

Job Reallocation and Worker Reallocation in the ICT sector

(), ()

I.

1997

가 , 가 ,
가 , 가
가 , 가
가 ,
가 .
가 ,
가 ,
가 .
가 ,
가 .
가 , (worker
reallocation)
가 ,
가 ,
가 .
가 ,
가 ,
가 ,
가 ,
가 ,
가 .

II.

‘ , ’ ,
 ‘ , ’ ,
 ,
 .t-1 t 가 ,
 가

(TT, total turnover) 가 ,t
 t-1 (TH) (TQ) , (WR, Worker
 Reallocation or Gross Worker Flows)
 (WR) t t-1 가 (H+Q)
 가 가 , 가

$$\begin{aligned}
 TT &= WR + JR \\
 TT &= TH + TQ \\
 WR &= H + Q \\
 JR &= JC + JD
 \end{aligned}$$

TT (labor market transitions) , WR
 , (job-to-job movements) (, job-to-
 unemployment transitions) . 가
 , , , 가

TT WR 가 ,t-1 t
 , TT , WR
 ‘TT-WR’ , 가 , (job-to-job movements)
 WR TT

가
 .
 t-1 t
 , (WRR, Worker Reallocation Rate) t-1
 가 t (Q) t-1

t (H)

가

가

가

가

가

(JCR)

(JDR)

(JRR, Job Reallocation Rate)

Reallocation Rate)

JRR

WRR(Work
, WRR-JRR

1.

, JRR

(maximum)

가

가

가

(

가

가

가

가

가

.가 ,

가

가

가

(job

matching)

(job reallocation)

가

1) WRR

가

, JRR

. WRR

, JRR

(worker reallocation) (job reallocation)

(JRR)

churning flow rate) churning (CFR,

가 5% , 가 5%

5% 0 , 8%

3%

$$CF = H + Q - (JC + JD) = H - JC + Q - JD = RH + RS$$

(RH, replacement hiring)

(RS, replacement separation)

RH RS

가 5 가 , 20 , 15

0 , 15

가 가 ,

가

()

(EJR)² 가

가

DB DB

2) = + EJR). (JR

「 DB 」 「 DB 」
 . 「 DB 」 1995 7
 1,300 2,100 (job spells)
 2002 1 105
 , 「 DB 」 ,
 가 가 .
 가 . 가
 ID가 .
 Tattara and Valentinin(2002)
 5%가 (Statistics Sweden)
 25% . Persson(1998)
 ‘가 ’ ‘가 ’ .
 , ID가 t A
 50% t+1 B , B 50% A A
 B 3. Persson(1998)
 , 110 82 5 , 25% 가 . ,
 Piekkola and Bockerman (2000)
 , ‘가 ’ ‘가 ’
 4.
 「 DB 」 ‘가 ’ ‘가 ’
 , 65 2 가

3)
 Condition A: $N_{ij}/N_j > 0.5$
 Condition B: $N_{ij}/N_i > 0.5$
 $i=$, $j=$. N_i X , N_j
 Y . N_{ij} X
 , A B가 , ID 가
 , B ID , A (dispersal)
 unit) , B ID A (merged into a larger
 (dispersal) , B (a results from
 mergers) . Persson(1998)
 4) Albaek and Sorensen(1998) 가 . (1)
 , (2) , (3)
 , (4) 가 . (2) , (3)
 30% , 2 30% , (3), (4)
 30% , 2

Persson
가
Persson(1998)
‘가 ’
가
가
가 50
가
가
880
가
1998
30
가 1998
1998
『 DB』
5
가
가
1999
가 30
가
가
가 가
5
가
Boeri(1996)
5%가 5
가
50%
가
Dunne et al(1989) 5
5
Ritter(1994)
가
가
1/4 1/5
Meyer(1994)
가
가
『 DB』
가
가

5) 『 Davis et al(1997) 4 DB』 가

III. (Job Reallocation)

(Worker Reallocation)

1.

. Davis and

Haltiwanger(1999)

6.0% 14.8%, 5.8 12.5%

, 『 』 (, , 2003).

9.75%, 10.34% 10 1 가 1 가

『 DB』 1999 2001

< -1> .

가 . , 1999

,2000 2001

가 . < -1>

, 가

, , 1.2 ,

1.6 2.0

(JRR) , 23 27% , 38 52%

27 34%

가

< -1>

(:%)

		JCR			JDR			NET			JRR	EJR
	1999	5.1	12.0	17.1	3.1	6.9	10.0	2.0	5.1	7.1	27.2	20.0
	2000	4.9	9.8	14.8	3.3	6.9	10.2	1.6	2.9	4.5	25.0	20.5
	2001	3.9	6.5	10.4	2.9	9.8	12.7	1.0	-3.3	-2.3	23.1	20.8
	1999	5.3	18.8	24.2	2.3	7.7	10.0	3.0	11.2	14.2	34.1	20.0
	2000	5.1	15.7	20.8	2.1	6.1	8.2	3.0	9.6	12.6	29.1	16.4
	2001	3.1	6.9	10.1	2.6	14.7	17.3	0.5	-7.8	-7.2	27.4	20.2
	1999	9.9	19.0	28.9	7.7	8.3	15.9	2.2	10.7	13.0	44.8	31.9
	2000	21.0	19.3	40.3	2.3	9.4	11.7	18.7	9.9	28.6	52.0	23.4
	2001	9.5	10.9	20.3	5.0	13.4	18.5	4.4	-2.6	1.8	38.8	37.0

: JCR= , JDR= , NET= 가
 JRR= , EJR=

, 가 (EJR)
 20% , 23 37%
 가

, 2001 10% ,
 가 1.8% 가 2001 20.3%)

, 10.4 17.1%,
 10.0 12.7% , 20.3
 28.9%, 11.7 18.5% , 10.1 24.2%, 8.2
 17.3% .
 , 30%,
 30 50% , 30%,
 20 50% .
 15%, 23%(Davis et al, 1996), 14%, 16% (Andersson,
 1999)) . 2001 ,
 29.4% 38.8% ,
 20.8% . ,

가 , 가 , 가
 , 가 , . Davis and Haltiwanger(1999) ,
, (),
1 ,
가 가 30 , 가 가
가 ,t 가 가
t+1 0 가
가 . , 가가
 . , 가

6.

2.

. 가 , 가 ,
가 가 .
가 ,
 ,

(job flows) (worker flows) , Abowd et al.(1999), Hamermesh et al.(1996) Lane et al.(1996)

Abowd et al(1999) , 1987 1990 가 가 2
3 가 2 1

6) , (instantaneous) , 가 , 1
, 5 , 2

. Hamermesh et al(1994)

가

가

< -5>

(TTR) 80%

100%

DB가

가

< -5>

		TTR	WRR	CFR	HR	QR	C/H	D/Q	JRR/ WRR	CFR/ WRR
	1999	87.8	59.5	32.4	33.3	26.2	51.4	38.2	45.6	54.4
	2000	89.2	59.4	34.4	32.0	27.4	46.2	37.3	42.1	57.9
	2001	76.9	53.1	30.0	25.4	27.7	40.9	45.8	43.4	56.6
	1999	102.9	69.7	35.6	42.0	27.8	57.6	35.9	49.0	51.0
	2000	104.9	69.0	39.9	40.8	28.2	51.1	29.2	42.1	57.9
	2001	81.2	57.7	30.3	25.3	32.5	39.9	53.3	47.5	52.5
	1999	127.1	78.5	33.7	45.7	32.8	63.2	48.6	57.1	42.9
	2000	144.8	88.0	36.0	58.3	29.7	69.1	39.5	59.1	40.9
	2001	102.0	72.4	33.6	37.1	35.3	54.7	52.4	53.6	46.4

(TTR)

(WRR, Worker Reallocation Rate)

50%

60%

70%

100

50

60

70 가

(WRR)

(HR)

(QR)

25

33%,

26 27%

37 45%,

30 35%

가

2001

25%가

가

1.8%

2001

37%

가

가

2001

34%

가 (25.4

8.7)

28.2% 가

, 2001

25.9%가

, 25%

가

Hammermesh et al(1994)
 , Albaek and Sorenson (1998)

가

가

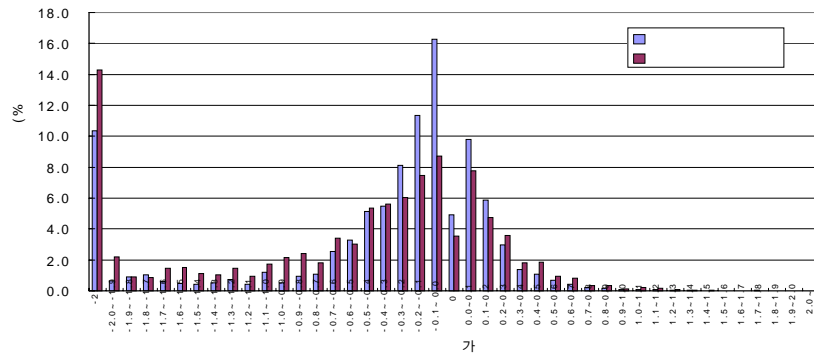
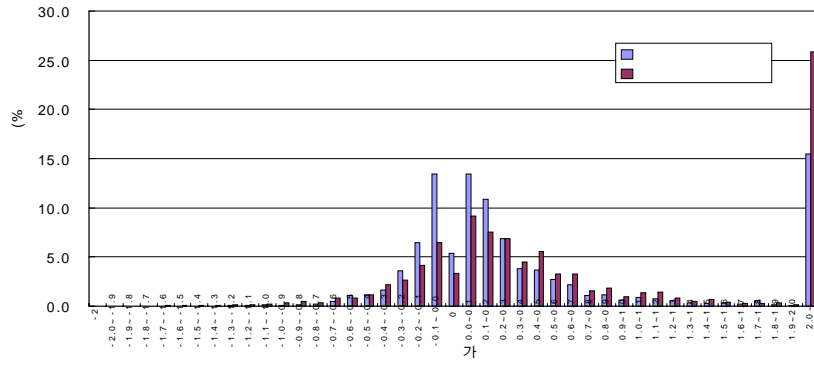
가

가

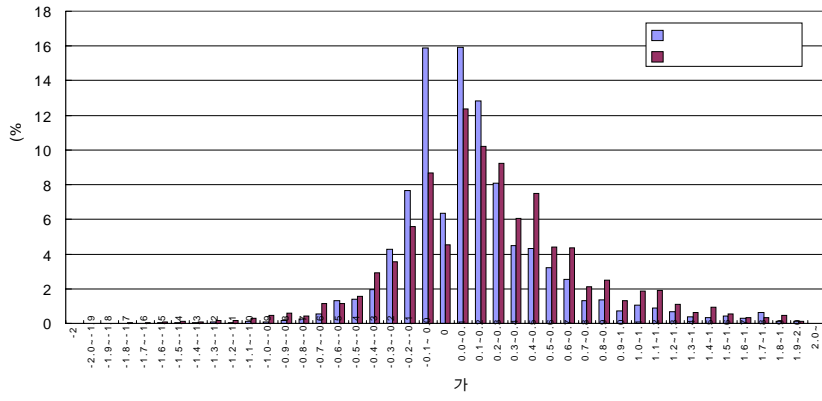
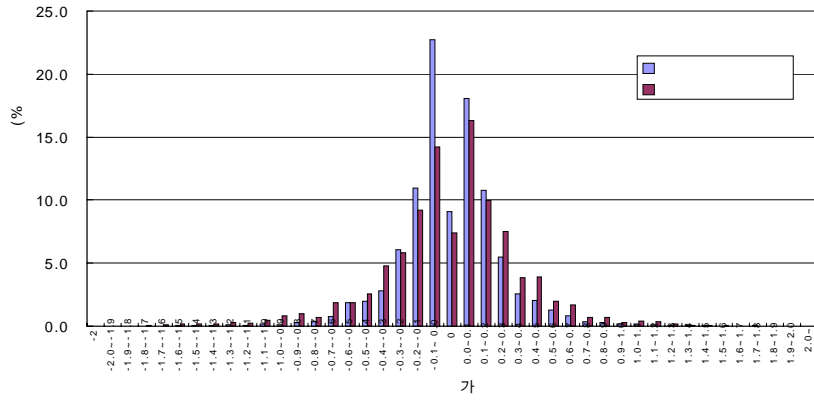
[3-3] [

3-4] < -7>

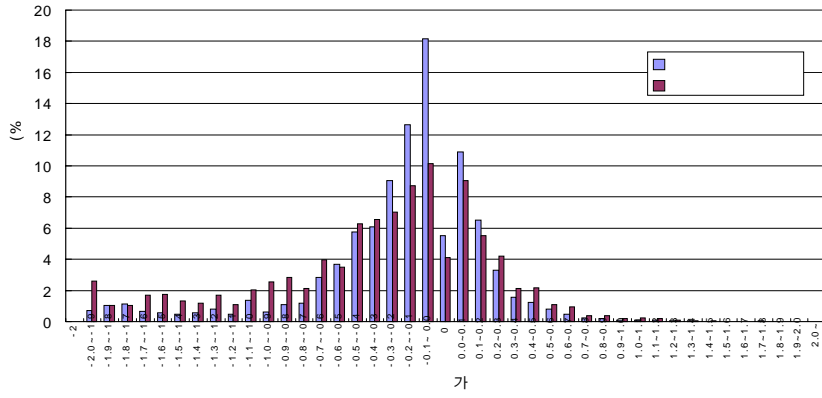
[3-3] 가



[3-4] 가 ()



[3-4] 가 ()



< -6> 가

< >

	[-2, -1]	[-1, -0.2]	[-0.2, 0]	0	[0, 0.2]	[0.2, 1]	[1, 2]
	0.3	8.4	19.9	5.4	24.3	22.0	19.6
	0.7	8.8	10.6	3.4	16.7	27.8	32.0
	17.4	27.1	27.6	4.9	15.6	7.0	0.3
	27.5	29.9	16.2	3.5	12.5	9.9	0.6
	0.6	14.3	33.7	9.1	28.8	13.0	0.6
	1.7	19.4	23.4	7.4	26.3	20.7	1.2

< >

	[-2, -1]	[-1, -0.2]	[-0.2, 0]	0	[0, 0.2]	[0.2, 1]	[1, 2]
	0.4	10.0	23.5	6.4	28.8	26.0	4.9
	1.0	11.8	14.3	4.5	22.5	37.5	8.3
	7.8	30.2	30.8	5.5	17.4	7.9	0.3
	15.4	34.8	18.9	4.1	14.6	11.5	0.7
	0.6	14.3	33.7	9.1	28.8	13.0	0.6
	1.7	19.4	23.4	7.4	26.3	20.7	1.2

, , 가 , 가

, , 가

Persson(1998) 가 , 가

, , 가

, , 1999 2000 2001 ,

2000 , 2001 ,

, 가 ,

(TTR), (WRR) (CFR) 가 2001

, 3 ,

Abowd et al(1999) 가 ,

,
.
,
. , 가
,
가
.
가
가
가
가
.
가

Sorensen(1998) Albaek and Sorensen(1998) Albaek and Sorensen(1998)

3.

가
Davis and Haltiwanger(1999) 25%,
37% , 35 46%
37% , 25%,
< -7>
< -5> (C/H) 41-51%,
54-69% (D/Q) 38-45%,
40-52% ,

< -7>

가 , 가 .
 가 가 . ,
 . ,
 . ,
 .
 가 .
 ,
 가
 가
 가 가 ,
 ,
 가 가 가 ,
 가 가 가 ,
 .
 Burgess et al(2000) , (worker reallo- cation rate) 가
 가 7. ,

IV.

가 . ,
 , 가
 가 .
 1.
 ,
 .
 . 1931 Robert Gibrat The Law of Proportional Effect
 (past growth history) Gibrat's Law .
 가 .
 , Jovanovic (vintage capital theory) Gibrat's Law

7) Arai and Heyman(2000)

. Jovanovic(1982) (life-cycle model)
(passive learning and selection process model)

. 가

Jovanovic(1982)

가

가

가

가

(vintage capital theory)

(sunk costs)

. Caballero(1994)

(capacity)

(sunk costs)

가

가

, Bockerman(1999)

가

(smoothe out)

가

가

가

(sample selection bias)

가

, Gibrat's law

Gibrat's Law

.(Hart & Oulton 1996, Audretsch et al.

1999. Mata 1994, Dunne & Hughes 1994)

, Evans(1987)

가

. Hall(1987), Evans(1987a, b), Dunne et al.(1989a, b)

가

Caves(1998)

가

가

가 . ,

가

. Bertola and Rogerson(1996) 가
(wage compression)

8. Bertola and Rogerson (1997) 가가
, Andersson(1999) ,
(large wage compression) (job reallocation rate) 가

가 가 가 가

가 가 가 가

가 , 가 가 가

가 , . 가

.(Jovanovic, 1982).

가 , (financial liability) 가 , (life-style businesses)

가 , 가 가 가 (Stiglitz and Weiss, 1981, Harhoff, Stahl, and Woywode, 1998). Burgess, Lane and Mckinney(2001)

2.

(worker flows)

8)

가 가
가 가

(worker flows) (job flows)
 가 (churning flows)
 (Replacement Hires) (Replacement Separation)
 RH RS
 (churning) ‘ ; ‘ 가
 (workers churning employers),
 (employers churning workers)
 (employer heterogeneity)
 (job match heterogeneity)
 가 , 가
 (job reallocation) 가 가
 , 가 ,
 가
 가 (the replacement of quits)
 가 가
 inspection goods가 (experience goods) , 가 (reservation matching value level)
 가 , 가 가 가
 가 () , (churning flows)
 가
 (churning flows) (random mismatches)
 , 가 . Burgess et al(2000)
 (mismatch)
 (optimal personnel policies)
 가
 (turnover costs), , (managerial matching ability)
 ,

가 . 가 , 가 .

가 가 . ,

가 .

(Buechemann, 1993). Hamermesh(1993)

가 가 .

가 . ,

가 .

가 가 .

가 가 .

가 가 .

가 가 .

가 . ,

가 가 .

가 . ,

(voice effects) (wage effects)

3.

가 가 .

가 가?

가 , ,

가 가?

가 가?

가 가?

가 ,

가?

가?

가

가

가

(WRR)

(CFR)

가 (NEG),

= 가

(ABS(NEG)),

(WRR),

(CFR)

(LSIZE),

(LFAGE),

(MULTI),

(UNION1),

(WMT),

(WDT),

(NS4=

, NS3=

, NS2=

, NS1=

, FINC,

BSERV,

TRANS,

SALE,

CONST)

가

DB

1999 1 2002 1

2001

. 1999

2001

3

(pooling)

2001

가

가

< -9> < -12>

< -9>

(,)

	NEG	ABS(NEG)	WRR	CFR	CFR
INTERCEP	0.120987(19.780)***	0.316148(63.556)***	1.151947(164.994)***	0.835800(147.441)***	0.398167(51.525)***
LSIZE	0.007437(10.019)***	-0.003358(-5.562)***	-0.028256(-33.348)***	-0.024898(-36.192)***	-0.003957(-5.358)***
LFAGE	-0.050708(-31.626)***	-0.068967(-52.892)***	-0.126388(-90.060)***	-0.057422(-38.643)***	-0.059310(-32.075)***
MULTI	-0.018818(-6.814)***	0.032416(14.435)***	0.008478(2.690)***	-0.023938(-9.354)***	-0.012705(-4.976)***
UNION1	-0.038217(-13.455)***	-0.005857(-2.536)***	-0.092496(-28.529)***	-0.086639(-32.913)***	-0.029673(-11.542)***
WMT	0.003141(10.630)***	0.000369(1.534)***	-0.008063(-23.909)***	-0.008431(-30.793)***	-0.002508(-6.898)***
WDT	-0.000870(-7.142)***	-0.000463(-4.668)***	0.001950(14.014)***	0.002412(21.356)***	-0.002152(-6.167)***
NS4	-0.094441(-15.343)***	0.088960(17.772)***	-0.013782(-1.962)***	-0.102742(-18.011)***	-0.070416(-11.101)***
NS3	-0.120149(-20.834)***	0.084570(18.083)***	-0.037271(-5.662)***	-0.121841(-22.797)***	-0.054485(-9.960)***
NS2	-0.048370(-10.954)***	0.017742(4.941)***	-0.098329(-19.509)***	-0.116072(-28.363)***	-0.025596(-5.947)***
NS1	-0.059669(-12.124)***	0.038430(9.601)***	-0.028537(-5.080)***	-0.066967(-14.682)***	-0.018495(-3.882)***
FINC	-0.019790(-3.426)***	0.083628(17.800)***	-0.074212(-11.254)***	-0.157840(-29.481)***	-0.035435(-6.534)***
BSERV	-0.037997(-7.664)***	0.048251(11.967)***	0.134380(23.745)***	0.086128(18.744)***	0.082339(16.852)***
TRANS	-0.033564(-6.469)***	0.000618(0.147)***	-0.024087(-4.067)***	-0.024705(-5.137)***	0.000894(0.179)***
SALE	-0.035918(-6.869)***	0.043543(10.240)***	-0.007704(-1.291)***	-0.051247(-10.575)***	-0.017288(-3.354)***
CONST	-0.096368(-15.617)***	0.063626(12.679)***	0.025211(3.579)***	-0.038414(-6.717)***	0.000744(0.123)***
CFR_1					0.401251(86.325)***
CFR_2					0.181756(39.474)***
JCR					-0.103638(-13.329)***
JDR					-0.194485(-37.821)***
R-square	0.0388	0.0840	0.2768	0.2419	0.4848
N	73166	73166	73166	73166	41632

< -10>

(,)

= (ABS(NEG))

	10-29	30-99	100-499	500
INTERCEP	0.392025(28.636)***	0.385783(17.609)***	0.200236(5.847)***	0.185240(2.561)***
LSIZE	-0.024088(-5.584)***	-0.017079(-3.338)***	0.019511(3.149)***	-0.005133(-0.650)***
LFAGE	-0.078914(-44.403)***	-0.068504(-28.666)***	-0.069161(-16.687)***	-0.036212(-2.710)***
MULTI	-0.012183(-2.320)***	0.010501(2.072)***	0.017479(2.804)***	0.060940(3.410)***
UNION1	0.007902(1.183)***	-0.009601(-1.636)***	-0.018318(-2.795)***	-0.003563(-0.207)***
WMT	0.004421(9.671)***	0.001184(2.188)***	-0.001217(-1.804)***	0.000111(0.053)***
WDT	-0.000913(-3.397)***	-0.000193(-0.622)***	0.000152(0.434)***	-0.000556(-0.806)***
NS4	0.096283(13.706)***	0.061460(6.213)***	0.072742(4.590)***	0.090656(1.966)***
NS3	0.070432(9.057)***	0.046921(5.046)***	0.101713(7.197)***	0.106038(2.708)***
NS2	0.007970(1.455)***	-0.000843(-0.120)***	0.024208(2.217)***	0.028460(0.900)***
NS1	0.014000(2.378)***	0.003339(0.444)***	0.042525(3.618)***	0.088794(2.286)***
FINC	-0.031189(-3.202)***	-0.000281(-0.026)***	0.038057(2.137)***	0.136397(3.900)***
BSERV	0.001537(0.261)***	0.039871(5.110)***	0.067898(5.764)***	0.095663(2.525)***
TRANS	0.013129(1.677)***	-0.022659(-2.539)***	0.021829(1.882)***	0.019462(0.511)***
SALE	0.018139(3.113)***	0.019723(2.331)***	0.027370(2.053)***	0.098437(2.491)***
CONST	0.017179(2.820)***	0.028010(2.795)***	0.064345(3.471)***	0.104840(2.100)***
R-square	0.0743	0.0746	0.0915	0.0523
N	46964	19564	6215	909

= (CFR)

	10-29	30-99	100-499	500
INTERCEP	0.543071(23.352) ^{***}	0.430567(18.124) ^{***}	0.400325(11.025) ^{***}	0.355003(5.052) ^{***}
LSIZE	-0.032926(-5.000) ^{**}	0.006575(1.260)	-0.003874(-0.630)	-0.007356(-1.052)
LFAGE	-0.054275(-17.116) ^{***}	-0.074449(-25.323) ^{***}	-0.069831(-14.695) ^{***}	-0.044080(-3.224) ^{**}
MULTI	0.024215(3.520) ^{***}	-0.007813(-1.515)	-0.008881(-1.434)	-0.010620(-0.675)
UNION1	0.017003(2.128) ^{**}	-0.004213(-0.714)	-0.025466(-3.934) ^{**}	-0.039911(-2.627) ^{**}
WMT	-0.001921(-2.335) ^{**}	-0.004849(-6.838) ^{***}	-0.004148(-4.480) ^{***}	0.000078632(0.034)
WDT	0.002690(3.278) ^{***}	0.001237(1.653) [*]	0.000045195(0.051)	-0.005273(-2.579) ^{**}
NS4	-0.036106(-3.008) ^{**}	-0.021928(-1.995) ^{**}	-0.058726(-3.488) ^{***}	-0.087613(-2.130) ^{**}
NS3	-0.030390(-2.780) ^{***}	-0.008778(-0.926)	-0.000378(-0.027)	-0.111231(-3.171) ^{***}
NS2	-0.039486(-5.171) ^{***}	-0.012529(-1.706) [*]	-0.018666(-1.627)	-0.020524(-0.720)
NS1	-0.026150(-3.221) ^{***}	-0.004569(-0.584)	0.006505(0.534)	-0.049274(-1.398)
FINC	-0.058745(-3.877) ^{***}	-0.049928(-4.298) ^{***}	-0.037139(-2.072) ^{**}	-0.031474(-1.008)
BSERV	0.006344(0.761)	0.050654(6.157) ^{***}	0.077415(6.190) ^{***}	0.143280 4.108 ^{***}
TRANS	-0.009927(-0.868)	0.017209(1.778) [*]	0.036619(2.969) ^{***}	-0.043826(-1.318)
SALE	-0.009833(-1.186)	0.012951(1.471)	-0.000015371(-0.001)	-0.040471(-1.138)
CONST	0.038307(4.545) ^{***}	0.024620(2.425) ^{**}	0.047016(2.546) ^{**}	-0.057711(-1.292)
CFR_1	0.295994(47.427) ^{***}	0.358799(48.684) ^{***}	0.430361(33.913) ^{***}	0.433468(11.954) ^{***}
CFR_2	0.134500(22.867) ^{***}	0.154422(22.616) ^{***}	0.214350(17.089) ^{***}	0.173043(4.417) ^{***}
JCR	-0.265790(-19.967) ^{***}	-0.174887(-13.820) ^{***}	-0.141064(-7.112) ^{***}	-0.023722(-0.435)
JDR	-0.267162(-36.069) ^{***}	-0.249038(-28.261) ^{***}	-0.235924(-15.744) ^{***}	-0.092201(-2.740) ^{***}
R-square	0.2409	0.3163	0.5020	0.5157
N	20037	15535	5550	824

< -11>

()

= (ABS(NEG))

INTERCEP	0.264358(21.086) ^{***}	0.299997(43.109) ^{***}	0.428558(22.100) ^{***}	0.564602(27.604) ^{***}
LSIZE	-0.000043(-0.019)	-0.013486(-12.844) ^{***}	-0.004921(-1.789) [*]	-0.011427(-3.143) ^{***}
LFAGE	-0.056279(-15.004) ^{***}	-0.044742(-18.570) ^{***}	-0.085305(-14.052) ^{***}	-0.105228(-14.068) ^{***}
MULTI	0.041687(6.953) ^{***}	0.016502(4.174) ^{***}	0.012597(1.152)	-0.005662(-0.333)
UNION1	-0.015565(-2.473) ^{**}	-0.004114(-1.104)	0.144245(13.296) ^{***}	0.047100(2.394) ^{**}
WMT	0.005305(6.417) ^{***}	0.002976(5.692) ^{***}	-0.000573(-0.478)	-0.003818(-4.213) ^{***}
WDT	-0.001914(-7.057) ^{***}	-0.000146(-0.487)	0.000760(1.672) [*]	0.000876(2.465) ^{**}
R-square	0.0434	0.0729	0.0921	0.1182
N	10546	17432	3655	4135

= (CFR)

INTERCEP	0.401006(25.556) ^{***}	0.268866(17.512) ^{***}	0.504346(18.676) ^{***}	0.529162(12.830) ^{***}
LSIZE	-0.014689(-6.455) ^{***}	-0.018867(-11.251) ^{***}	-0.029405(-10.871) ^{***}	-0.028373(-6.185) ^{***}
LFAGE	-0.062170(-13.899) ^{***}	-0.024721(-5.499) ^{***}	-0.050485(-7.348) ^{***}	-0.066441(-6.219) ^{***}
MULTI	0.000849(0.150)	-0.016529(-2.859) ^{***}	0.011154(1.109)	-0.019599(-1.020)
UNIONI	0.013730(2.308) ^{**}	-0.062438(-11.319) ^{***}	-0.040791(-4.090) ^{***}	-0.005335(-0.241)
WMT	0.002391(2.479) ^{**}	0.011501(12.590) ^{***}	-0.002317(-1.645)	-0.001169(-0.698)
WDT	-0.002716(-3.361) ^{**}	-0.007047(-7.455) ^{***}	0.000541(0.476)	-0.003475(-1.881) [*]
CFR_1	0.299279(30.242) ^{***}	0.300432(27.229) ^{***}	0.367224(18.584) ^{***}	0.326740(13.776) ^{***}
CFR_2	0.253009(25.228) ^{***}	0.166368(16.156) ^{***}	0.130758(7.432) ^{***}	0.133941(5.570) ^{***}
JCR	-0.122348(-7.199) ^{***}	-0.045309(-2.208) [*]	-0.121074(-3.635) ^{***}	-0.133112(-3.409) ^{***}
JDR	-0.222982(-21.431) ^{***}	-0.073899(-5.420) ^{***}	-0.314929(-18.005) ^{***}	-0.206020(-8.613) ^{***}
R-square	0.3936	0.3154	0.5488	0.3815
N	6684	11038	2246	1349

< -12> 가 ()

= 가 (NEG)

INTERCEP	-0.019372(-1.295)	0.073302(8.592) ^{***}	0.080843(3.262) ^{***}	-0.013890(-0.499)
LSIZE	0.015758(5.908) ^{***}	0.002196(1.706) [*]	-0.009737(-2.770) ^{***}	-0.001669(-0.337)
LFAGE	-0.054702(12.222) ^{***}	-0.046227(-15.651) ^{***}	-0.045071(-5.810) ^{***}	-0.039438(-3.874) ^{***}
MULTI	-0.016561(-2.315) ^{**}	-0.024545(-5.064) ^{***}	0.021935(1.569)	0.009813(0.425)
UNIONI	-0.020979(-2.793) ^{**}	0.011177(2.447) ^{**}	-0.153527(-11.074) ^{***}	-0.019882(-0.742)
WMT	0.008244(8.358) ^{***}	0.003827(5.972) ^{***}	0.005162(3.373) ^{***}	0.006914(5.607) ^{***}
WDT	-0.001754(-5.422) ^{***}	-0.001710(-4.659) ^{***}	-0.001590(-2.739) ^{***}	-0.001601(-3.308) ^{***}
R-square	0.0308	0.0269	0.1000	0.0276
N	10545	17431	3654	4134

가 (NEG)

가

가

가 (NEG)

(-)

가 가

가

(NEG)

9.

< 12>

가 (NEG)

가 가

Gibrat's Law가

9)

가

-0.4

-0.14

가

-0.5,

, (ABS(NEG)) (WRR), (CFR) 가
 (-) , ,
 , , 10.
 , 가 (NEG) , (ABS(NEG))
 , (CFR) , 가
 , , 가 ,
 , 가 () ,
 , , ,
 , ,
 , 가 ,
 , , 가 ,
 , 11. ,
 , , 가 , ,
 , , 가 , 가
 , , 가 , 가
 , 가 , 가 ,
 , , 가 ,
 , , 가 ,
 , , 500 ,
 , , 500

10) Haltiwanger and Krizan(1999)

11) 가 가 11% ,

가 (deferred wage)

가

가

가

Haltiwanger and Vodopivec(2002)

가

가

가

12

가 (-) 가

(-) 가

(-) 가

< > 가

Sorensen(1998)

가 (-)

가

가

가

가

Akerlof et al.(1988)

가

Jovanovic and Moffitt(1990)

match value 가

,2002

가

가

12) 『 9%, DB』 가 4% 『 』

가 . . . bad matches

Burda and Wyplosz(1994) 가 . . . ,

4 4 1 2

< 15> .1 4

4 1 2 4

가

< -13>

< >

(1999 -2000)

	1	2	3	4	total
1	6514 13.19	3359 6.80	1646 3.33	824 1.67	12343 25.00
2	3254 6.59	4201 8.51	3214 6.51	1652 3.35	12321 24.96
3	1742 3.53	3117 6.31	4224 8.56	3305 6.69	12388 25.09
4	872 1.77	1652 3.35	3110 6.30	6686 13.54	12320 24.95
total	12382 25.08	12329 24.97	12194 24.70	12467 25.25	49372 100.00

: 가 1, 2, 3, 4

(2000 -2001)

	1	2	3	4	total
1	6527 13.21	3403 6.89	1578 3.19	871 1.76	12379 25.05
2	3284 6.65	4314 8.73	3003 6.08	1732 3.51	12333 24.96
3	1705 3.45	3331 6.74	3981 8.06	3187 6.45	12204 24.70
4	842 1.70	1764 3.57	3183 6.44	6707 13.57	12496 25.29
total	12358 25.01	12812 25.93	11745 23.77	12497 25.29	49412 100.00

(1999 -2000)

	1	2	3	4	total
1	6072 12.31	3345 6.78	1802 3.65	1117 2.26	12336 25.00
2	3294 6.68	4160 8.43	2942 5.96	1919 3.89	12315 24.96
3	1889 3.83	3403 6.90	3836 7.77	3251 6.59	12379 25.09
4	1083 2.19	1893 3.84	3145 6.37	6193 12.55	12314 24.96
total	12338 25.00	12801 25.94	11725 23.76	12480 25.29	49344 100.00

< >

(1999 -2000)

	1	2	3	4	total
1	2873 12.70	1531 6.77	790 3.49	399 1.76	5593 24.71
2	1510 6.67	1928 8.52	1478 6.53	780 3.45	5696 25.17
3	866 3.83	1510 6.67	1965 8.68	1448 6.40	5789 25.58
4	416 1.84	701 3.10	1415 6.25	3020 13.35	5552 24.53
total	5665 25.03	5670 25.06	5648 24.96	5647 24.95	22630 100.00

(2000 -2001)

	1	2	3	4	total
1	2841 12.56	1559 6.89	842 3.72	418 1.85	5660 25.02
2	1547 6.84	1839 8.13	1497 6.62	783 3.46	5666 25.04
3	832 3.68	1511 6.68	1868 8.26	1439 6.36	5650 24.97
4	438 1.94	753 3.33	1456 6.44	3001 13.26	5648 24.96
total	5658 25.01	5662 25.03	5663 25.03	5641 24.93	22624 100.00

(1999 -2000)

	1	2	3	4	total
1	2628 11.62	1486 6.57	938 4.15	540 2.39	5592 24.72
2	1571 6.94	1792 7.92	1438 6.36	891 3.94	5692 25.16
3	928 4.10	1563 6.91	1819 8.04	1476 6.52	5786 25.58
4	530 2.34	819 3.62	1466 6.48	2737 12.10	5552 24.54
total	5657 25.01	5660 25.02	5661 25.02	5644 24.95	22622 100.00

< >

(1999 -2000)

	1	2	3	4	total
1	149 11.10	88 6.56	60 4.47	38 2.83	335 24.96
2	87 6.48	105 7.82	97 7.23	45 3.35	334 24.89
3	62 4.62	95 7.08	92 6.86	89 6.63	338 25.19
4	29 2.16	59 4.40	79 5.89	168 12.52	335 24.96
total	327 24.37	347 25.86	328 24.44	340 25.34	1342 100.00

(2000 -2001)

	1	2	3	4	total
1	139 10.35	105 7.82	53 3.95	30 2.23	327 24.35
2	105 7.82	104 7.74	84 6.25	54 4.02	347 25.84
3	58 4.32	74 5.51	115 8.56	81 6.03	328 24.42
4	34 2.53	53 3.95	84 6.25	170 12.66	341 25.39
total	336 25.02	336 25.02	336 25.02	335 24.94	1343 100.00

(1999 -2000)

	1	2	3	4	total
1	141 10.51	88 6.56	69 5.15	36 2.68	334 24.91
2	96 7.16	89 6.64	87 6.49	62 4.62	334 24.91
3	55 4.10	98 7.31	105 7.83	80 5.97	338 25.21
4	43 3.21	61 4.55	75 5.59	156 11.63	335 24.98
total	335 24.98	336 25.06	336 25.06	334 24.91	1341 100.00

1999 2000 , 45% ,
가 , 80% , 1999 2000 , 2000
2001 , 가 . ,

. Pearson's ² kendall's tau-b 1%

가 , , , R-square가 70%

Burgess et al(2000) 가

V.

, , , 1999 , 1.2 , 1.6-2.0 가 .

- Economics*, 2000 (April); Vol. 18, No. 2, 183-203.
- Bertola, G. and R. Rogerson, "institutions and Labor Reallocation", *European Economic Review*, 1997, 1147-1171.
- Boeri, Tito, "Is Job Turnover Countercyclical?", *Journal of Labor Economics*, 1996(October), Vol. 14, No. 4, 603-625.
- Burda, Michael, and Charles Wyplosz, "Gross Worker and Job Flows in Europe", *European Economic Review*, 1994(June), 1287-1315.
- Burgess, S., J. Lane and David D. Stevens, "Churning Dynamics: An Analysis of Hires and Separations at The Employer Level", *Labour Economics*, Vol. 8, No. 1, 2001(January).
- Burgess, Simon, Land, Julia, and David Stevens, "Job Flows, Worker Flows, and Churning", *Journal of Labor Economics*, 2000, Vol. 18 No. 3, 473-502.
- Caballero, Ricardo J. and Mohamad L. Hammour, "The Cleansing Effect of Recessions", *The American Economic Review*, 1994(December); Vol. 84, No. 5, 1350-1368.
- Davis and Haltiwanger, "Driving Forces and Employment Fluctuations", *NBER working paper 5775*, 1996.
- Davis and Haltiwanger, "Measuring Gross Worker and Job Flows, in Manser and Topel eds.", *Labor statistics measurement issues*(University of Chicago Press), 1998.
- Davis, Haltiwanger and Schuh, Job Creation and Destruction, MIT press, 1996.
- Davis, Steven J. and John Haltiwanger, "Gross Job Flows", in O. Ashenfelter and D. Card(eds.), *Handbook of Labor Economics*, 1999, Volume 3b(Elsevier).
- Davis, Steven J. and John Haltiwanger, "Gross Job Creation, Gross Job Destruction, and Employment Reallocation", *The Quarterly Journal of Economics*, 1992(August); Vol. 107, No. 3, 819-63.
- Foote, Christopher L., "Trend Employment Growth and The Bunching of Job Creation and Destruction", *The Quarterly Journal of Economics*, 1998(August), Vol. 113, No. 3, 809-34.
- Foster, Haltiwanger and Krizan, "Aggregate Productivity Growth : Lessons from Microeconomic Evidence", NBER working paper 6803, 1998.
- Haltiwanger, John C., and Scott Schuh, "Gross Job Flows Between Plants and industries", *New England Economic Review*, 1999(March/April), 41-64.
- Hamemesh, Daniel S., Hassink, Wolter H. J., and Jan C. Van Ours, "New Facts About Factor-Demand Dynamics: Employment, Jobs and Workers", *Nber Working Paper No.4624*, 1994 (January).
- Hamermesh and Pfaan, "Adjustment Costs in Factor Demand", *Journal of Economic Literature* 34(3), 1996.
- Hart, Peter E. and Nicholas Oulton, "Job Creation and Destruction in the Corporate Sector: the Relative Importance of Births, Deaths and Survivors", *NIESR Discussion Paper No.134*, 1998(January).
- Haskel, Jonathan, "Job Creation and Destruction", *Economica*, 1998(February); Vol. 65, No. 257, 154-6.
- Jovanovic, "Selection and the Evolution of Industry", *Econometrica* 50(3), 1982.
- Mortensen, D. T. and C. A. Pissarides, "Technological Progress, Job Creation and Job Destruction", *Centre for Economic Performance Discussion Paper*, 1995(September), Revised 1997(January).
- Mortensen, Dale T. and Christopher A. Pissarides, "Job Creation and Job Destruction in The Theory of Unemployment", *The Review of Economic Studies*, 1994(July), Vol. 61, No. 208, 397-415.
- Mumford, Karen, and Peter N. Smith, "Job Reallocation and Average Job Tenure: Theory and Workplace Evidence From Australia", *Centre for Economic Performance Discussion Paper No.360*, 1997(July).
- Persson, Helena, "Job and Worker Flows in Sweden 1986-1995: Who Gets The New Jobs and Who Loses The Old

Jobs?", *Paper for The international Symposium on Linked Employer- Employee Data*, 1998(May).

Salvanes, Kjell G., "Employment Policies At the Plant Level: Job and Worker Flows for Heterogeneous Labour in Norway".

Schuh and Robert K. Triest, "Job Reallocation and the Business Cycle: New Facts For An Old Debate", in Fuhrer and Schuh(ed.)(1998), *Beyond Shocks: What Causes Business Cycles?*, *Conference Series* No. 42, 1998, FRB of Boston, 1998.

Tattara, Giuseppe and Marco Valentini, "Who Is First to Sit Down, Who Is Left Standing When the Music Stops?" 2002.