

대졸 화이트 칼라의 능력개발과  
경력관리 조사 : 기업체  
**CODE BOOK**

|          |               |
|----------|---------------|
| 자료번호     | A1-1996-0017  |
| 연구책임자    | 이장원 (한국노동연구원) |
| 조사년도     | 1996년         |
| 연구수행기관   | 한국노동연구원       |
| 자료서비스기관  | 한국사회과학자료원     |
| 자료공개년도   | 2008년         |
| 코드북 제작년도 | 2009년         |

이 자료를 연구 및 저작에 이용, 참고 및 인용할 경우에는 KOSSDA의 자료인용표준서식에 준하여 자료의 출처를 반드시 명시하여야 합니다. 자료 출처는 자료명이 최초로 언급되는 부분이나 참고문헌 목록에 명시할 수 있습니다.

#### ■ 자료를 이용, 참고, 인용할 경우 표준서식

이장원. 1996. 「대졸 화이트 칼라의 능력개발과 경력관리 조사 : 기업체」. 연구수행기관: 한국노동연구원. 자료서비스기관: 한국사회과학자료원. 자료공개년도: 2008년. 자료번호: A1-1996-0017.

#### ■ 코드북을 인용할 경우 표준서식

한국사회과학자료원. 2009. 「대졸 화이트 칼라의 능력개발과 경력관리 조사 : 기업체 CODE BOOK」. pp. 5-10.

이 자료의 코드북에 대한 모든 권한은 KOSSDA에 있으며 KOSSDA의 사전허가 없이 복제, 송신, 출판, 배포할 수 없습니다.

S01

1.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 206 | 80.8  | 80.8  |
| 2 | 49  | 19.2  | 19.2  |
|   | 255 | 100.0 | 100.0 |

S02

:

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 136 | 53.3  | 53.3  |
| 2 | 119 | 46.7  | 46.7  |
|   | 255 | 100.0 | 100.0 |

S03

:

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 142 | 55.7  | 55.7  |
| 2 | 113 | 44.3  | 44.3  |
|   | 255 | 100.0 | 100.0 |

S04

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 102 | 40.0  | 40.0  |
| 2 | 59  | 23.1  | 23.1  |
| 3 | 94  | 36.9  | 36.9  |
|   | 255 | 100.0 | 100.0 |

S05

|   |    |     |       |       |
|---|----|-----|-------|-------|
|   | 1  | 8   | 3.1   | 3.1   |
| 가 | 2  | 13  | 5.1   | 5.1   |
| 가 | 3  | 5   | 2.0   | 2.0   |
|   | 4  | 7   | 2.7   | 2.7   |
|   | 5  | 26  | 10.2  | 10.2  |
|   | 6  | 7   | 2.7   | 2.7   |
| 1 | 7  | 12  | 4.7   | 4.7   |
|   | 8  | 23  | 9.0   | 9.0   |
|   | 9  | 1   | 0.4   | 0.4   |
| 가 | 11 | 3   | 1.2   | 1.2   |
|   | 12 | 38  | 14.9  | 14.9  |
|   | 13 | 20  | 7.8   | 7.8   |
|   | 14 | 3   | 1.2   | 1.2   |
|   | 15 | 18  | 7.1   | 7.1   |
|   | 16 | 59  | 23.1  | 23.1  |
|   | 17 | 4   | 1.6   | 1.6   |
|   | 18 | 3   | 1.2   | 1.2   |
|   | 19 | 2   | 0.8   | 0.8   |
|   | 20 | 3   | 1.2   | 1.2   |
|   |    | 255 | 100.0 | 100.0 |

S06

|  |             |
|--|-------------|
|  | 255         |
|  | 44          |
|  | 12000       |
|  | 1325.65 ( ) |
|  | 1635.701    |

S07 ( : )

---

|  |              |
|--|--------------|
|  | 247          |
|  | 195          |
|  | 761200       |
|  | 56971.45 ( ) |
|  | 97214.455    |

S08 1995 ( : )  
 1995

---

|  |               |
|--|---------------|
|  | 248           |
|  | 570           |
|  | 18000000      |
|  | 577167.12 ( ) |
|  | 1818339.982   |

S091 :  
 2. :

---

|  |           |
|--|-----------|
|  | 255       |
|  | 0         |
|  | 4200      |
|  | 206.1 ( ) |
|  | 430.679   |

S092 :  
 2. :

---

|  |            |
|--|------------|
|  | 255        |
|  | 0          |
|  | 2400       |
|  | 117.91 ( ) |
|  | 262.329    |

S093

:

2. :

---

|            |
|------------|
| 255        |
| 0          |
| 2500       |
| 107.97 ( ) |
| 247.076    |

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S094

:

2. :

---

|           |
|-----------|
| 255       |
| 0         |
| 688       |
| 18.29 ( ) |
| 65.263    |

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S101

:

2. :

---

|            |
|------------|
| 255        |
| 1          |
| 2500       |
| 189.82 ( ) |
| 325.134    |

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S102

:

2. :

---

|           |
|-----------|
| 255       |
| 0         |
| 1200      |
| 116.1 ( ) |
| 165.835   |

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S103 :

2. :

---

|  |           |
|--|-----------|
|  | 255       |
|  | 0         |
|  | 759       |
|  | 74.44 ( ) |
|  | 107.836   |

S104 :

2. :

---

|  |           |
|--|-----------|
|  | 255       |
|  | 0         |
|  | 600       |
|  | 39.39 ( ) |
|  | 66.267    |

S105 :

2. :

---

|  |           |
|--|-----------|
|  | 255       |
|  | 0         |
|  | 708       |
|  | 30.53 ( ) |
|  | 62.007    |

A011 91 ( )

1. 5 ?

91

---

|  |           |
|--|-----------|
|  | 246       |
|  | 0         |
|  | 415       |
|  | 38.74 ( ) |
|  | 55.781    |

A012 92 ( )  
 1. 5 ?  
 92

---

248  
 0  
 400  
 35.08 ( )  
 47.059

---

A013 93 ( )  
 1. 5 ?  
 93

---

253  
 0  
 400  
 41.26 ( )  
 60.033

---

A014 94 ( )  
 1. 5 ?  
 94

---

254  
 0  
 600  
 49.83 ( )  
 73.633

---

A015 95 ( )  
 1. 5 ?  
 95

---

253  
 0  
 781  
 54.31 ( )  
 86.104

---

A02 (%)

2. ? 가 ( )

---

|             |
|-------------|
| 243         |
| 0           |
| 100         |
| 24.9428 (%) |
| 24.79892    |

---

A031 ( )

3. ( ) ?

---

|           |
|-----------|
| 222       |
| 1         |
| 600       |
| 51.08 (%) |
| 71.658    |

---

A032 (%)

3. % ( ) ?

---

|             |
|-------------|
| 216         |
| 0           |
| 100         |
| 41.5329 (%) |
| 34.07147    |

---

A033 (%)

3. % ( ) ?

---

|             |
|-------------|
| 216         |
| 0           |
| 100         |
| 37.6231 (%) |
| 28.10666    |

---

A034

(%)

3. % ( ) ?

|            |
|------------|
| 216        |
| 0          |
| 100        |
| 20.844 (%) |
| 24.19098   |

A04

4. ?

|   |   |     |       |       |
|---|---|-----|-------|-------|
| 가 | 1 | 55  | 21.6  | 21.6  |
|   | 2 | 136 | 53.3  | 53.3  |
|   | 3 | 64  | 25.1  | 25.1  |
|   |   | 255 | 100.0 | 100.0 |

A0511

가 1

5. 가 . 가

|  |   |     |       |       |
|--|---|-----|-------|-------|
|  | 1 | 26  | 10.2  | 10.2  |
|  | 2 | 136 | 53.3  | 53.3  |
|  | 3 | 64  | 25.1  | 25.1  |
|  | 4 | 12  | 4.7   | 4.7   |
|  | 6 | 2   | 0.8   | 0.8   |
|  | 8 | 15  | 5.9   | 5.9   |
|  |   | 255 | 100.0 | 100.0 |

A0512

가 2

|  |   |     |       |       |
|--|---|-----|-------|-------|
|  | 1 | 1   | 0.4   | 0.4   |
|  | 2 | 5   | 2.0   | 2.0   |
|  | 3 | 13  | 5.1   | 5.1   |
|  | 4 | 3   | 1.2   | 1.2   |
|  | 9 | 233 | 91.4  | 91.4  |
|  |   | 255 | 100.0 | 100.0 |

A0521

1

5. 가 .

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 142 | 55.7  | 55.7  |
| 2 | 8   | 3.1   | 3.1   |
| 3 | 5   | 2.0   | 2.0   |
| 4 | 10  | 3.9   | 3.9   |
| 5 | 2   | 0.8   | 0.8   |
| 8 | 88  | 34.5  | 34.5  |
|   | 255 | 100.0 | 100.0 |

A0522

2

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 2   | 0.8   | 0.8   |
| 3 | 1   | 0.4   | 0.4   |
| 4 | 5   | 2.0   | 2.0   |
| 9 | 247 | 96.9  | 96.9  |
|   | 255 | 100.0 | 100.0 |

A06

6. 가 ?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 66  | 25.9  | 25.9  |
| 2 | 54  | 21.2  | 21.2  |
| 3 | 135 | 52.9  | 52.9  |
|   | 255 | 100.0 | 100.0 |

A07

7. 가 ?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 9   | 3.5   | 3.5   |
| 2 | 227 | 89.0  | 89.0  |
| 3 | 13  | 5.1   | 5.1   |
| 4 | 6   | 2.4   | 2.4   |
|   | 255 | 100.0 | 100.0 |

A08 (%)

|       |             |   |
|-------|-------------|---|
| 8.    | ?           | % |
| <hr/> |             |   |
|       | 250         |   |
|       | 0           |   |
|       | 90          |   |
|       | 17.8844 (%) |   |
|       | 19.39494    |   |
| <hr/> |             |   |

A09

9. 가 가 ?

|  |   |     |       |       |
|--|---|-----|-------|-------|
|  | 1 | 5   | 2.0   | 2.0   |
|  | 2 | 87  | 34.1  | 34.1  |
|  | 3 | 157 | 61.6  | 61.6  |
|  | 4 | 6   | 2.4   | 2.4   |
|  |   | 255 | 100.0 | 100.0 |

A101 91 (%)

10. ( ) ?  
 91 %

|       |            |
|-------|------------|
|       | 235        |
|       | 0          |
|       | 78         |
|       | 8.4226 (%) |
|       | 10.07928   |
| <hr/> |            |

A102 92 (%)

10. ( ) ?  
 92 %

|       |            |
|-------|------------|
|       | 237        |
|       | 0          |
|       | 83         |
|       | 8.8131 (%) |
|       | 10.57379   |
| <hr/> |            |

A103 93 (%)

10. ( ) ?  
 93 %

---

|            |
|------------|
| 246        |
| 0          |
| 52         |
| 8.7959 (%) |
| 9.00343    |

---

A104 94 (%)

10. ( ) ?  
 94 %

---

|            |
|------------|
| 249        |
| 0          |
| 50         |
| 8.6912 (%) |
| 9.19951    |

---

A105 95 (%)

10. ( ) ?  
 95 %

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|            |
|------------|
| 249        |
| 0          |
| 60         |
| 9.0574 (%) |
| 9.23178    |

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A11

11. ( ) 가 ?

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|     |     |       |       |
|-----|-----|-------|-------|
| 1   | 19  | 7.5   | 7.5   |
| 2   | 19  | 7.5   | 7.5   |
| 3   | 82  | 32.2  | 32.2  |
| 4   | 135 | 52.9  | 52.9  |
| 255 |     | 100.0 | 100.0 |

---

A121

( )

| 12. |     |     | %     | ?     |
|-----|-----|-----|-------|-------|
| 1   | 1   | 2   | 0.8   | 10.5  |
| 2   | 2   | 1   | 0.4   | 5.3   |
| 4   | 4   | 1   | 0.4   | 5.3   |
| 5   | 5   | 1   | 0.4   | 5.3   |
| 6   | 6   | 1   | 0.4   | 5.3   |
| 10  | 10  | 1   | 0.4   | 5.3   |
| 17  | 17  | 1   | 0.4   | 5.3   |
| 20  | 20  | 4   | 1.6   | 21.1  |
| 30  | 30  | 1   | 0.4   | 5.3   |
| 40  | 40  | 1   | 0.4   | 5.3   |
| 50  | 50  | 1   | 0.4   | 5.3   |
| 60  | 60  | 1   | 0.4   | 5.3   |
| 65  | 65  | 1   | 0.4   | 5.3   |
| 104 | 104 | 1   | 0.4   | 5.3   |
| 123 | 123 | 1   | 0.4   | 5.3   |
|     | 888 | 236 | 92.5  |       |
|     |     | 255 | 100.0 | 100.0 |

A122

(%)

| 12.  | %   |   | %   | ?    |
|------|-----|---|-----|------|
| 0.2% | 0.2 | 1 | 0.4 | 5.3  |
| 0.3% | 0.3 | 1 | 0.4 | 5.3  |
| 0.5% | 0.5 | 1 | 0.4 | 5.3  |
| 0.6% | 0.6 | 1 | 0.4 | 5.3  |
| 0.9% | 0.9 | 1 | 0.4 | 5.3  |
| 2.0% | 2   | 2 | 0.8 | 10.5 |
| 2.1% | 2.1 | 1 | 0.4 | 5.3  |
| 2.3% | 2.3 | 1 | 0.4 | 5.3  |

|       |     |     |       |       |
|-------|-----|-----|-------|-------|
| 2.4%  | 2.4 | 1   | 0.4   | 5.3   |
| 2.5%  | 2.5 | 1   | 0.4   | 5.3   |
| 3.0%  | 3   | 2   | 0.8   | 10.5  |
| 4.0%  | 4   | 1   | 0.4   | 5.3   |
| 10.0% | 10  | 2   | 0.8   | 10.5  |
| 11.0% | 11  | 1   | 0.4   | 5.3   |
| 30.0% | 30  | 1   | 0.4   | 5.3   |
| 35.0% | 35  | 1   | 0.4   | 5.3   |
|       | 88  | 236 | 92.5  |       |
|       |     | 255 | 100.0 | 100.0 |

A13 (%)

| 13. |    | %   |       | ?     |
|-----|----|-----|-------|-------|
| 0%  | 0  | 2   | 0.8   | 10.5  |
| 5%  | 5  | 3   | 1.2   | 15.8  |
| 7%  | 7  | 1   | 0.4   | 5.3   |
| 10% | 10 | 3   | 1.2   | 15.8  |
| 20% | 20 | 2   | 0.8   | 10.5  |
| 30% | 30 | 1   | 0.4   | 5.3   |
| 40% | 40 | 1   | 0.4   | 5.3   |
|     | 99 | 6   | 2.4   | 31.6  |
|     | 88 | 236 | 92.5  |       |
|     |    | 255 | 100.0 | 100.0 |

A14

| 14. |   | ?   |       |       |
|-----|---|-----|-------|-------|
|     | 1 | 13  | 5.1   | 68.4  |
| ,   | 3 | 5   | 2.0   | 26.3  |
|     | 4 | 1   | 0.4   | 5.3   |
|     | 0 | 236 | 92.5  |       |
|     |   | 255 | 100.0 | 100.0 |

A15

15. 가 가 ?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 1   | 0.4   | 5.3   |
| 2 | 12  | 4.7   | 63.2  |
| 3 | 6   | 2.4   | 31.6  |
| 0 | 236 | 92.5  |       |
|   | 255 | 100.0 | 100.0 |

A1601 :

1. 1, 가 5 .

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 19  | 7.5   | 7.5   |
| 2 | 124 | 48.6  | 48.6  |
| 3 | 82  | 32.2  | 32.2  |
| 4 | 27  | 10.6  | 10.6  |
| 5 | 3   | 1.2   | 1.2   |
|   | 255 | 100.0 | 100.0 |

A1602 :

2.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 30  | 11.8  | 11.8  |
| 2 | 81  | 31.8  | 31.8  |
| 3 | 47  | 18.4  | 18.4  |
| 4 | 86  | 33.7  | 33.7  |
| 5 | 11  | 4.3   | 4.3   |
|   | 255 | 100.0 | 100.0 |

A1603 : 가

3.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 3   | 1.2   | 1.2   |
| 2 | 23  | 9.0   | 9.0   |
| 3 | 45  | 17.6  | 17.6  |
| 4 | 159 | 62.4  | 62.4  |
| 5 | 25  | 9.8   | 9.8   |
|   | 255 | 100.0 | 100.0 |

A1604 :

4.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 33  | 12.9  | 12.9  |
| 2 | 93  | 36.5  | 36.5  |
| 3 | 79  | 31.0  | 31.0  |
| 4 | 48  | 18.8  | 18.8  |
| 5 | 2   | 0.8   | 0.8   |
|   | 255 | 100.0 | 100.0 |

A1605 : 가

5. 가

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 38  | 14.9  | 14.9  |
| 2 | 104 | 40.8  | 40.8  |
| 3 | 76  | 29.8  | 29.8  |
| 4 | 36  | 14.1  | 14.1  |
| 5 | 1   | 0.4   | 0.4   |
|   | 255 | 100.0 | 100.0 |

A1606 : 가

6.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 41  | 16.1  | 16.1  |
| 2 | 107 | 42.0  | 42.0  |
| 3 | 60  | 23.5  | 23.5  |
| 4 | 40  | 15.7  | 15.7  |
| 5 | 7   | 2.7   | 2.7   |
|   | 255 | 100.0 | 100.0 |

A1607 : 가

7.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 34  | 13.3  | 13.3  |
| 2 | 89  | 34.9  | 34.9  |
| 3 | 82  | 32.2  | 32.2  |
| 4 | 45  | 17.6  | 17.6  |
| 5 | 5   | 2.0   | 2.0   |
|   | 255 | 100.0 | 100.0 |

A1608 : 가

8. 가

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 51  | 20.0  | 20.0  |
| 2 | 79  | 31.0  | 31.0  |
| 3 | 63  | 24.7  | 24.7  |
| 4 | 55  | 21.6  | 21.6  |
| 5 | 7   | 2.7   | 2.7   |
|   | 255 | 100.0 | 100.0 |

A1609 :

9.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 10  | 3.9   | 3.9   |
| 2 | 30  | 11.8  | 11.8  |
| 3 | 51  | 20.0  | 20.0  |
| 4 | 151 | 59.2  | 59.2  |
| 5 | 13  | 5.1   | 5.1   |
|   | 255 | 100.0 | 100.0 |

A1610

10.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 13  | 5.1   | 5.1   |
| 2 | 98  | 38.4  | 38.4  |
| 3 | 72  | 28.2  | 28.2  |
| 4 | 65  | 25.5  | 25.5  |
| 5 | 7   | 2.7   | 2.7   |
|   | 255 | 100.0 | 100.0 |

A17

1. , 가 가 ?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 18  | 7.1   | 7.1   |
| 2 | 184 | 72.2  | 72.2  |
| 3 | 29  | 11.4  | 11.4  |
| 4 | 23  | 9.0   | 9.0   |
| 5 | 1   | 0.4   | 0.4   |
|   | 255 | 100.0 | 100.0 |

A181 (%)

|       |   |   |             |
|-------|---|---|-------------|
| 2.    | % | % | ?           |
| <hr/> |   |   |             |
|       |   |   | 242         |
|       |   |   | 0           |
|       |   |   | 100         |
|       |   |   | 61.6306 (%) |
| <hr/> |   |   |             |
|       |   |   | 27.8989     |

A182 (%)

|       |   |   |             |
|-------|---|---|-------------|
| 2.    | % | % | ?           |
| <hr/> |   |   |             |
|       |   |   | 244         |
|       |   |   | 0           |
|       |   |   | 100         |
|       |   |   | 66.6082 (%) |
| <hr/> |   |   |             |
|       |   |   | 30.74217    |

A183 (%)

|       |   |   |             |
|-------|---|---|-------------|
| 2.    | % | % | ?           |
| <hr/> |   |   |             |
|       |   |   | 243         |
|       |   |   | 0           |
|       |   |   | 100         |
|       |   |   | 56.9123 (%) |
| <hr/> |   |   |             |
|       |   |   | 29.52995    |

A184 (%)

|       |   |   |             |
|-------|---|---|-------------|
| 2.    | % | % | ?           |
| <hr/> |   |   |             |
|       |   |   | 239         |
|       |   |   | 0           |
|       |   |   | 100         |
|       |   |   | 47.6954 (%) |
| <hr/> |   |   |             |
|       |   |   | 33.8428     |

A19

3. ?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 26  | 10.2  | 10.2  |
| 2 | 123 | 48.2  | 48.2  |
| 3 | 77  | 30.2  | 30.2  |
| 4 | 29  | 11.4  | 11.4  |
|   | 255 | 100.0 | 100.0 |

A20

4. ?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 15  | 5.9   | 5.9   |
| 2 | 37  | 14.5  | 14.5  |
| 3 | 127 | 49.8  | 49.8  |
| 4 | 76  | 29.8  | 29.8  |
|   | 255 | 100.0 | 100.0 |

A211

5. , , ?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 193 | 75.7  | 75.7  |
| 2 | 48  | 18.8  | 18.8  |
| 3 | 14  | 5.5   | 5.5   |
|   | 255 | 100.0 | 100.0 |

A212

5. , , ?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 11  | 4.3   | 4.3   |
| 2 | 80  | 31.4  | 31.4  |
| 3 | 71  | 27.8  | 27.8  |
| 4 | 2   | 0.8   | 0.8   |
| 8 | 91  | 35.7  | 35.7  |
|   | 255 | 100.0 | 100.0 |

A22

6. ?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 19  | 7.5   | 7.5   |
| 2 | 58  | 22.7  | 22.7  |
| 3 | 91  | 35.7  | 35.7  |
| 4 | 87  | 34.1  | 34.1  |
|   | 255 | 100.0 | 100.0 |

A23

7. ?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 50  | 19.6  | 19.6  |
| 2 | 205 | 80.4  | 80.4  |
|   | 255 | 100.0 | 100.0 |

A24

8. ?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 51  | 20.0  | 20.0  |
| 2 | 204 | 80.0  | 80.0  |
|   | 255 | 100.0 | 100.0 |

A241

8-1. ( ) ?

|    |    |     |       |       |
|----|----|-----|-------|-------|
| 52 | 52 | 1   | 0.4   | 0.5   |
| 55 | 55 | 129 | 50.6  | 63.2  |
| 56 | 56 | 10  | 3.9   | 4.9   |
| 57 | 57 | 14  | 5.5   | 6.9   |
| 58 | 58 | 40  | 15.7  | 19.6  |
| 60 | 60 | 10  | 3.9   | 4.9   |
|    | 0  | 51  | 20.0  |       |
|    |    | 255 | 100.0 | 100.0 |

A251

1. 1, 5 .

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 16  | 6.3   | 6.3   |
| 2 | 76  | 29.8  | 29.8  |
| 3 | 57  | 22.4  | 22.4  |
| 4 | 103 | 40.4  | 40.4  |
| 5 | 3   | 1.2   | 1.2   |
|   | 255 | 100.0 | 100.0 |

A252

2. , , 가

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 6   | 2.4   | 2.4   |
| 2 | 13  | 5.1   | 5.1   |
| 3 | 33  | 12.9  | 12.9  |
| 4 | 153 | 60.0  | 60.0  |
| 5 | 50  | 19.6  | 19.6  |
|   | 255 | 100.0 | 100.0 |

A253

가,

3. 가

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 3   | 1.2   | 1.2   |
| 2 | 10  | 3.9   | 3.9   |
| 3 | 26  | 10.2  | 10.2  |
| 4 | 172 | 67.5  | 67.5  |
| 5 | 44  | 17.3  | 17.3  |
|   | 255 | 100.0 | 100.0 |

A254

4.

|   |     |       |       |
|---|-----|-------|-------|
| 2 | 9   | 3.5   | 3.5   |
| 3 | 46  | 18.0  | 18.0  |
| 4 | 162 | 63.5  | 63.5  |
| 5 | 38  | 14.9  | 14.9  |
|   | 255 | 100.0 | 100.0 |

A255

가

5.

가

|   |     |       |       |
|---|-----|-------|-------|
| 2 | 22  | 8.6   | 8.6   |
| 3 | 70  | 27.5  | 27.5  |
| 4 | 135 | 52.9  | 52.9  |
| 5 | 28  | 11.0  | 11.0  |
|   | 255 | 100.0 | 100.0 |

A256

6.

( , , )

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 2   | 0.8   | 0.8   |
| 2 | 21  | 8.2   | 8.2   |
| 3 | 65  | 25.5  | 25.5  |
| 4 | 135 | 52.9  | 52.9  |
| 5 | 32  | 12.5  | 12.5  |
|   | 255 | 100.0 | 100.0 |

A257 가

7.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 10  | 3.9   | 3.9   |
| 2 | 76  | 29.8  | 29.8  |
| 3 | 94  | 36.9  | 36.9  |
| 4 | 62  | 24.3  | 24.3  |
| 5 | 13  | 5.1   | 5.1   |
|   | 255 | 100.0 | 100.0 |

A26

1. ( ) ?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 53  | 20.8  | 20.8  |
| 2 | 162 | 63.5  | 63.5  |
| 3 | 24  | 9.4   | 9.4   |
| 4 | 16  | 6.3   | 6.3   |
|   | 255 | 100.0 | 100.0 |

A27

2. ?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 79  | 31.0  | 31.0  |
| 2 | 115 | 45.1  | 45.1  |
| 3 | 36  | 14.1  | 14.1  |
| 4 | 25  | 9.8   | 9.8   |
|   | 255 | 100.0 | 100.0 |

A28

3. ?

|  |   |     |       |       |
|--|---|-----|-------|-------|
|  | 1 | 47  | 18.4  | 18.4  |
|  | 2 | 116 | 45.5  | 45.5  |
|  | 3 | 66  | 25.9  | 25.9  |
|  | 4 | 26  | 10.2  | 10.2  |
|  |   | 255 | 100.0 | 100.0 |

A2811

1

3-1. ( ? )

|   |   |     |       |       |
|---|---|-----|-------|-------|
|   | 1 | 19  | 7.5   | 20.7  |
| 가 | 2 | 28  | 11.0  | 30.4  |
|   | 3 | 20  | 7.8   | 21.7  |
|   | 4 | 19  | 7.5   | 20.7  |
|   | 5 | 2   | 0.8   | 2.2   |
|   | 8 | 4   | 1.6   | 4.3   |
|   | 0 | 163 | 63.9  |       |
|   |   | 255 | 100.0 | 100.0 |

A2812

2

|   |   |     |       |       |
|---|---|-----|-------|-------|
|   | 1 | 20  | 7.8   | 21.7  |
| 가 | 2 | 17  | 6.7   | 18.5  |
|   | 3 | 21  | 8.2   | 22.8  |
|   | 4 | 12  | 4.7   | 13.0  |
|   | 5 | 2   | 0.8   | 2.2   |
|   | 9 | 20  | 7.8   | 21.7  |
|   | 0 | 163 | 63.9  |       |
|   |   | 255 | 100.0 | 100.0 |

A2813

3

|   |   |     |       |       |
|---|---|-----|-------|-------|
|   | 1 | 10  | 3.9   | 10.9  |
| 가 | 2 | 14  | 5.5   | 15.2  |
|   | 3 | 9   | 3.5   | 9.8   |
|   | 4 | 18  | 7.1   | 19.6  |
|   | 5 | 8   | 3.1   | 8.7   |
|   | 9 | 33  | 12.9  | 35.9  |
|   | 0 | 163 | 63.9  |       |
|   |   | 255 | 100.0 | 100.0 |

A29

4. ( , , ) 가 ?

|   |   |     |       |       |
|---|---|-----|-------|-------|
|   | 1 | 60  | 23.5  | 23.5  |
| 가 | 2 | 139 | 54.5  | 54.5  |
|   | 3 | 56  | 22.0  | 22.0  |
|   |   | 255 | 100.0 | 100.0 |

A30

5. 가 ?

|       |   |     |       |       |
|-------|---|-----|-------|-------|
|       | 1 | 172 | 67.5  | 67.5  |
|       | 2 | 33  | 12.9  | 12.9  |
|       | 3 | 35  | 13.7  | 13.7  |
|       | 4 | 4   | 1.6   | 1.6   |
| 1,2,3 | 5 | 4   | 1.6   | 1.6   |
|       | 8 | 7   | 2.7   | 2.7   |
|       |   | 255 | 100.0 | 100.0 |

A311

|  |   |   |     |       |       |
|--|---|---|-----|-------|-------|
|  | 5 |   |     |       | 1,    |
| 1.                                     |   |   |     |       |       |
| <hr style="border: 1px solid black;"/> |   |   |     |       |       |
|  |   | 1 | 14  | 5.5   | 5.5   |
|  |   | 2 | 75  | 29.4  | 29.4  |
|  |   | 3 | 68  | 26.7  | 26.7  |
|  |   | 4 | 78  | 30.6  | 30.6  |
|  |   | 5 | 20  | 7.8   | 7.8   |
| <hr style="border: 1px solid black;"/> |   |   |     |       |       |
|  |   |   | 255 | 100.0 | 100.0 |

A312

|  |  |   |     |       |       |
|--|--|---|-----|-------|-------|
| 2.                                     |  |   |     |       |       |
| <hr style="border: 1px solid black;"/> |  |   |     |       |       |
|  |  | 1 | 1   | 0.4   | 0.4   |
|  |  | 2 | 1   | 0.4   | 0.4   |
|  |  | 3 | 22  | 8.6   | 8.6   |
|  |  | 4 | 189 | 74.1  | 74.1  |
|  |  | 5 | 42  | 16.5  | 16.5  |
| <hr style="border: 1px solid black;"/> |  |   |     |       |       |
|  |  |   | 255 | 100.0 | 100.0 |

A313

|  |  |   |     |       |       |
|--|--|---|-----|-------|-------|
| 3.                                     |  |   |     |       |       |
| <hr style="border: 1px solid black;"/> |  |   |     |       |       |
|  |  | 1 | 4   | 1.6   | 1.6   |
|  |  | 2 | 26  | 10.2  | 10.2  |
|  |  | 3 | 132 | 51.8  | 51.8  |
|  |  | 4 | 82  | 32.2  | 32.2  |
|  |  | 5 | 11  | 4.3   | 4.3   |
| <hr style="border: 1px solid black;"/> |  |   |     |       |       |
|  |  |   | 255 | 100.0 | 100.0 |

A314

4. , , , .

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 9   | 3.5   | 3.5   |
| 2 | 28  | 11.0  | 11.0  |
| 3 | 67  | 26.3  | 26.3  |
| 4 | 132 | 51.8  | 51.8  |
| 5 | 19  | 7.5   | 7.5   |
|   | 255 | 100.0 | 100.0 |

A315

5.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 4   | 1.6   | 1.6   |
| 2 | 17  | 6.7   | 6.7   |
| 3 | 86  | 33.7  | 33.7  |
| 4 | 130 | 51.0  | 51.0  |
| 5 | 18  | 7.1   | 7.1   |
|   | 255 | 100.0 | 100.0 |

A32

1. ?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 206 | 80.8  | 80.8  |
| 2 | 49  | 19.2  | 19.2  |
|   | 255 | 100.0 | 100.0 |

A33 OJT

2. OJT가 ?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 8   | 3.1   | 3.1   |
| 2 | 117 | 45.9  | 45.9  |
| 3 | 104 | 40.8  | 40.8  |
| 4 | 26  | 10.2  | 10.2  |
|   | 255 | 100.0 | 100.0 |

A34 /

3. 가 ?

|  |   |     |       |       |
|--|---|-----|-------|-------|
|  | 1 | 171 | 67.1  | 67.1  |
|  | 2 | 84  | 32.9  | 32.9  |
|  |   | 255 | 100.0 | 100.0 |

A341

3-1. ( )  
 ?

|   |   |     |       |       |
|---|---|-----|-------|-------|
|   | 1 | 77  | 30.2  | 45.0  |
| 가 | 2 | 68  | 26.7  | 39.8  |
| 가 | 3 | 6   | 2.4   | 3.5   |
|   | 4 | 20  | 7.8   | 11.7  |
|   | 0 | 84  | 32.9  |       |
|   |   | 255 | 100.0 | 100.0 |

A35

4. ?

|  |   |     |       |       |
|--|---|-----|-------|-------|
|  | 1 | 45  | 17.6  | 17.6  |
|  | 2 | 44  | 17.3  | 17.3  |
|  | 3 | 72  | 28.2  | 28.2  |
|  | 4 | 79  | 31.0  | 31.0  |
|  | 5 | 15  | 5.9   | 5.9   |
|  |   | 255 | 100.0 | 100.0 |

A361

1

5.

?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 101 | 39.6  | 39.6  |
| 2 | 63  | 24.7  | 24.7  |
| 3 | 69  | 27.1  | 27.1  |
| 4 | 20  | 7.8   | 7.8   |
| 5 | 2   | 0.8   | 0.8   |
|   | 255 | 100.0 | 100.0 |

A362

2

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 92  | 36.1  | 36.1  |
| 2 | 75  | 29.4  | 29.4  |
| 3 | 41  | 16.1  | 16.1  |
| 4 | 35  | 13.7  | 13.7  |
| 5 | 1   | 0.4   | 0.4   |
| 9 | 11  | 4.3   | 4.3   |
|   | 255 | 100.0 | 100.0 |

A363

3

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 39  | 15.3  | 15.3  |
| 2 | 40  | 15.7  | 15.7  |
| 3 | 53  | 20.8  | 20.8  |
| 4 | 91  | 35.7  | 35.7  |
| 5 | 3   | 1.2   | 1.2   |
| 9 | 29  | 11.4  | 11.4  |
|   | 255 | 100.0 | 100.0 |

A371 1

6.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 76  | 29.8  | 29.8  |
| 2 | 92  | 36.1  | 36.1  |
| 3 | 68  | 26.7  | 26.7  |
| 4 | 16  | 6.3   | 6.3   |
| 5 | 3   | 1.2   | 1.2   |
|   | 255 | 100.0 | 100.0 |

A372 2

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 49  | 19.2  | 19.2  |
| 2 | 77  | 30.2  | 30.2  |
| 3 | 90  | 35.3  | 35.3  |
| 4 | 25  | 9.8   | 9.8   |
| 9 | 14  | 5.5   | 5.5   |
|   | 255 | 100.0 | 100.0 |

A373 3

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 64  | 25.1  | 25.1  |
| 2 | 40  | 15.7  | 15.7  |
| 3 | 67  | 26.3  | 26.3  |
| 4 | 38  | 14.9  | 14.9  |
| 5 | 7   | 2.7   | 2.7   |
| 9 | 39  | 15.3  | 15.3  |
|   | 255 | 100.0 | 100.0 |

A38

7. 가 ?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 219 | 85.9  | 85.9  |
| 2 | 9   | 3.5   | 3.5   |
| 3 | 9   | 3.5   | 3.5   |
| 4 | 18  | 7.1   | 7.1   |
|   | 255 | 100.0 | 100.0 |

A39

8.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 80  | 31.4  | 31.4  |
| 2 | 99  | 38.8  | 38.8  |
| 3 | 76  | 29.8  | 29.8  |
|   | 255 | 100.0 | 100.0 |

A40

(CDP)

9.

(CDP) 가 ?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 11  | 4.3   | 4.3   |
| 2 | 70  | 27.5  | 27.5  |
| 3 | 113 | 44.3  | 44.3  |
| 4 | 61  | 23.9  | 23.9  |
|   | 255 | 100.0 | 100.0 |

A41

10.

가 ?

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 10  | 3.9   | 3.9   |
| 2 | 43  | 16.9  | 16.9  |
| 3 | 79  | 31.0  | 31.0  |
| 4 | 123 | 48.2  | 48.2  |
|   | 255 | 100.0 | 100.0 |

A421

11.

V

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 204 | 80.0  | 80.0  |
| 2 | 51  | 20.0  | 20.0  |
|   | 255 | 100.0 | 100.0 |

A422

|     |   |     |       |       |
|-----|---|-----|-------|-------|
| 11. |   | V   |       |       |
|     | 1 | 202 | 79.2  | 79.2  |
|     | 2 | 53  | 20.8  | 20.8  |
|     |   | 255 | 100.0 | 100.0 |

A423

|     |   |     |       |       |
|-----|---|-----|-------|-------|
| 11. |   | V   |       |       |
|     | 1 | 63  | 24.7  | 24.7  |
|     | 2 | 192 | 75.3  | 75.3  |
|     |   | 255 | 100.0 | 100.0 |

A424

|     |   |     |       |       |
|-----|---|-----|-------|-------|
| 11. |   | V   |       |       |
|     | 1 | 217 | 85.1  | 85.1  |
|     | 2 | 38  | 14.9  | 14.9  |
|     |   | 255 | 100.0 | 100.0 |

A425

|     |   |     |       |       |
|-----|---|-----|-------|-------|
| 11. |   | V   |       |       |
|     | 1 | 172 | 67.5  | 67.5  |
|     | 2 | 83  | 32.5  | 32.5  |
|     |   | 255 | 100.0 | 100.0 |

A426

|     |   |     |       |       |
|-----|---|-----|-------|-------|
| 11. |   | V   |       |       |
|     | 1 | 66  | 25.9  | 25.9  |
|     | 2 | 189 | 74.1  | 74.1  |
|     |   | 255 | 100.0 | 100.0 |

A427

|     |   |     |       |       |
|-----|---|-----|-------|-------|
| 11. |   | V   |       |       |
|     | 1 | 15  | 5.9   | 5.9   |
|     | 2 | 240 | 94.1  | 94.1  |
|     |   | 255 | 100.0 | 100.0 |

A43

|     |  |           |  |  |
|-----|--|-----------|--|--|
| 12. |  | ?         |  |  |
|     |  | 247       |  |  |
|     |  | 0         |  |  |
|     |  | 110       |  |  |
|     |  | 11.57 ( ) |  |  |
|     |  | 14.547    |  |  |

A441

|     |   |     |       |       |
|-----|---|-----|-------|-------|
| 13. | 1 | 가   | 가     | .     |
|     | 1 | 183 | 71.8  | 71.8  |
|     | 2 | 52  | 20.4  | 20.4  |
|     | 3 | 19  | 7.5   | 7.5   |
|     | 5 | 1   | 0.4   | 0.4   |
|     |   | 255 | 100.0 | 100.0 |

A442 2

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 51  | 20.0  | 20.0  |
| 2 | 122 | 47.8  | 47.8  |
| 3 | 58  | 22.7  | 22.7  |
| 4 | 2   | 0.8   | 0.8   |
| 5 | 3   | 1.2   | 1.2   |
| 9 | 19  | 7.5   | 7.5   |
|   | 255 | 100.0 | 100.0 |

A443 3

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 15  | 5.9   | 5.9   |
| 2 | 48  | 18.8  | 18.8  |
| 3 | 108 | 42.4  | 42.4  |
| 4 | 18  | 7.1   | 7.1   |
| 5 | 14  | 5.5   | 5.5   |
| 9 | 52  | 20.4  | 20.4  |
|   | 255 | 100.0 | 100.0 |

A451

|    |     |       |       |
|----|-----|-------|-------|
|    | 1,  | 5     |       |
| 1. |     |       |       |
| 1  | 14  | 5.5   | 5.5   |
| 2  | 61  | 23.9  | 23.9  |
| 3  | 86  | 33.7  | 33.7  |
| 4  | 84  | 32.9  | 32.9  |
| 5  | 10  | 3.9   | 3.9   |
|    | 255 | 100.0 | 100.0 |

A452

2.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 8   | 3.1   | 3.1   |
| 2 | 49  | 19.2  | 19.2  |
| 3 | 98  | 38.4  | 38.4  |
| 4 | 91  | 35.7  | 35.7  |
| 5 | 9   | 3.5   | 3.5   |
|   | 255 | 100.0 | 100.0 |

A453

3.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 3   | 1.2   | 1.2   |
| 2 | 24  | 9.4   | 9.4   |
| 3 | 88  | 34.5  | 34.5  |
| 4 | 125 | 49.0  | 49.0  |
| 5 | 15  | 5.9   | 5.9   |
|   | 255 | 100.0 | 100.0 |

A454

4.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 1   | 0.4   | 0.4   |
| 2 | 25  | 9.8   | 9.8   |
| 3 | 90  | 35.3  | 35.3  |
| 4 | 132 | 51.8  | 51.8  |
| 5 | 7   | 2.7   | 2.7   |
|   | 255 | 100.0 | 100.0 |

A455

5.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 2   | 0.8   | 0.8   |
| 2 | 32  | 12.5  | 12.5  |
| 3 | 85  | 33.3  | 33.3  |
| 4 | 126 | 49.4  | 49.4  |
| 5 | 10  | 3.9   | 3.9   |
|   | 255 | 100.0 | 100.0 |

A456

6.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 2   | 0.8   | 0.8   |
| 2 | 15  | 5.9   | 5.9   |
| 3 | 45  | 17.6  | 17.6  |
| 4 | 157 | 61.6  | 61.6  |
| 5 | 36  | 14.1  | 14.1  |
|   | 255 | 100.0 | 100.0 |

A457

7.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 2   | 0.8   | 0.8   |
| 2 | 28  | 11.0  | 11.0  |
| 3 | 99  | 38.8  | 38.8  |
| 4 | 112 | 43.9  | 43.9  |
| 5 | 14  | 5.5   | 5.5   |
|   | 255 | 100.0 | 100.0 |

A458

8.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 11  | 4.3   | 4.3   |
| 2 | 81  | 31.8  | 31.8  |
| 3 | 130 | 51.0  | 51.0  |
| 4 | 32  | 12.5  | 12.5  |
| 5 | 1   | 0.4   | 0.4   |
|   | 255 | 100.0 | 100.0 |

A459

9.

|   |     |       |       |
|---|-----|-------|-------|
| 1 | 3   | 1.2   | 1.2   |
| 2 | 46  | 18.0  | 18.0  |
| 3 | 115 | 45.1  | 45.1  |
| 4 | 84  | 32.9  | 32.9  |
| 5 | 7   | 2.7   | 2.7   |
|   | 255 | 100.0 | 100.0 |