

# 인적자원회계(HRA) 도입을 위한 사업체 조사 CODE BOOK

자료번호	A1-1998-0026
연구책임자	강순희 (한국노동연구원)
조사년도	1998년
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

강순희. 1998. 「인적자원회계(HRA) 도입을 위한 사업체 조사」. 연구수행기관: 한국노동연구원. 자료서비스기관: 한국사회과학자료원. 자료공개년도: 2008년. 자료번호: A1-1998-0026.

#### ■ 코드북을 인용할 경우 표준서식

한국사회과학자료원. 2009. 「인적자원회계(HRA) 도입을 위한 사업체 조사 CODE BOOK」. pp. 5-10.

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

A012

/가 /	11	1	0.4	0.4
	15	15	6.4	6.4
	17	5	2.1	2.1
/	18	2	0.8	0.8
	20	2	0.8	0.8
	21	4	1.7	1.7
/ /	22	3	1.3	1.3
/	23	5	2.1	2.1
	24	13	5.5	5.5
	25	3	1.3	1.3
	26	10	4.2	4.2
1	27	7	3.0	3.0
	28	13	5.5	5.5
/	29	3	1.3	1.3
/	30	4	1.7	1.7
	31	7	3.0	3.0
	32	6	2.5	2.5
/ /	33	1	0.4	0.4
	34	13	5.5	5.5
	35	4	1.7	1.7
가 /	36	2	0.8	0.8
/가 /	40	2	0.8	0.8
	45	28	11.9	11.9
/	51	25	10.6	10.6
/	55	1	0.4	0.4
	60	1	0.4	0.4
	61	5	2.1	2.1
	64	1	0.4	0.4
	65	19	8.1	8.1
/	66	2	0.8	0.8
/	67	5	2.1	2.1
	70	5	2.1	2.1
/	71	1	0.4	0.4
/	72	5	2.1	2.1
/	73	1	0.4	0.4
	74	5	2.1	2.1
	80	1	0.4	0.4
	93	6	2.5	2.5
		236	100.0	100.0

A03961 : 96 ( )  
 3. : 96 ( )

---

	236
	1
	66543
	908.57 ( )
	5358.584

A03962 : 96 ( )  
 3. : 96 ( )

---

	236
	78
	424159
	10263.87 ( )
	38223.457

A03963 : 96 ( )  
 3. : 96 ( )

---

	235
	191
	250000
	6807.57 ( )
	23923.253

A03964 : 96 ( )  
 3. : 96 ( )

---

	236
	- 9334
	7844
	60.28 ( )
	1125.712

A03965 : 96 가가 ( )  
3. : 96 가가 ( )

---

	154
	- 81
	53199
	1462.24 ( )
	5363.35

---

A03971 : 97 ( )  
3. : 97 ( )

---

	233
	1
	71808
	965.89 ( )
	5683.259

---

A03972 : 97 ( )  
3. : 97 ( )

---

	234
	69
	543998
	12723.65 ( )
	49102.759

---

A03973 : 97 ( )  
3. : 97 ( )

---

	233
	292
	300000
	7936.51 ( )
	27549.244

---

A03974 : 97 ( )  
 3. : 97 ( )

---

233
- 17726
8699
- 45.96 ( )
1620.222

A03975 : 97 가가 ( )  
 3. : 97 가가 ( )

---

157
- 600
51974
1456.23 ( )
5438.44

A04 ( ) ( )  
 4. 가 ?

---

114
30
212900
3369.4 ( )
19939.329

A041 가  
 4-1 가 ( ? 가 x ) 가 ( — )

---

	1	26	11.0	22.8
가	2	12	5.1	10.5
가	3	73	30.9	64.0
	9	3	1.3	2.6
	0	122	51.7	
		236	100.0	100.0

A05111 : - ( )

5. : - ( )

---

236  
 25  
 25129  
 975.22 ( )  
 2276.126

---

A05112 : - ( )

5. : - ( )

---

228  
 0  
 3840  
 109.88 ( )  
 348.814

---

A05113 : - ( )

5. : - ( )

---

226  
 0  
 1300  
 119.4 ( )  
 173.611

---

A05121 : - / ( )

5. : - / ( )

---

200  
 0  
 3200  
 63.82 ( )  
 278.215

---

A05122 : - / ( )  
 5. : - / ( )

---

194  
 0  
 2120  
 36.91 ( )  
 179.703

A05123 : - / ( )  
 5. : - / ( )

---

194  
 0  
 2015  
 31.25 ( )  
 168.576

A05211 : - ( )  
 5. : - ( )

---

236  
 3  
 4426  
 277.31 ( )  
 551.303

A05212 : - ( )  
 5. : - ( )

---

227  
 0  
 1803  
 58.48 ( )  
 186.715

A05213 : - ( )

5. : - ( )

---

	226
	0
	1708
	69.38 ( )
	171.721

A05221 : - / ( )

5. : - / ( )

---

	199
	0
	941
	29.38 ( )
	113.279

A05222 : - / ( )

5. : - / ( )

---

	194
	0
	3468
	40.05 ( )
	288.603

A05223 : - / ( )

5. : - / ( )

---

	194
	0
	3464
	36.27 ( )
	284.807

A051 97

5-1. '97 ( ) ?

1	95	40.3	40.3
2	141	59.7	59.7
	236	100.0	100.0

A0511 97

( )

5-1. '97 ( ) ?

236
0
48255
287.45 ( )
3202.713

A052 97

5-2. '97 ( ) , ?

1	63	26.7	26.7
2	173	73.3	73.3
	236	100.0	100.0

A0521 97

( )

5-2. '97 ( ) , ?

63
10
42897
4777.63 ( )
8666.183

A053 97

5 - 3. ' 97 , ) ( ?

1	97	41.1	41.1
2	139	58.9	58.9
	236	100.0	100.0

A0531 97

( )

5 - 3. ' 97 , ) ( ?

96
1
171856
2131.1 ( )
17534.731

A0541 97

(%)

5 - 4. ' 97 ?  
 97 (%)

188
0
10
0.84 (%)
1.736

A0542 97

(%)

5 - 4. ' 97 ?  
 97 (%)

188
0
20
1.11 (%)
2.458

A0543	97	(%)		
	5 - 4.	' 97	?	
	97	(%)		
				189
				0
				13
				0.71 (%)
				1.632

A061		( )		
	6.	( )	,	
				232
				29
				26574
				1200.23 ( )
				2579.253

A0611		: ( )		
	6.	: ( )	,	
				215
				0
				21888
				748.15 ( )
				2015.169

A0612		: ( )		
	6.	: ( )	,	
				217
				4
				5271
				435.28 ( )
				750.232

A0613 : ( )

6. : ( ) ,

---

	216
	0
	494
	33.44 ( )
	72.051

---

A0614 : ( )

6. : ( ) ,

---

	215
	0
	200
	4.17 1 ( )
	7.274

---

A062 : ( )

6. : ( ) ,

---

	226
	1.4
	19
	7.211 ( )
	3.1373

---

A0621 : - ( )

6. : - ( ) ,

---

	186
	0.8
	25
	7.59 ( )
	3.6933

---

A0622 : - ( )  
 6. : - ( ) ,

---

190
1.6
20
7.156 ( )
3.2003

---

A0623 : - ( )  
 6. : - ( ) ,

---

136
1
30
7.307 ( )
3.9914

---

A0624 : - ( )  
 6. : - ( ) ,

---

64
1
20
8.005 ( )
5.3128

---

A063 : ( )  
 6. : ( ) ,

---

224
21.7
45
33.96 ( )
3.7849

---

A0631 : ( )

6. : ( ) ,

---

	182
	18.7
	55
	32.996 ( )
	6.1241

---

A0632 : ( )

6. : ( ) ,

---

	187
	21.2
	47
	34.347 ( )
	3.4593

---

A0633 : ( )

6. : ( ) ,

---

	134
	28
	56
	36.403 ( )
	4.4267

---

A0634 : ( )

6. : ( ) ,

---

	62
	15
	60
	39.96 ( )
	6.5575

---

A071 ( )

7. ( )

---

	231
	0
	3519
	129.58 ( )
	364.581

---

A072 / ( )

7. / ( )

---

	231
	0
	414
	29.23 ( )
	51.02

---

A081 ( )

8. 가 ( )

---

	222
	0
	220
	5.62 ( )
	23.781

---

A082 1 ( )

8. 가 1 ( )

---

	222
	0
	2500
	57.33 ( )
	208.169

---

A083      2 ( )

8.                    가

                  2 ( )

---

222
0
1627
35.32 ( )
124.122

---

A084      ( )

8.                    가

                  ( )

---

222
0
137
1.45 ( )
10.412

---

A085      1 ( )

8.                    가

                  1 ( )

---

222
0
705
15.18 ( )
54.714

---

A086      2 ( )

8.                    가

                  2 ( )

---

222
0
10267
130.41 ( )
794.624

---

A087 ( )

8. 가 ( )

---

222
0
150
4.59 ( )
18.249

---

A088 ( )

8. 가 ( )

---

222
0
13402
100.83 ( )
921.216

---

A08 가 ( )

8. 가 가 ( )

---

223
0
26923
349.49 ( )
1907.628

---

A091 97 ( )

9. 가  
 9-1 '97

---

216
0
390
22.86 ( )
55.616

---

A092 97 ( )

9. 가  
 9-2 '97

---

	215
	0
	840
	32.2 ( )
	101.746

---

A093 97 ( )

9. 가  
 9-3 '97

---

	213
	0
	32
	6.16 ( )
	5.3185

---

A101

10.  
 10-1. ( )가 ?

---

	1	49	20.8	20.8
	2	187	79.2	79.2
		236	100.0	100.0

---

A102 97 ( )

10-2. '97 ( ) ?

---

	43
	0
	774
	58.58 ( )
	125.613

---

A1031 97 1  
10-3. '97 ( )

<hr/>									
			1	27	11.4	55.1			
			2	1	0.4	2.0			
			3	9	3.8	18.4			
/			4	4	1.7	8.2			
			5	7	3.0	14.3			
			6	1	0.4	2.0			
			8	187	79.2				
<hr/>									
				236	100.0	100.0			

A1032 97 2

<hr/>									
			2	1	0.4	2.0			
			3	9	3.8	18.4			
/			4	8	3.4	16.3			
			9	31	13.1	63.3			
			8	187	79.2				
<hr/>									
				236	100.0	100.0			

A1033 97 3

<hr/>									
/			4	6	2.5	12.2			
			9	43	18.2	87.8			
			8	187	79.2				
<hr/>									
				236	100.0	100.0			

A1034 97 4

<hr/>									
			9	49	20.8	100.0			
			8	187	79.2				
<hr/>									
				236	100.0	100.0			

A1035 97 5

9	49	20.8	100.0
8	187	79.2	
	236	100.0	100.0

A1036 97 6

9	49	20.8	100.0
8	187	79.2	
	236	100.0	100.0

A104 (%)

10 - 4. ( )  
 % ?

0%	0	9	3.8	18.4
1%	1	5	2.1	10.2
2%	2	4	1.7	8.2
3%	3	6	2.5	12.2
4%	4	1	0.4	2.0
5%	5	5	2.1	10.2
8%	8	1	0.4	2.0
10%	10	3	1.3	6.1
30%	30	1	0.4	2.0
1%	98	4	1.7	8.2
	99	10	4.2	20.4
	88	187	79.2	
		236	100.0	100.0

A11961 96 ( )  
 11. .  
 96 ( )

---

214  
 0  
 1640  
 54 ( )  
 162.631

---

A11962 96 ( )  
 11. .  
 96 ( )

---

167  
 0  
 103609  
 5734.11 ( )  
 14715.274

---

A11971 97 ( )  
 11. .  
 97 ( )

---

213  
 0  
 880  
 42.79 ( )  
 106.512

---

A11972 97 ( )  
 11. .  
 97 ( )

---

168  
 0  
 82200  
 5317.9 ( )  
 12532.539

---

A11981 98 ( )  
 11. 98 . ( )

---

211
0
900
38.04 ( )
109.023

A11982 98 ( )  
 11. 98 . ( )

---

172
0
77000
3771.39 ( )
10143.708

A12

12. 가 ? ,

---

1	54	22.9	22.9
2	182	77.1	77.1
	236	100.0	100.0

A13 /

13. . ?

---

1	71	30.1	30.1
2	165	69.9	69.9
	236	100.0	100.0



A161

16 - 1

?

	가		1	7	3.0	3.2
			2	3	1.3	1.4
			3	5	2.1	2.3
	가	가	4	1	0.4	0.5
			5	48	20.3	22.1
			6	1	0.4	0.5
			7	1	0.4	0.5
			8	3	1.3	1.4
			9	2	0.8	0.9
			10	1	0.4	0.5
			11	1	0.4	0.5
			12	1	0.4	0.5
가			13	4	1.7	1.8
			14	1	0.4	0.5
			16	2	0.8	0.9
		가	17	1	0.4	0.5
			18	7	3.0	3.2
			19	2	0.8	0.9
	가	가	20	1	0.4	0.5
가	가	가가	21	1	0.4	0.5
		가	22	9	3.8	4.1
			23	4	1.7	1.8
	R&D가		24	1	0.4	0.5
			25	1	0.4	0.5
			26	5	2.1	2.3
			27	5	2.1	2.3
			28	2	0.8	0.9
			29	1	0.4	0.5
			98	3	1.3	1.4
			99	93	39.4	42.9
			0	19	8.1	
				236	100.0	100.0

A1796	96	R&D	( )	
	17.		(R&D)	
	96	R&D	( )	
				229
				0
				16450
				346.86 ( )
				1559.349

A17961	96		( )	
	17.		(R&D)	
	96		( )	
				221
				0
				7670
				114.19 ( )
				670.241

A17962	96		( )	
	17.		(R&D)	
	96		( )	
				221
				0
				16450
				185.32 ( )
				1144.727

A1797	97	R&D	( )	
	17.		(R&D)	
	97	R&D	( )	
				229
				0
				14860
				358.79 ( )
				1581.592

A17971	97	( )	
	17.	(R&D)	
	97	( )	
<hr/>			
			221
			0
			6260
			95.52 ( )
			519.455
<hr/>			

A17972	97	( )	
	17.	(R&D)	
	97	( )	
<hr/>			
			221
			0
			14860
			215.53 ( )
			1151.469
<hr/>			

A171	R&D				
17-1	가	가	, R&D		
	?				
<hr/>					
		2	1	0.4	0.4
		3	1	0.4	0.4
		4	1	0.4	0.4
		6	1	0.4	0.4
R&D		7	1	0.4	0.4
		98	183	77.5	77.5
		99	48	20.3	20.3
<hr/>					
			236	100.0	100.0

A181

	-	( )			
18. '97		가 R&D	(	)	
?					
	-	( )			

---

0	0	227	96.2	96.2
28	28	1	0.4	0.4
200	200	1	0.4	0.4
5458	5458	1	0.4	0.4
	99999	6	2.5	2.5
		236	100.0	100.0

A182

	-	( )			
18. '97		가 R&D	(	)	
?					
	-	( )			

---

0	0	229	97.0	97.0
5419	5419	1	0.4	0.4
	99999	6	2.5	2.5
		236	100.0	100.0

A183

	-	( )			
18. '97		가 R&D	(	)	
?					
	-	( )			

---

	230
	0
	14700
	164.59 ( )
	1248.357

A184                    -                    (                    )  
 18. ' 97                    가 R&D                    (                    )  
 ?                    -                    (                    )

---

230
0
27940
364.33 (                    )
2187.611

---

A19                    5                    가  
 19.                    5                    가                    ?

---

	1	67	28.4	28.4
	2	169	71.6	71.6
		236	100.0	100.0

---

A191                    가                    (                    )  
 19 - 1                    ?

---

1993	93	2	0.8	3.0
1994	94	1	0.4	1.5
1995	95	6	2.5	9.0
1996	96	7	3.0	10.4
1997	97	7	3.0	10.4
1998	98	44	18.6	65.7
	88	169	71.6	
		236	100.0	100.0

---

A192 가 ( )

19-2 가 ?

---

	60
	34
	100000
	3472.98 ( )
	13003.763

A20

20. (R&D) 가 ?

---

	1	121	51.3	51.3
	2	115	48.7	48.7
		236	100.0	100.0

A211 - ( )

21. '97 가  
 - ( )

---

	229
	0
	4230
	38.49 ( )
	305.367

A212 - ( )

21. '97 가  
 - ( )

---

	229
	0
	3000
	92.00 ( )
	375.885

A213            -            ( )  
 21. '97            가  
                   -            ( )

---

	229
	0
	5556
	33.75 ( )
	370.551

A214            -            ( )  
 21. '97            가  
                   -            ( )

---

	229
	0
	870
	22.47 ( )
	92.985

A215            -            ( )  
 21. '97            가  
                   -            ( )

---

0	0	200	84.7	84.7
1	1	8	3.4	3.4
2	2	2	0.8	0.8
3	3	1	0.4	0.4
4	4	1	0.4	0.4
5	5	2	0.8	0.8
6	6	1	0.4	0.4
7	7	1	0.4	0.4
8	8	1	0.4	0.4
10	10	1	0.4	0.4

11	11	1	0.4	0.4
13	13	1	0.4	0.4
23	23	1	0.4	0.4
45	45	1	0.4	0.4
64	64	1	0.4	0.4
80	80	1	0.4	0.4
93	93	1	0.4	0.4
196	196	1	0.4	0.4
235	235	1	0.4	0.4
394	394	1	0.4	0.4
60000	60000	1	0.4	0.4
	99999	7	3.0	3.0
		236	100.0	100.0

A21            -( )

21. '97            가  
                  -( )

---

230
0
60014
452.11 ( )
4029.361

---

A22            가    가

22.            (trademark / brand)    가    가            ?

---

1	19	8.1	8.1
2	217	91.9	91.9
		236	100.0
			100.0

---

A221 97 가 ( )

22-1 가 '97 가 ?

1	1	2	0.8	10.5
2	2	2	0.8	10.5
3	3	1	0.4	5.3
4	4	1	0.4	5.3
7	7	1	0.4	5.3
15	15	1	0.4	5.3
1454	1454	1	0.4	5.3
4551	4551	1	0.4	5.3
7000	7000	1	0.4	5.3
14239	14239	1	0.4	5.3
28600	28600	1	0.4	5.3
	99999	6	2.5	31.6
	88888	217	91.9	
		236	100.0	100.0

A222 가 가

22-2 가

	1	2	0.8	10.5	
1	가 가	2	1	0.4	5.3
	+ + 가 가+ +	3	1	0.4	5.3
가		4	1	0.4	5.3
	10	5	2	0.8	10.5
가-	=	6	1	0.4	5.3
		99	11	4.7	57.9
		88	217	91.9	
		236	100.0	100.0	

A23 586 PC ( )

23. 586 PC가 ?

---

229
1
6712
323.54 ( )
700.171

---

A24 97 ( )

24. 1997 가 ?

---

199
0
350000
3911.38 ( )
26179.179

---

A25

25. ( )  
 ? , ,

---

1	140	59.3	59.3
2	96	40.7	40.7
	236	100.0	100.0

---

A251

25 - 1. ?

---

1	56	23.7	40.0
2	84	35.6	60.0
0	96	40.7	
	236	100.0	100.0

---

A252 ( )

25 - 2.

?

1	1	11	4.7	11.5
1~3	2	36	15.3	37.5
3	3	4	1.7	4.2
	4	45	19.1	46.9
	0	140	59.3	
		236	100.0	100.0

A26

26.

가 ?

	1	178	75.4	75.4
	2	58	24.6	24.6
		236	100.0	100.0

A271

가 : 1

27. 가 1, 2, 3 가 ?  
 1

가	1	152	64.4	64.4
	2	1	0.4	0.4
	3	9	3.8	3.8
/	5	60	25.4	25.4
	7	14	5.9	5.9
		236	100.0	100.0

A272 가 : 2

27. 가 1, 2, 3 가 ?  
 2

	0	7	3.0	3.0
가	1	56	23.7	23.7
	2	5	2.1	2.1
	3	11	4.7	4.7
/	5	108	45.8	45.8
	6	4	1.7	1.7
	7	44	18.6	18.6
가	8	1	0.4	0.4
		236	100.0	100.0

A273 가 : 3

27. 가 1, 2, 3 가 ?  
 3

	0	10	4.2	4.2
가	1	10	4.2	4.2
	2	11	4.7	4.7
	3	18	7.6	7.6
	4	3	1.3	1.3
/	5	22	9.3	9.3
	6	27	11.4	11.4
	7	128	54.2	54.2
가	8	2	0.8	0.8
	9	5	2.1	2.1
		236	100.0	100.0

A28

28. 가 ?

	1	126	53.4	53.4
	2	110	46.6	46.6
		236	100.0	100.0

A29 (%)

29. % ?

	236
	.0
	9999.9
	2373.154 (%)
	4215.3387

A301 1

30. ?

/	1	115	48.7	48.7
	2	16	6.8	6.8
	3	45	19.1	19.1
	4	5	2.1	2.1
,	5	3	1.3	1.3
Promotion	6	1	0.4	0.4
	8	1	0.4	0.4
	98	38	16.1	16.1
	99	12	5.1	5.1
		236	100.0	100.0

A302 2

	2	23	9.7	9.7
	3	27	11.4	11.4
	4	2	0.8	0.8
	99	184	78.0	78.0
		236	100.0	100.0

A303	3				
		3	15	6.4	6.4
		99	221	93.6	93.6
			236	100.0	100.0

A304	4				
		4	1	0.4	0.4
		99	235	99.6	99.6
			236	100.0	100.0

A31	97	( )		
	31.	' 97	?	
			173	
			0	
			50000	
			1248.46 ( )	
			5813.791	

A32	97	( )		
	32.	' 97	?	
			217	
			0	
			43869	
			2079.72 ( )	
			5565.546	

B01

1. ? - HRM manager, CKO(Chief Knowledge Officer) -

	1	35	14.8	14.8
	2	201	85.2	85.2
		236	100.0	100.0

B02

가 /

2. ( ) 가 ?

	1	63	26.7	26.7
	2	131	55.5	55.5
	3	37	15.7	15.7
	4	3	1.3	1.3
	5	2	0.8	0.8
		236	100.0	100.0

B03

3. ( , ) ?

	1	86	36.4	36.4
	2	27	11.4	11.4
	3	89	37.7	37.7
	4	9	3.8	3.8
	5	6	2.5	2.5
	6	1	0.4	0.4
DATA ,	7	1	0.4	0.4
	8	1	0.4	0.4
	9	1	0.4	0.4
	98	15	6.4	6.4
		236	100.0	100.0

B04 /

4. ?

1	42	17.8	17.8
2	132	55.9	55.9
3	46	19.5	19.5
4	15	6.4	6.4
5	1	0.4	0.4
	236	100.0	100.0

B05 /

5. ( , , , , )  
 ?

1	45	19.1	19.1
2	114	48.3	48.3
3	69	29.2	29.2
4	5	2.1	2.1
5	3	1.3	1.3
	236	100.0	100.0

B06

6. (HRA) ?

1	6	2.5	2.5
2	121	51.3	51.3
3	83	35.2	35.2
4	26	11.0	11.0
	236	100.0	100.0

B07

7. ?

	1	125	53.0	53.0
	2	111	47.0	47.0
		236	100.0	100.0

B071

7 - 1. ?

가	1	95	40.3	85.6
	2	8	3.4	7.2
	4	1	0.4	0.9
	5	2	0.8	1.8
	6	1	0.4	0.9
	7	1	0.4	0.9
	8	1	0.4	0.9
	9	2	0.8	1.8
	0	125	53.0	
		236	100.0	100.0

B081 HRA 가 1

8. 가 ?  
2

	1	10	4.2	4.2
	2	98	41.5	41.5
/	3	15	6.4	6.4
	4	30	12.7	12.7
	5	6	2.5	2.5
	6	5	2.1	2.1
	7	24	10.2	10.2
/ R&D	8	44	18.6	18.6
	9	1	0.4	0.4
	10	1	0.4	0.4
	98	2	0.8	0.8
		236	100.0	100.0

B082	HRA	가	2				
	8.2			가			?
<hr/>							
					1	7	3.0
					2	33	14.0
	/				3	20	8.5
					4	60	25.4
					5	14	5.9
					6	3	1.3
					7	30	12.7
	/	/R&D			8	60	25.4
					9	1	0.4
					99	8	3.4
<hr/>							
						236	100.0
							100.0

B083	HRA	가	3				
	8.3			가			?
<hr/>							
					1	12	5.1
					2	46	19.5
	/				3	19	8.1
					4	48	20.3
					5	12	5.1
					6	5	2.1
					7	23	9.7
	/	/R&D			8	60	25.4
					11	1	0.4
					99	10	4.2
<hr/>							
						236	100.0
							100.0

B09

9. 가 , ?

	1	11	4.7	4.7
	2	42	17.8	17.8
	3	151	64.0	64.0
	4	26	11.0	11.0
	5	6	2.5	2.5
		236	100.0	100.0

B10

10. ?

	1	35	14.8	14.8
가	2	76	32.2	32.2
	3	93	39.4	39.4
	4	32	13.6	13.6
		236	100.0	100.0