4.14	4.11

가

가

,

,

가

가

< -21>

( : )

	4.02	3.92	3.96
	4.33	4.24	4.27
	4.24	4.10	4.15
	3.71	3.17	3.36
	4.19	3.89	3.40
	4.54	4.18	4.31
	3.80	3.64	3.69
	3.87	3.80	3.82
	4.01	4.01	4.01
	4.14	4.10	4.12

< -22>

( : )

	4.23	3.92	4.02	3.96
	4.50	4.27	4.25	4.27
	4.32	4.13	4.17	4.15
	3.45	3.27	3.64	3.36
	4.23	3.94	4.11	3.99
	4.45	4.21	4.20	4.22
	3.67	3.65	3.82	3.69
	3.91	3.78	3.95	3.82
	4.14	3.95	4.10	4.01
	4.41	4.05	4.30	4.11

가.

가 가  
가 가  
( -23).



< -23>

( : (%), )

	5(0.9)	38(6.7)	152(26.9)	227(40.1)	144(25.4)	566(100.0)	3.83
	0(0.0)	7(15.9)	20(45.5)	10(22.7)	7(15.9)	44(100.0)	3.39
	0(0.0)	1(2.5)	11(27.5)	13(32.5)	15(37.5)	40(100.0)	4.05
	0(0.0)	8(9.5)	31(37.0)	23(27.4)	22(26.2)	84(100.0)	3.70
	5(0.8)	46(7.1)	183(28.2)	250(38.5)	166(25.5)	650(100.0)	3.81

.

, , , 가

.

, 가 가  
( -24).

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, ,

( -25).

< -24>

( : (%), )

	1(0.2)	23(4.1)	74(13.1)	238(42.0)	230(40.6)	566(100.0)	4.19
	0(0.0)	5(10.9)	12(26.1)	17(37.0)	12(26.1)	46(100.0)	3.79
	0(0.0)	0(0.0)	5(12.5)	15(37.5)	20(50.0)	40(100.0)	4.38
	가 1(7.1)	1(7.1)	3(21.4)	8(57.1)	1(7.1)	14(100.0)	3.50
	1(1.0)	6(6.0)	20(20.0)	40(40.0)	33(33.0)	100(100.0)	3.98
	2(0.3)	29(4.4)	94(14.1)	278(41.7)	263(39.5)	667(100.0)	4.16

\* 5

< -25>

( : (%), )

	6(1.1)	40(7.0)	112(19.7)	194(34.2)	216(38.0)	568(100.0)	4.01
	1(1.2)	11(13.3)	25(29.8)	26(31.0)	21(25.0)	84(100.0)	3.65
	7(1.1)	51(7.8)	137(21.0)	220(33.7)	237(36.3)	652(100.0)	3.96

\* 5

가 , 가 , 가 ( -26).

< -26>

( : (%), )

	8(1.4)	37(6.5)	71(12.5)	207(36.5)	244(43.0)	567(100.0)	4.13
	0(0.0)	2(4.3)	8(17.4)	15(32.6)	21(45.7)	46(100.0)	4.20
	0(0.0)	0(0.0)	3(7.5)	11(27.5)	26(65.0)	40(100.0)	4.58
가	1(7.1)	0(0.0)	2(14.3)	8(57.1)	3(21.4)	14(100.0)	3.86
	1(1.0)	2(2.0)	13(13.0)	34(34.0)	50(50.0)	100(100.0)	4.30
	9(1.3)	39(5.8)	84(12.6)	241(36.1)	294(44.1)	667(100.0)	4.16

\* 5

가

가 , 가  
가 ( -27).

< -27>

( : (%), )

	9(1.6)	46(8.1)	102(18.0)	205(36.2)	205(36.2)	567(100.0)	3.97
	2(4.3)	7(15.2)	6(13.0)	20(43.5)	11(23.9)	46(100.0)	3.67
	0(0.0)	0(0.0)	7(17.5)	19(47.5)	14(35.0)	40(100.0)	4.18
가	0(0.0)	2(14.3)	3(21.4)	6(42.9)	3(21.4)	14(100.0)	3.71
	2(2.0)	9(9.0)	16(16.0)	45(45.0)	28(28.0)	100(100.0)	3.88
	11(1.6)	55(8.2)	118(17.7)	250(37.5)	233(34.9)	667(100.0)	3.96

\* 5 .

.

, , , 가  
( -28).

< -28>

( : (%), )

	4(0.7)	54(9.5)	167(29.5)	233(41.1)	109(19.2)	567(100.0)	3.69
	1(2.3)	0(0.0)	18(41.9)	16(37.2)	8(18.6)	43(100.0)	3.70
	0(0.0)	2(5.0)	13(32.5)	18(45.0)	7(17.5)	40(100.0)	3.75
	1(1.2)	2(2.4)	31(37.4)	34(41.0)	15(18.1)	83(100.0)	3.72
	5(0.8)	56(8.6)	198(30.5)	267(41.1)	124(19.1)	650(100.0)	3.69



< -30>

( : (%), )

	3(0.5)	29(5.1)	74(13.1)	261(46.0)	200(35.3)	567(100.0)	4.10
	1(2.2)	2(2.2)	10(22.2)	26(57.8)	7(15.6)	45(100.0)	3.82
	0(0.0)	3(7.5)	10(25.0)	14(35.0)	13(32.5)	40(100.0)	3.93
가	0(0.0)	0(0.0)	3(21.4)	6(42.9)	5(35.7)	14(100.0)	4.14
	1(1.0)	5(5.0)	23(23.2)	46(46.5)	25(25.3)	100(100.0)	3.89
	4(0.6)	34(5.1)	97(14.5)	307(46.0)	225(33.7)	667(100.0)	4.07

\* 5

4.

가 , , , 가 가 가 가 ( -31).

< -31>

( : (%), )

	1(0.2)	9(1.6)	62(10.9)	197(34.7)	298(52.6)	567(100.0)	4.38
	0(0.0)	1(2.2)	8(17.4)	19(41.3)	18(39.1)	46(100.0)	4.17
	0(0.0)	0(0.0)	4(10.0)	12(30.0)	24(60.0)	40(100.0)	4.50
가	0(0.0)	0(0.0)	3(21.4)	10(71.4)	1(7.1)	14(100.0)	3.86
	0(0.0)	1(1.0)	15(15.0)	41(41.0)	43(43.0)	100(100.0)	4.26
	1(0.1)	10(1.5)	77(11.5)	238(35.7)	341(51.1)	667(100.0)	4.36

\* 5

'가 51.1%, '가 35.7%, '가 1.5%, '가 0.1%

가 4.44, 4.28, 4.29, 4.71, 4.33, 4.36, 4.47  
 가 가  
 (-32).

< -32 >

( : )

					가		
	4.44	4.28	4.29	4.71	4.33	4.36	4.47
			1	2	3		
	4.39	4.40	4.16	4.42	4.43	4.40	
	4.36		4.33		4.45		
	4.43			4.37			
	4.82		4.36		4.41		

\* 5

4.39, 4.40, 1 4.16, 2 4.42,  
 3 4.43, 4.40 1  
 가  
 4.36, 4.33, 4.45  
 , 4.43,  
 4.37

4.82, 4.36, 4.41 , ,

5.

< -33>  
 , (4.26), (4.23),  
 (4.20), (4.05), .  
 (3.84), (3.67)  
 가  
 , 가,  
 가,  
 가, . 가  
 가, . 가  
 가 가 . 가  
 가 가 ( -34).

< -33>

( : %, )

	83.8	3.4	12.8	100.0	4.23
	81.9	5.1	13.0	100.0	4.20
	77.3	4.6	18.1	100.0	4.05
	85.6	2.9	11.5	100.0	4.26
가 .	68.6	9.0	22.5	100.0	3.84
	58.8	9.0	32.3	100.0	3.67

\* 5





2 ,  
 3  
 3 가 .  
 .  
 1 ( -35).  
 가  
 ( -36),  
 ( -37).  
 가 ( -38).

< -37>

( : )

	4.33	4.23	4.26
	4.25	4.19	4.21
	4.16	4.02	4.07
	4.30	4.23	4.25
가 .	3.94	3.82	3.86
	3.72	3.65	3.68

< -38>

( : )

	4.45	4.20	4.46	4.27
	4.33	4.19	4.27	4.21
	4.19	4.03	4.18	4.07
	4.64	4.20	4.37	4.25
가 .	3.95	3.83	3.94	3.86
	3.86	3.64	3.77	3.68

가. 가

가 .  
 ,  
 42.5%, 25.9% 가 68.4%가  
 , 0.8%, 7.8%  
 8.6% . 가 가  
 , , ( -39).

< -39> 가 .  
 ( : (%), )

	5(0.9)	46(8.1)	129(22.7)	244(43.0)	144(25.4)	568(100.0)	3.84
	0(0.0)	5(11.4)	12(27.3)	16(36.4)	11(25.0)	44(100.0)	3.75
	0(0.0)	0(0.0)	9(22.5)	17(42.5)	14(35.0)	40(100.0)	4.13
	0(0.0)	5(6.0)	21(25.0)	33(39.3)	25(29.8)	84(100.0)	3.93
	5(0.8)	51(7.8)	150(23.0)	277(42.5)	169(25.9)	652(100.0)	3.85

\* 5 .

가 , , 가  
 . 가  
 가 , , 가  
 ( -40).

< -40>

( : (%), )

	1(0.2)	27(4.8)	77(13.6)	211(37.2)	251(44.3)	567(100.0)	4.21
	0(0.0)	2(4.4)	9(20.0)	15(33.3)	19(42.2)	45(100.0)	4.13
	0(0.0)	3(7.5)	3(7.5)	18(45.0)	16(40.0)	40(100.0)	4.18
가	0(0.0)	0(0.0)	1(7.1)	3(21.4)	10(71.4)	14(100.0)	4.64
	0(0.0)	5(5.0)	13(13.1)	36(36.4)	45(45.5)	99(100.0)	4.22
	1(0.2)	32(4.8)	90(13.5)	247(37.1)	296(44.4)	666(100.0)	4.21

\* 5

( ) , 가 , , ( -41).

< -41>

( : (%), )

	0(0.0)	25(4.4)	102(18.0)	259(45.8)	180(31.8)	566(100.0)	4.05
	0(0.0)	4(9.1)	12(27.3)	16(36.4)	12(27.3)	44(100.0)	3.82
	0(0.0)	1(2.5)	5(12.5)	19(47.5)	15(37.5)	40(100.0)	4.20
	0(0.0)	5(6.0)	17(20.2)	35(41.7)	27(32.1)	84(100.0)	4.00
	0(0.0)	30(4.6)	119(18.3)	294(45.2)	207(31.8)	650(100.0)	4.04

\* 5

가

( -42).

< -42 >

( : (%), )

	3(0.5)	47(8.3)	184(32.4)	238(41.9)	96(16.9)	568(100.0)	3.66
	0(0.0)	7(15.9)	19(43.2)	10(22.7)	8(18.2)	44(100.0)	3.43
	0(0.0)	2(5.0)	11(27.5)	17(42.5)	10(25.0)	40(100.0)	3.88
	0(0.0)	9(10.7)	30(35.7)	27(32.1)	18(21.4)	84(100.0)	3.64
	3(0.5)	56(8.6)	214(32.8)	265(40.6)	114(17.5)	652(100.0)	3.66

\*. 5

가

( -43).

가

가  
가 ( -44).

< -43>

( : (%), )

	1(0.2)	18(3.2)	69(12.1)	239(42.1)	241(42.4)	568(100.0)	4.23
	0(0.0)	2(4.5)	7(15.9)	17(38.6)	18(40.9)	44(100.0)	4.16
	0(0.0)	0(0.0)	4(10.3)	11(28.2)	24(61.5)	39(100.0)	4.51
	0(0.0)	2(2.4)	11(13.3)	28(33.7)	42(50.6)	83(100.0)	4.33
	1(0.2)	20(3.1)	80(12.3)	267(41.0)	283(43.5)	651(100.0)	4.25

\* 5 .

< -44>

( : (%), )

	1(0.2)	21(3.7)	67(11.8)	224(39.5)	254(44.8)	567(100.0)	4.25	
	0(0.0)	0(0.0)	11(24.4)	21(46.7)	13(28.9)	45(100.0)	4.04	
	0(0.0)	1(2.5)	8(20.0)	14(35.0)	17(42.5)	40(100.0)	4.18	
	가	0(0.0)	1(7.1)	4(28.6)	7(50.0)	2(14.3)	14(100.0)	3.71
	0(0.0)	2(2.0)	23(23.2)	42(42.4)	32(32.3)	99(100.0)	4.05	
	1(0.2)	23(3.5)	90(13.5)	266(39.9)	286(42.9)	666(100.0)	4.22	

\* 5 .

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, , , 가

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, , , 가  
가 ( -45).

< -45>

( : (%), )

	3(0.5)	27(4.8)	63(11.1)	198(34.9)	276(48.7)	567(100.0)	4.26
	0(0.0)	3(6.5)	6(13.0)	16(34.8)	21(45.7)	46(100.0)	4.20
	0(0.0)	1(2.5)	4(10.0)	14(35.0)	21(52.5)	40(100.0)	4.38
	0(0.0)	4(4.7)	10(11.6)	30(34.9)	42(48.8)	86(100.0)	4.28
	3(0.5)	31(4.7)	73(11.2)	228(34.9)	318(48.7)	653(100.0)	4.27

\* 5 .

, , , 가

가

가 ( -46).

< -46>

( : (%), )

	1(0.2)	31(5.5)	118(21.0)	242(43.0)	171(30.4)	563(100.0)	3.98
	0(0.0)	3(6.7)	13(28.9)	18(40.0)	11(24.4)	45(100.0)	3.82
	0(0.0)	2(5.0)	9(22.5)	17(42.5)	12(30.0)	40(100.0)	3.98
가	1(7.1)	0(0.0)	3(21.4)	8(57.1)	2(14.3)	14(100.0)	3.71
	1(1.0)	5(5.0)	25(25.3)	43(43.4)	25(25.3)	99(100.0)	3.87
	2(0.3)	36(5.4)	143(21.6)	285(43.1)	196(29.6)	662(100.0)	3.96

\* 5 .

6.

, ( -48).  
 . ( -49).  
 37가  
 ( -50).

< -47>

( : )

	3.97	3.85	4.01	3.93	3.71	3.95	3.95	3.93
	3.67	3.62	3.62	3.57	3.57	3.61	3.69	3.64
	3.72	3.82	3.76	3.93	3.52	3.78	3.77	3.76

\* : , : , : , : , :가 , : , :

< -48>

( : )

			<b>1</b>	<b>2</b>	<b>3</b>		
	3.76	4.19	4.11	4.37	3.90	3.79	3.93
	3.63	3.74	3.68	3.84	3.65	3.45	3.64
	3.64	3.83	3.68	3.79	3.74	3.82	3.74

< -49>

( : )

	3.91	3.93	3.94	3.93
	3.70	3.57	3.64	3.65
	3.73	3.58	3.86	3.73

< -50>

( : )

	4.16	3.81		3.93
	3.73	3.60		3.64
	3.87	3.66		3.74

< -51>

( : )

	4.23	3.87	4.07	3.93
	3.52	3.62	3.73	3.64
	4.05	3.69	3.82	3.73

( -51).

가 , , , 가 가

가 , ( -52).



< -52>

( : (%), )

	8(1.4)	69(12.2)	162(28.6)	215(37.9)	113(19.9)	567(100.0)	3.63
	0(0.0)	4(9.1)	20(45.5)	17(38.6)	3(6.8)	44(100.0)	3.43
	0(0.0)	2(5.0)	9(22.5)	18(45.0)	11(27.5)	40(100.0)	3.95
	0(0.0)	6(7.1)	29(34.5)	35(41.7)	14(16.7)	84(100.0)	3.68
	8(1.2)	75(11.5)	191(29.3)	250(38.4)	127(19.5)	651(100.0)	3.63

\* 5

, 가 , 가 ( -53).

< -53>

( : (%), )

	14(2.5)	76(13.4)	114(20.1)	209(36.9)	153(27.0)	566(100.0)	3.73
	1(2.2)	3(6.7)	15(33.3)	10(22.2)	16(35.6)	45(100.0)	3.82
	1(2.5)	1(2.5)	8(20.0)	16(40.0)	14(35.0)	40(100.0)	4.02
	가 2(14.3)	3(21.4)	3(21.4)	4(28.6)	2(14.3)	14(100.0)	3.07
	4(4.0)	7(7.1)	26(26.3)	30(30.3)	32(32.3)	99(100.0)	3.80
	18(2.7)	83(12.5)	140(21.1)	239(35.9)	185(27.8)	665(100.0)	3.74

\* 5

, 가 , 가 ( -54).

< -54>

( : (%), )

	8(1.4)	44(7.8)	117(20.6)	216(38.1)	182(32.1)	567(100.0)	3.92
	0(0.0)	2(4.4)	19(42.2)	16(35.6)	8(17.8)	45(100.0)	3.67
	0(0.0)	2(5.0)	4(10.0)	16(40.0)	18(45.0)	40(100.0)	4.25
가	0(0.0)	1(7.1)	1(7.1)	9(64.3)	3(21.4)	14(100.0)	4.00
	0(0.0)	5(5.0)	24(24.2)	41(41.4)	29(29.3)	99(100.0)	3.95
	8(1.2)	49(7.4)	141(21.2)	257(38.6)	211(31.7)	666(100.0)	3.92

\* 5 .

## 7.

가 < -55> 가  
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< -55>

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( : )

				가		
	4.70	4.45	4.80	4.07	4.67	1
	4.54	4.40	4.68	3.64	4.53	2
	4.54	3.87	4.58	3.86	4.49	3
	4.52	4.11	4.18	4.29	4.47	4
	4.38	4.17	4.50	3.86	4.36	5
	4.41	4.07	4.05	4.07	4.35	6
	4.26	4.20	4.38	-	4.27	7
	4.29	3.91	4.25	-	4.27	7
	4.30	3.59	4.23	4.79	4.26	9
	4.23	4.16	4.51	-	4.25	10
	4.25	4.04	4.18	3.71	4.22	11
	4.21	4.13	4.18	4.64	4.21	12
	4.19	3.79	4.38	3.50	4.16	13
	4.13	4.20	4.58	3.86	4.16	13
	4.14	4.04	4.35	3.64	4.13	15
	4.10	3.82	3.93	4.14	4.07	16
	4.05	3.82	4.20	-	4.04	17
	4.01	3.41	3.93	-	3.96	18
	3.97	3.67	4.18	3.71	3.96	18
	3.98	3.82	3.98	3.71	3.96	18
	3.92	3.67	4.25	4.00	3.92	21
	3.84	3.75	4.13	-	3.85	22
	3.83	3.39	4.05	-	3.81	23
	3.73	3.82	4.02	3.07	3.74	24
	3.68	3.76	3.78	-	3.71	25
	3.69	3.70	3.75	-	3.69	26
	3.66	3.43	3.88	-	3.66	27
	3.63	3.43	3.95	-	3.63	28
	3.33	3.64	3.75	3.64	3.39	29

\* 5

1.

가 .

가. 가 ,

가 .

가 가 .

가 < -1>

가 가 ,

(quota system )

< -1>

( : , %)

			(%)				
						/	
1997	484	342	70.7	71(21.7)	236(72.2)	20(6.1)	327(100.0)
1998	552	277	50.2	26(10.8)	212(88.3)	2(0.8)	240(100.0)
1999	517	333	64.4	36(6.1)	261(0.8)	6(3.0)	297(100.0)
2000	569	270	47.5	NA	NA	NA	NA

: . NA=Not Available

40 50 ‘ ’  
 . 2001. 3. 14 222 12.6% 28  
 , 96  
 가 16 (16.6%)

(2000) ,  
 71.9%가 ,

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**ABSTRACT**

**Study on Method of Effective Employment Education in  
Vocational High Schools**

Korea Research Institute for Vocational Education & Training

Research-in-Charge : Young-Dae Lee

Announcing plans on the development of vocational high schools in Feb. 2000, the Ministry of Education and Human Resources Development (MOE) presented a new overall direction for vocational high school education of Korea. As a follow-up, Korea Research Institute for Vocational Education and Training(KRIVET) has been conducting researches in several areas to develop specific policies.

Though the employment education has been one of key areas of vocational high school education for decades, it is getting less attention recently due to several reasons. Since the financial bailout program of IMF in 1997, deteriorating economic conditions have made it difficult for the graduates of vocational high schools to find a job, and revised college admission system for 2002 has made less number of graduates of vocational high schools to seek for a job.

Nevertheless, as there are still many students who can not afford to enter a college due to economic reasons or who want to get a job

instead of entering a college, employment education is still an important area for vocational high schools.

This study intends to assess current conditions and identify issues regarding employment education of existing vocational high schools. It also seeks to develop improvement measures by conducting surveys on related people to analyze the needs.

Based on a literature research, the study has interviewed officers of MOE, officers of municipal and provincial education offices, members of professional council of vocational high school teachers, and students of vocational high schools, and vocational counselors. Also, a mail survey has been conducted by randomly selecting 120 vocational high schools across the nation. Survey forms have been sent out to a total of 840 teachers, graduates and parents of the selected schools, and 688 surveys returned by the end of Jun. have been analyzed for the study.

Current conditions and issues learned from the research regarding the employment education of vocational high schools are as follows:

Comparing 1990, the number of graduates of vocational high schools in 2000 is decreasing for agricultural high schools, commercial high schools, and fisheries and marine high schools, while that of business high schools and industrial high schools is increasing. The number of vocational high school graduates who enter colleges is gradually increasing, while the number of those who find jobs is sharply decreasing from 1990. Comparing 1995, the overall number of vocational high school graduates who find a job is decreasing while those who go to a college is increasing in 2000.

The trend is same for all types of vocational high schools - agricultural, commercial, industrial, fisheries and marine, and house-keeping high schools. In 2001, 57.7% of vocational high school graduates, or 94.8% of those who want to find a job, have been employed. By school types, house-keeping high schools records the highest employment rate with 98%, followed by fisheries and marine, 96.2%, industrial, 96.4% and commercial vocational high schools with 94.5%.

Looking into employment education of vocational high schools in terms of building and operating a network for the employment education, most schools have an internet home page or are building one. However, not many schools have or are running a network for the employment education program.

Regarding an on-the-job training program, though both teachers and students say that it is required to improve adaptation to field, obtain vocational information and seek future career, only part of students reply that they are well adapting to the OJT program, indicating that the program needs improvement.

Overall, utilization of vocational information room is not active, average budget amount for employment education of vocational high schools is very low, and the budget to run the information room is not sufficient. Not many schools possess enough vocational data and information, while career information room and career counseling space are sufficient.

Regarding employment education programs, vocational high schools do



not have enough programs in terms of volume, lack comprehensive data, lack easy-to-use data, and have programs or contents that are old-fashioned.

Seeing the aspect of counseling teachers, the number of dedicated teachers is higher compared to that of academic middle or high schools, but teachers of vocational high schools perceive vocational counseling only as a responsibility to which not much support is provided.

Based on the above conditions and issues of the vocational counseling programs of vocational high schools, improvement plans are developed for several areas: improving social conditions; building and running a network for vocational counseling; developing and running vocational programs; and developing counseling teachers.

First, the following basic preconditions are required: provide the benefit of alternative military service positions to vocational high school graduates by considering required military resources; develop a system to hire the graduates in government offices and designated industry service; provide workers in industrial an opportunity to learn at colleges to workers in designated industry service; develop plans to provide privileges to the holders of national technical licenses; strengthen link between high school education and license programs; revise conventions or laws that are disadvantageous to vocational high school graduates; improve social perception on vocational high school education; increase financial support for vocational high schools.

Second, the following improvements are required for the development and running of vocational counseling programs: strengthen vocational

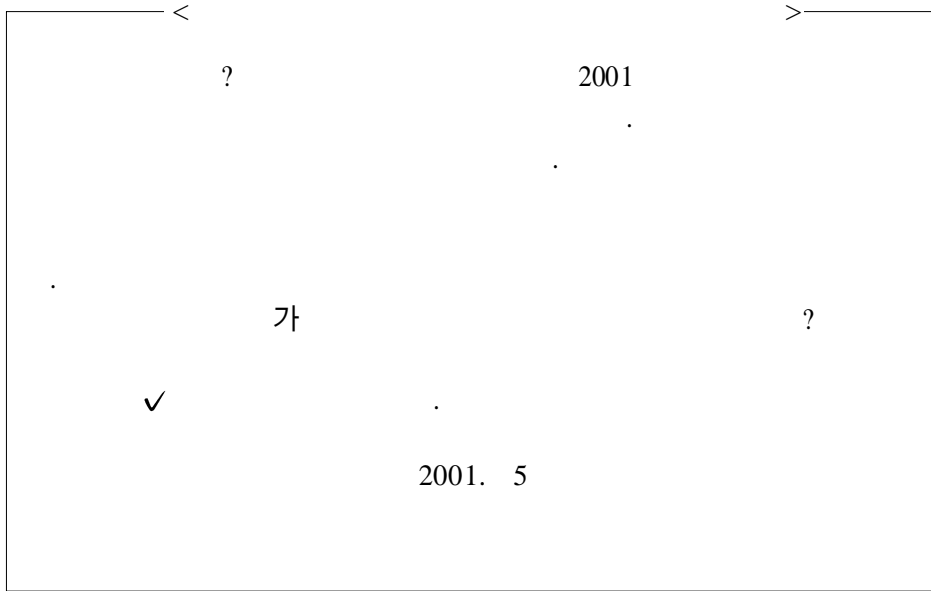
counseling programs of vocational high schools, provide comprehensive data, use multimedia to develop and use vocational counseling programs, provide meet-the-graduates programs and special guests lecture programs, reinforce vocational counseling hours, activate experience-oriented vocational education, develop and run vocational education programs, reinforce operation of programs to recognize one's talent areas and aptitude, strengthen career counseling for students, provide continued vocational counseling and programs to graduates, build a specialized counseling system, and develop and use programs to improve personal characters.

Third, the followings are required in relation with the building and running of a network for vocational counseling: strengthen vocational counseling programs by leveraging school home pages, build and run graduates database, build and run vocational information database, and improve the operation of OJT programs. Regarding the expansion and running of a vocational counseling room, the following improvements are required: build a vocational information center at each school, activate the operation of existing vocational information rooms, increase budget for the operation of a vocational information room, expand vocational information to be used for a vocational information room, and strengthen PR to use the vocational information room. In addition to these there must be improvement in a vocational information system and strengthen of the function of national and regional vocational information centers.

Finally, the following efforts should be made regarding vocational counseling teachers: increase the number of dedicated counseling

teachers; strengthen systematic education for vocational counseling teachers; reinforce theory and practical knowledge for vocational counseling; change perception of vocational high school teachers on vocational counseling; achieve specialized vocational counseling; municipal and provincial educational offices establish a system to manage vocational counseling and specialized counselors; secure specialized counseling teachers; and relieve vocational counseling teachers of heavy duties and responsibilities.

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	94,653	42,740	45.1	13,745	7,262	52.8	108,398	50,002	46.1
	23,788	10,493	44.1	99,572	63,159	63.4	123,360	73,652	59.7
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		7,057	5.39	4,539	7.88	2,518	3.43
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		22,614	17.27	6,478	11.25	16,136	21.99
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		41,098	31.38	4,185	7.27	36,913	50.30
	,	21,679	16.55	6,746	11.71	14,933	20.35
		1,364	1.04	985	1.71	379	0.52
		30,573	23.34	21,231	36.87	9,342	12.73
	.	12,500	9.54	8,535	14.82	3,965	5.40
		10,314	7.88	4,937	8.57	5,377	7.33
		95	0.07	78	0.14	17	0.02
		130,968	100.00	57,585	100.00	73,383	100.00
		71,296	54.44	23,920	41.54	47,376	64.56
		6,832	5.22	2,249	3.91	4,583	6.25
	.	16,619	12.69	6,839	11.88	9,780	13.33
		27,913	21.31	20,340	35.32	7,573	10.32
		2,655	2.03	1,523	2.64	1,132	1.54
		694	0.53	441	0.77	253	0.34
		4,959	3.79	2,273	3.95	2,686	3.66
		130,968	100.00	57,585	100.00	73,383	100.00
		99,496	75.97	45,532	79.07	53,964	73.54
		31,472	24.03	12,053	20.93	19,419	26.46
		130,968	100.00	57,585	100.00	73,383	100.00

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		200	5.06	170	6.62	30	2.16
	.	367	9.28	178	6.93	189	13.63
	,	138	3.49	114	4.44	24	1.73
	, ,	68	1.72	21	0.82	47	3.39
		694	17.54	348	13.55	346	24.95
		360	9.10	193	7.51	167	12.04
		3,956	100.00	2,569	100.00	1,387	100.00
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	가	14	0.35	5	0.19	9	0.65
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		236	5.97	61	2.37	175	12.62
	,	881	22.27	445	17.32	436	31.43
		687	17.37	595	23.16	92	6.63
		581	14.69	422	16.43	159	11.46
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		871	22.02	516	20.09	355	25.59
		11	0.28	2	0.08	9	0.65
		3,956	100.00	2,569	100.00	1,387	100.00
		1,195	30.21	702	27.33	493	35.54
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		188	4.75	134	5.22	54	3.89
		212	5.36	199	7.75	13	0.94
		333	8.42	212	8.25	121	8.72
		3,956	100.00	2,569	100.00	1,387	100.00
		1,889	47.75	1,372	53.41	517	37.27
		2,067	52.25	1,197	46.59	870	62.73
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	, ,	104	0.21	93	0.22	11	0.15
		31	0.06	31	0.07	0	0.00
		31,373	62.74	27,255	63.77	4,118	56.71
	, 가	3,992	7.98	3,778	8.84	214	2.95
		4,205	8.41	3,959	9.26	246	3.39
	.	967	1.93	617	1.44	350	4.82
	,	2,569	5.14	2,217	5.19	352	4.85
	, ,	415	0.83	122	0.29	293	4.03
		4,576	9.15	3,270	7.65	1,306	17.98
		1,770	3.54	1,398	3.27	372	5.12
		50,002	100.00	42,740	100.00	7,262	100.00
	,	0	0.00	0	0.00	0	0.00
	가	271	0.54	199	0.47	72	0.99
	, 가	10,084	20.17	9,081	21.25	1,003	13.81
		3,138	6.28	923	2.16	2,215	30.50
	,	3,707	7.41	2,806	6.57	901	12.41
		134	0.27	117	0.27	17	0.23
		21,437	42.87	19,542	45.72	1,895	26.09
	.	8,191	16.38	7,274	17.02	917	12.63
		2,981	5.96	2,739	6.41	242	3.33
		59	0.12	59	0.14	0	0.00
		50,002	100.00	42,740	100.00	7,262	100.00
		21,056	42.11	17,544	41.05	3,512	48.36
		2,155	4.31	1,708	4.00	447	6.16
	.	4,723	9.45	3,978	9.31	745	10.26
		18,993	37.98	16,918	39.58	2,075	28.57
		982	1.96	909	2.13	73	1.01
		157	0.31	140	0.33	17	0.23
		1,936	3.87	1,543	3.61	393	5.41
		50,002	100.00	42,740	100.00	7,262	100.00
		42,347	84.69	36,790	86.08	5,557	76.52
		7,655	15.31	5,950	13.92	1,705	23.48
		50,002	100.00	42,740	100.00	7,262	100.00

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			%		%		%
	, ,	276	0.37	45	0.43	231	0.37
		17	0.02	5	0.05	12	0.02
		29,270	39.74	3,882	37.00	25,388	40.20
	, 가	964	1.31	234	2.23	730	1.16
		2,571	3.49	374	3.56	2,197	3.48
	.	8,273	11.23	1,681	16.02	6,592	10.44
	,	3,746	5.09	608	5.79	3,138	4.97
	, ,	6,717	9.12	439	4.18	6,278	9.94
		16,332	22.17	2,527	24.08	13,805	21.86
		5,486	7.45	698	6.65	4,788	7.58
		73,652	100.00	10,493	100.00	63,159	100.00
	,	1	0.00	0	0.00	1	0.00
	가	240	0.33	44	0.42	196	0.31
	, 가	1,624	2.20	639	6.09	985	1.56
		37,108	50.38	3,028	28.86	34,080	53.96
	,	16,157	21.94	3,231	30.79	12,926	20.47
		294	0.40	45	0.43	249	0.39
		8,217	11.16	1,100	10.48	7,117	11.27
	.	3,748	5.09	837	7.98	2,911	4.61
		6,239	8.47	1,553	14.80	4,686	7.42
		24	0.03	16	0.15	8	0.01
		73,652	100.00	10,493	100.00	63,159	100.00
		47,596	64.62	4,842	46.15	42,754	67.69
		4,445	6.04	426	4.06	4,019	6.36
	.	10,235	13.90	1,952	18.60	8,283	13.11
		7,306	9.92	2,374	22.62	4,932	7.81
		1,367	1.86	405	3.86	962	1.52
		295	0.40	84	0.80	211	0.33
		2,408	3.27	410	3.91	1,998	3.16
		73,652	100.00	10,493	100.00	63,159	100.00
		53,435	72.55	6,274	59.79	47,161	74.67
		20,217	27.45	4,219	40.21	15,998	25.33
		73,652	100.00	10,493	100.00	63,159	100.00

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			%		%		%
	, ,	155	17.88	150	20.11	5	4.13
		0	0.00	0	0.00	0	0.00
		188	21.68	142	19.03	46	38.02
	, 가	10	1.15	10	1.34	0	0.00
		7	0.81	7	0.94	0	0.00
	.	10	1.15	9	1.21	1	0.83
	,	241	27.80	241	32.31	0	0.00
	, ,	2	0.23	0	0.00	2	1.65
		91	10.50	34	4.56	57	47.11
		163	18.80	153	20.51	10	8.26
		867	100.00	746	100.00	121	100.00
	,	0	0.00	0	0.00	0	0.00
	가	0	0.00	0	0.00	0	0.00
	, 가	439	50.63	429	57.51	10	8.26
		47	5.42	2	0.27	45	37.19
	,	62	7.15	39	5.23	23	19.01
		141	16.26	141	18.90	0	0.00
		65	7.50	46	6.17	19	15.70
	.	60	6.92	44	5.90	16	13.22
	,	53	6.11	45	6.03	8	6.61
		0	0.00	0	0.00	0	0.00
		867	100.00	746	100.00	121	100.00
		424	48.90	409	54.83	15	12.40
		18	2.08	8	1.07	10	8.26
	.	68	7.84	45	6.03	23	19.01
		308	35.52	243	32.57	65	53.72
		22	2.54	20	2.68	2	1.65
		4	0.46	4	0.54	0	0.00
		23	2.65	17	2.28	6	4.96
		867	100.00	746	100.00	121	100.00
		750	86.51	651	87.27	99	81.82
		117	13.49	95	12.73	22	18.18
		867	100.00	746	100.00	121	100.00



< 7> 가

			%		%		%
	, ,	0	0.00	0	0.00	0	0.00
		0	0.00	0	0.00	0	0.00
		118	19.16	0	0.00	118	19.54
	, 가	18	2.92	0	0.00	18	2.98
		18	2.92	0	0.00	18	2.98
	.	126	20.45	12	100.00	114	18.87
	,	17	2.76	0	0.00	17	2.81
	, ,	14	2.27	0	0.00	14	2.32
		247	40.10	0	0.00	247	40.89
		58	9.42	0	0.00	58	9.60
		616	100.00	12	100.00	604	100.00
	,	0	0	0	0.00	0	0.00
	가	53	8.60	0	0.00	53	8.77
	, 가	16	2.60	0	0.00	16	2.65
		79	12.82	0	0.00	79	13.08
	,	311	50.49	5	41.67	306	50.66
		0	0.00	0	0.00	0	0.00
		88	14.29	7	58.33	81	13.41
	.	32	5.19	0	0.00	32	5.30
		37	6.01	0	0.00	37	6.13
		0	0.00	0	0.00	0	0.00
		616	100.00	12	100.00	604	100.00
		273	44.32	1	8.33	272	45.03
		9	1.46	0	0.00	9	1.49
	.	112	18.18	3	25.00	109	18.05
		150	24.35	8	66.67	142	23.51
		22	3.57	0	0.00	22	3.64
		7	1.14	0	0.00	7	1.16
		43	6.98	0	0.00	43	7.12
		616	100.00	12	100.00	604	100.00
		373	60.55	12	100.00	361	59.77
		243	39.45	0	0.00	243	40.23
		616	100.00	12	100.00	604	100.00

< 8 >

		%		%		%
, ,	12	2.30	0	0	12	3.74
	0	0.00	0	0	0	0.00
	248	47.51	117	58.21	131	40.81
, 가	5	0.96	1	0.50	4	1.25
	22	4.21	2	1.00	20	6.23
.	23	4.41	10	4.98	13	4.05
,	14	2.68	2	1.00	12	3.74
, ,	8	1.53	0	0.00	8	2.49
	169	32.38	66	32.84	103	32.09
	21	4.02	3	1.49	18	5.61
	522	100.00	201	100.00	321	100.00
, ,	0	0.00	0	0	0	0.00
가	0	0.00	0	0	0	0.00
, 가	74	14.18	56	27.86	18	5.61
	263	50.38	94	46.77	169	52.65
,	118	22.61	27	13.43	91	28.35
	12	2.30	0	0.00	12	3.74
	23	4.41	15	7.46	8	2.49
.	23	4.41	8	3.98	15	4.67
	9	1.72	1	0.50	8	2.49
	522	100.00	201	100.00	321	100.00
	265	50.77	84	41.79	181	56.39
	10	1.92	4	1.99	6	1.87
.	115	22.03	44	21.89	71	22.12
	59	11.30	45	22.39	14	4.36
	34	6.51	19	9.45	15	4.67
	5	0.96	2	1.00	3	0.93
	34	6.51	3	1.49	31	9.66
	522	100.00	201	100.00	321	100.00
	348	66.67	142	70.65	206	64.17
	174	33.33	59	29.35	115	35.83
	522	100.00	201	100.00	321	100.00

< 9 >

			%		%		%
	, ,	90	6.65	87	10.56	3	0.57
		0	0.00	0	0.00	0	0.00
		412	30.45	309	37.50	103	19.47
	, 가	34	2.51	34	4.13	0	0.00
		34	2.51	27	3.28	7	1.32
	.	91	6.73	38	4.61	53	10.02
	,	26	1.92	20	2.43	6	1.13
	, ,	36	2.66	6	0.73	30	5.67
		505	37.32	233	28.28	272	51.42
		125	9.24	70	8.50	55	10.40
		1,353	100.00	824	100.00	529	100.00
	,	0	0.00	0	0.00	0	0.00
	가	11	0.81	8	0.97	3	0.57
	, 가	152	11.23	141	17.11	11	2.08
		227	16.78	77	9.34	150	28.36
	,	443	32.74	193	23.42	250	47.26
		96	7.10	87	10.56	9	1.70
		162	11.97	99	12.01	63	11.91
	.	137	10.13	135	16.38	2	0.38
		124	9.16	83	10.07	41	7.75
		1	0.07	1	0.12	0	0.00
		1,353	100.00	824	100.00	529	100.00
		487	35.99	338	41.02	149	28.17
		38	2.81	23	2.79	15	2.84
		445	32.89	225	27.31	220	41.59
		147	10.86	102	12.38	45	8.51
		40	2.96	36	4.37	4	0.76
		14	1.03	12	1.46	2	0.38
		182	13.45	88	10.68	94	17.77
		1,353	100.00	824	100.00	529	100.00
		354	26.16	291	35.32	63	11.91
		999	73.84	533	64.68	466	88.09
		1,353	100.00	824	100.00	529	100.00

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