



ÀÌ¿ì 'èÇØ ÀÒÁÒ Áσ,έ¿ì¼ ¿-±,°³¹ΒÈ°μ¿ΑÇ °Ð»èÈ-,| ÆËÁσ/ÁÁ°·Á ¿äÀÌÀ,·Î·Á ÇσÁö/ÁÁαΑÇ ¼ö¿äÁ°Ç ¹Υ¿μÀÌ³α ÇσÁö/ÁÁα¿ì¼·ΑÇ ÀÌÁ·ÇÑ ÁóÀS È°σ,| ÀSÇØ °»±¹°,·Ù ÇσÁö¿ì¼ ¿-±,°³¹ΒÀ» ¼öÇαÇÌ·Á °ÍÀÌ 'ò È¿·úÀùÀÌ °æ¿ì°; ÀÒ·Ù·Á Á¿ÀÌ ÁóÀùμÈ·Ù. 'Ù±¹·Àù±â¾·ΑÇ ÇØ¿·ÙÁσÁá ÆÈ±â¿ì·Á ,ð±â¾·ÀÌ ¿-±,°³¹ΒÀ» 'á·ÇÇÌ·Á °æ¿ì°; 'è°Í°ÐÀÌÁö, , ¼·Á°ΕΑÇ °æ°ú¿ì; μú¶'ó ÇσÁö¿ì; °μμΑÇ ¿-±,°³¹ΒÁ¶Á·À» ¼³,°ÇÒÀ,·Î¼α °í°·¼ö¿ä ÁαÁ·, ±â¼·úÁöμμ, ±â¼·ú¼·°ñ¼° Á'°σ μÎÀÌ °,·Ù È¿·À²·ÀùÀ,·Î ÀÌ·Ç¾·Áσ·Ù·Á °ÍÀÌ·Ùß).

ÇÑÆÈ °σ±P Áσ,έ¿ì¼·μμ ¿-±,°³¹ΒΑÇ °Ð»èÈ-,| ÆËÁσÇÌ·Á ¿äÀÌμÉÀÌ Á,ΑçÇÑ·Ù. °ú·Á¿ì·Á °íÀ·±â¼·úΑÇ °Í°;°;¿ì;| Á'°íÇÌ±â ÀSÇÑ Àù·«À,·Î¼· ¿-±,°³¹ΒΑÇ ±¹·Á;È-,| ÆΒÁσÇΒÀ,³α, ÁÖ±Ù¿ì·Á ±â¼·úÇσ/ÁÁÇ °; ¼ÖÈ-¿ì ¿-±,°³¹ΒÁóÀÙ ±ò,ðΑÇ È°·è·Î ,»¹·Í¾¾·Ε ¼¾·è °·ΑóΑÇ °úÇÐ±â¼·úÁÌ·Á ¹× Áσ°,¿ì ÇÌ°Í±,Á¶,| È°¿èÇÌ·Á·Á ,ñÀùÀ,·Î ¿-±,°³¹ΒΑÇ ±¹·Á;È-°; ÆΒÁσμÇ°í ÀÒ·Ù·Á °ÍÀÌ·Ù. ÀÌ °æ¿ì ÇσÁö±¹¿ì; ÁσÁαÇÑ ¿-±,°³¹ΒÁ¶Á·ΑÇ ΑÓ¹«·Á 'Ù¼·øÈ±,·ð±â¾·ΑÇ ±âÁ, ±â¼·úÁ ÇσÁö¿ì; Àù¿è/ÁÁ°·Áμ¥ ±×·Á;Áó ¾È°í, ÇÙ/ÆÀù ±â ¼·ú°³¹Β·É·ΑΑÇ Á'°í °³·Áó ¼·Á±â¼·ú°³¹ΒΑÇ ¼öÇαÀ,·Î±íÁó È°·èμÇ°í ÀÒ·Ù.

ÀÌ»òΑÇ ³·íΑÇ,| ¹ÙÁÁÁ,·Î ¿-±,°³¹ΒΑÇ ±¹·Á;È-,| ÆËÁσ/ÁÁ°·Á ¿äÀÌμÉÀ» Áμ,°ÇØ °,·é 'ÙÀ¼·ú °°·Ù (Granstrand et al., 1993). Á¹·Á°, ¼¾·èÀùÀÌ °æÀíΑÇ Αó°;¿ì ÇÒ²² Á'Ç°ΑÇ ÁúÀù °æÀíΑÇ ÁΒ¿ä¼·úÀÌ Áó·è ÇÒ¿ì; μú¶'ó Á'Ç°Á±°È-¿ì μ¿¼·Á¿ì; ¼¾·è/ÁÁαΑÇ 'ÙÀÌÈ-°; ΑσÇαμÇ°í ÀÒ·Ù. Á'Ç°°/ÁÁαΑÇ ¼ö¿äÁ°ÇÀ° ¿-±,°³¹Β ±¹·Á;È-ΑÇ °άÁ·Αù ¿äÀÌÀÌ μÇ°í ÀÒÁ,·,¿, ¿-±,°³¹ΒÁÌ·ÁÀÌ³α °úÇÐ±â¼·úÁÌ°·¿ì °°·À° ¿-±,°³¹Β ÁóÀ¿·ä¼·úΑÇ ÁΒ¿ä¼·úμμ ÇÑÁρ ¿¿·Áó°í ÀÒ·Ù. μÑ·Á°, ¼¾·è ÁÒ¿·ä±â¾·ΑÇ ±â¼·ú¼·úÁσ Á'°í¿ì ÇÒ²² ÆÁóÈÈ-°; μ¿¼·Á¿ì; ΑσÇαμÈ¿ì; μú¶'ó ±â¾·°Ε ¹× ±¹·Á;°Ε ±â¼·úÇù·ΑΑÇ ±âÈ,°; Á°°ò Áó°;ÇÌ°í ÀÒ·Ù. ¼·ÁÁ°, Áó,® ¹× Á¶Á·,έ¿ì¼· ±â¼·úÈ°·èΑÇ °æ·Î¿ì ÇùÁÁ°; 'Ù¿·øÈ-μÇ°í ÀÒ·Ù. Áì ¿-±,°³¹Β°Ð¾·ΒΑÇ Áσ°, ¹× ±â¼·ú¿·øÁμ¿ì 'èÇÑ Áç±ÙÀÌ ¿èÀÌÇØÁù¿ì; μú¶'ó ¿-±,°³¹Β ¹× »¿·èΑÇ Áó,®·Áù °Ð»èÀÌ 'ò¿ì ¿èÀÌÇØÁó°í ÀÒ·Á °ÍÀÌ·Ù. ³·Ý·Á°, Á'Ç°°/ò,íÁÓ±â ¹× Á,±¹·ÁÁα¿ì; 'èÇÑ ÁσÁó/Óμμ°; 'Ù·ÁαμÇ°í ÀÒ·Ù. 'Ù¼·Á°, 1970³·á·è ÀÌ;· °³¹Βμμ »ó±¹ΑÇ ÀÙ·¼ ±â¼·ú·É·ÁÀÌ Çα»óμÇ°í μ¿¼·Á¿ì; ±â¼·ú¼·úÁσ±¹ΑÇ °,ÈÈÁÓΑÇ°; °-È-μÈ¿ì; μú¶'ó, °ç±¹ Áσ°Í·Á ±â¾·ΑÇ ±â¼·úÀÌÀù ¹× ¿-±,°³¹ΒΑÇ ±¹·Á;È-¿ì; Á¿·Á; 'ò,¹·Á° ¿μÇ·Á·Á» Çα»ÇÇÌ°í ÀÒ·Ù.

2) 'Ù±¹·Àù±â¾·ΑÇ ¿-±,°³¹ΒÀù· «

'Ù±¹·Àù±â¾·ΑÇ ¿-±,°³¹ΒÀù· «ΑÇ Æ·Á;·Á» Æ·Á¾ÇÇÌ±â ÀSÇØ¼· 'Ù±¹·Àù±â¾·ΑÇ ¿ì¿ìμ¹·æ/ÁÁ» °È·ÁαÇÌ·Á ¹·æ¹·ý ÀÌ,¹·ÀÌ »¿¿·èμÇ°í ÀÒ·Ù. Áì 'Ù±¹·Àù±â¾·Α° ±× ¿ì¿ìμ¹·æ/ÁÁ» ±âÁó·Á,·Î °»±¹·ÁΒ/ÆÁÓΑÇ, ÇσÁó±¹·ÁΒ/ÆÁÓΑÇ, ¼¾·è·ÁΒ/ÆÁÓΑÇΑÇ ¼¾·°;·Áó ÇùÁÁ⁴).·Î ±,°ÐÇØ¼·,·ð±â¾·°ú ÀÙÈ,»ç »ÇÀÌΑÇ °ü°è,| ÀÌÇØÇò ¼ö ÀÒ·Ù (Perlmutter, 1969).

¶ÇÇÑ ¿-±,°³¹ΒÈ°μ¿ΑÇ Á¶Á·À» °»»ç ÁÓμμ·Î ÇÌ·Á°; , ÀÙÈ,»ç ÁÓμμ·Î ÇÌ·Á°; , ¶Ç·Á °ÐÈ-μÇ¾ »óÈÈΑÇ Á,°ü°è¿ì; ÀÒ·Á ³×Æ°¿·øÁ¶·Á·ÀÌ ÁÓμμÇÌ·Á°;°; 'Ù±¹·Àù±â¾·ΑÇ ¿-±,°³¹ΒÀù·«À» Æ·Á;·Áρ·Á ¶Ç·Ù,¥ ¿ä ÀÌÀÌ μÈ·Ù. Bartlett & Ghosal(1989)·Á° ¿-±,°³¹Β Á¶Á·±,·Á¶ΑÇ ÇùÁÁ,| ±â¾··ÀÌ ÁΒ±,ÇÌ·Á Àù·«,ñÇ¥¿ì; μú¶'ó ¹ü¼¾·èÀù È¿·À²·ÁΒ±,Çù, ÇσÁóÀù·ÁΑÇù, Áó/ÁÁÌ·ÁùÇù, ±Ù·Î¹·ú ³×Æ°¿·øÁ°ÇùΑÇ ³× °;·Áó·Î ±,°ÐÇØ¼· Á;

3) μú¶'ó¼· ÀÌ°°·À° ±â¼·úÁö¿·øÇù ¼°·Ý·Á» °®·Á ¿-±,¼·øμÉ·Á ÁÓ¿·ä ÇσÁó±¹¿ì; ÁσÁαÇÑ 'è±ò,ð ÀÙÈ,»ç ³·¿ì; ¼¾·Á;μÇ·Á °æ¿ì°; ,¹·Ù.

4) °»±¹·ÁΒ/ÆÁÓΑÇ ±â¾·Α° °»±¹¿ì; ÀÒ·Á ¿-±,°³¹Β°»°Í¿ì; ,ðμç ±ÇÇΝÀÌ Á·ý·ÁΒμÇ¾·Á ΑÓ°í, ÀÌ·Î°ÍÀÌ ÇØ¿·Ù ¿-±,°³¹Β°·Á ¿ì;| ÀÌ¹·æ·Á·Á Áó/Á¿ì; ,·é·ÈÀÌ ÀÌ·Ç¾·Áó·Á·Çù·Á·Ù. ÀÌ¿ì; °ñÇØ ÇσÁó±¹·ÁΒ/ÆÁÓΑÇ ±â¾·Α° °»±¹¿ì; ,°³¹Β°°Í ΑÇ ±ÇÇΝÀÌ »ó·è·Áù·Á,·Î Àù·Á° ¹·ý,é ÇØ¿·Ù ¿-±,°³¹Β°·Á·Á;·ÁÌ ÇσÁó±¹·ΑÇ È°·æ¿ì; ÁÒ·èÇÑ Àù·ÁΑÇÑ Çù·Á·Á·Ù. ,¶·Áó,·Á,·Î ¼¾·è·ÁΒ/ÆÁÓΑÇ·Á·Á 'Ù±¹·Àù±â¾·Α° °»±¹°ú ÇØ¿·Ù ¿-±,°³¹Β°·Á·Á; »óÈÈ°Ε¿ì; ¼ö¹·æÇαΑÇ Áσ°,±³È- ¹× Çù·Á·Á·Á·Á ΑÇ»ç·ά·Á·Á·Í °ó¹·øÇÌ°ò ÀÌ¾¾·³α°í, »óÈÈΑÇ·Á·Á·Á·Á ±,·Á¶,| °®·Á·Ù.

¼ǺĈĪ°i lǒ·ù.

ǺĪ¹Ùĭ; ĈǒǺö±¹ǺĈ ĭ±, °³¹B°ǺǺĭǺĪ °, Ǻ·ǺĈĪ°i lǒ·Ǻ lǺÙĭǒǺĈ ¼ǒǺǒμμ °»»Ĉĭ; ¹ēĈǒ °ĉ°ĉ °Đ»ēμĈ¾Ǻ lǒ  
¹Ǻ ĭ±, °³¹B°ǺǺĭǺĈ ǺĈǺ, μμ, | °ǺǺǺĈĪ¹Ǻ ĭǺǺĪǺĪ μĒ·ù. ǺĪ °Đ»ēμĈ¾Ǻ lǒ·Ǻ ĭ±, °³¹B°ǺǺĭǺĪ °, Ǻ·ǺĈĪ Ĉǒ  
ǺǒǺÙĭǒǺĈ ¼ǒǺǒǺĪ ³ǒǺ»¼ǒ·Ī, °»»Ĉ ĭ±, °³¹B°»°ĪǺĈ ĈǒǺǒ ĭ±, °³¹B°ǺǺĭĭĭ; ¹ēĈĪ ǺĈǺ, μμ ¹× ĭ±, °³¹B  
°»°ĪĭĪ ĈǒǺǒ ĭ±, °³¹B°ǺǺĭ; »ĈǺĪǺĈ »ǒĒĒǺĈǺ, μμ°; ³ǒ¾ǺǺǒ°ǒ μĒ °ĪǺĪ·ù.

ǺĪ°Ǻ° ³ĭǺĈμĒǺ ¹ÙǺǺǺ, ·Ī Gassmann & Zedtwitz(1999)Ǻ° ¹Ù±¹Ǻù±Ǻ¾ ĭ±, °³¹BǺǺĭǺĈ ǺǒĒ-°ú  
ǺĈĭĭ¼ ¹ÙǺ½ <±×, ² 1> °ú °Ǻ° ¹Ù¼, °; ǺǒǺĈ ¼Ǻ° ēǺùǺĪ ǺB¼Ǻ°; ³ǺǺ, ³Ǻ°i ǺǒǺ¼Ǻ» ǺǒǺùĈĪ°i lǒ·ù.

<ǺB¼/4 1>Ǻ° ǺB¾ǒǺý±ĈĒ-μĒ ĭ±, °³¹B ǺǺǺ±, ǺǺ, | °, Ǻ·ǺĈĪ, ¹Ǻ° ±Ǻ¾μĒǺĪ ¼Ǻ° ēǺùǺĪ Ē-°Ǻ°Ē-ĭ; Ǻù  
ǺǺĈĪ°i ǺǒǺ¼Ǻ» ³ǺǺ, ³½·ù. ǺĪμĒǺ° ĭ±, °³¹B°úǺǺǺ» ¼Ǻ° ē¼ǺǺǺǺĈ ¹ǺĪĭ; μúǺó Ĉǒ¼ĈĒ-ĈĪ°i ǺǒǺ, Ĉ, Ĉǒ  
ĭÜĈǒ¼ǺǺĪ·Ī°ĪǺĪ Ǻù¹±Ǻ¼ǺǺ ǺēĈǒĈĪ±Ǻ ǺĈĈ ĭ±, °³¹B¾ǺĪ° ēǺĈ ĭÜ°ĪǺ°, | »ǒĒĒ±³·ùĈĪ·Ǻμ¾, Ǻĭ  
°³¹ǺǺùǺĪ ǺÚ¼¼, | °, ĭǺǒ·ù.

¹ÙǺ½ <ǺB¼/4 2> ¹Ǻ °i° ¼ǒĭǺĭ; ¹ēǺǺĈĪ ǺĭĈ°ǺĈ °³ĭ±ĭ; ¼ĈǺĈĪ°Ǻ³Ǻ ĈǒĭÜĭ¼ǺĈ ±Ǻ¼i°³¹B μĭĈǺǺĪ  
¹«¼ǺĈǒ ¹ǒ, °±Ǻĭ; ¹Ǻ ³Ē« ǺBĭǺĈĪ±Ǻ ǺS¹°ĭ; | ±Ǻ¾μĒǺĪ Ǻù¹±ǺùǺĪ ±Ǻ¼iĭμĭ¼ĭ¼ǺĈ ĒǺ, SǺ» ǺǺĈĈĪ±Ǻ  
ǺĈĈĪ Ǻ°, ¼ǒǺý»Ĉ¹«¼ǒ(listening post), | ¼³, ³ĈǒǺ» ǺĈĪĈĪ·ù. ĈǒĭÜǺĈ ±Ǻ¼i°ú Ǻǒ¼Ǻĭ; ǺĈ±ÜĈĪ¹Ǻ °ĪǺĪ  
ǺǒĭǺĈĪ ³ēĈĪĭǺĈ ĭǒǺμǺĪ μĈ, Ĉ, ĭ¹, | μĒ¾Ǻ ǺĪ°»±Ǻ¾μĒǺĪ Ǻ·, ĭ¼ ĭ±, ¼ǒ, | ¼³, ³ĈĪ¹Ǻ ĈǺμĭǺ° ¾ǒ°ý  
ĈĪ°ǒ ǺēǺμĒ ĭ±, °³¹BǺǺĭǺĈ ³×Ǻĭ; ǒǺ°, | ¼³, ³ĈĪ¹Ǻ ³ē·ǺǺĈ ǺĪĒ-Ǻ, ·Ī ǺĭĈǒμĈ°i lǒ·ù.

<ǺB¼/4 3>Ǻ° °Đ»ēĒ-μĒ ĭ±, °³¹B°ǺǺĭǺĈ ±Ǻ¼iǺùǺĪ °-Ǻĭ ¹× °ǺǺĭ¾Đ-ǺǺĈ Ǻǒ°; ǺS¹°ĭ; | ±Ǻ¾μĒǺĪ Ĉǒ  
ĭÜǺĈ ĭ±, °³¹B°ǺǺĭĭĭ, ¹Ǻ° ǺÚǺĭ±ĈǺ» °ĪĭĈĈĪ°i ǺǒǺ¼Ǻ» °, ĭǺǒ·ù. ±Ǻ¾μĒǺĪ ĭ±, °³¹B ³×Ǻĭ; ǒǺ°ĭ; ¼  
ĈǒĭÜĭ±, °³¹B°ǺǺĭĭĭ Ǻù· «ǺùǺĪ ǺBĭǺĈĪ ±ǺĒ°ú ĭǺĈǒǺ» Ĉǒ ĈĈĪ°i, ±×μĒǺĈ Ǻ-ĭ¼Ǻ» °³ĭ±ĈǒǺ, ·Ī¼Ǻ ǺĈ  
ǺǺ¼Ǻ» ³ǒǺĪ°i Ǻ°, ǺĈ ĒǺ, Sμμ ǺÚǺ·. ǒ°ǒ ĈĪ·ù.

<ǺB¼/4 4> ¹Ǻ M&A, | ǺēĈǒ ¼ǺǺǺĈĪ ±Ǻ¾°ú ĈǒǺǒ±¹ǺĈ °-ĈĪ ĭ±, °³¹Bĭ. ǺĪ °ǺĈǒǒǺ, ·Ī¼Ǻ »ǒ°ēǺù  
Ǻ, ·Ī ĭ±, °³¹B°ǺǺĭĭĭ, ¹Ǻ° ǺÚǺĭ±ĈǺ» °ĪĭĈĈĪ¹Ǻ ǺB¼ǺĪ·ù. ±Ǻ¾μĒǺĪ ĭ±, °³¹BĒ°μĭǺĈ »ǒĒĒ°ü°ēĭ ǺēĈǒ  
ǺĈ ǺĪǺǺǺ» ǺĪ¼ǺĈĪ, ē, Ǻù¹±Ǻ¼ǺĈ ǺB¼ǺĪ ǺĈǺǺμĈ°i ¼Ǻ° ēǺùǺĪ ĭ±, °³¹BǺǺĭǺĈ, ǺǺĭ·ǺǒǺĪ μμǺǒμĒ·ù.  
ǺĈĈĪ ǺĪĭ; μúǺó ĭ±, °³¹BĒ°μĭǺĈ ǺB°¹Ĉǒ»ǒǺ° »ĈǺǒǺǒ°ǒ μĒ·ù.

<ǺB¼/4 5> ¹Ǻ °ñĭē°¼ǒǺĈ ¾Đ-ǺǺ, ·Ī ǺĪĈǒ ǺēĈǒμĒ ĭ±, °³¹B ³×Ǻĭ; ǒǺ°ǺĭǺĈ ±Ǻ¾μĒ, ·Ī ĈĪĭ; ±ý ¼ǒ±ǒ  
, ǒ ǺB¼ǺĪǺĪ ĭ±, °³¹B¾ǺĪĭ; ǺýǺBĈĪμμ·Ī ĈĪ¹Ǻ ǺB¼ǺĪ·ù. ǺĪ·ĈĪ° ǺǺĈǒǺĈ, ñĈý¹Ǻ ±ǒ, ǒǺĈ °ǺǺ, | ĈǺ  
Ǻ·ĈĪ±Ǻ ǺĈǒ¼ǺĪĪ, Ĉ, ¼Ǻ° ēǺùǺ, ·Ī °Đ»ēμĒ ĭ±, °³¹BĒ°μĭǺĈ» ǺǺǺĈĪ°i °³ĭ±ĈĪ±Ǻ ǺĈǒ¼ǺĪ·ù. ǺĈĈĪ μĭ¼Ǻ  
ĭ; ±¹°Ǻ° ē ±Ǻ¼iǺĪǺùǺ» Ǻǒ°; ¼ǺǺ°i ĭ±, °³¹BǺĈ ǺB°¹Ǻ» °¼ǒ¼ǺǺ³ ¼ǒ lǒ·ù.



±<sup>1</sup>° |ζ| ΑΟΑΟΪμ· Ϊ ÇØ%Β ÇÑ·Ù°í ΑόλααΪ°í ΑÖ·Ù. ¶ÇÇÑ Æ·Áα»ε%Λ» ¼μμΪ·Á ±<sup>1</sup>° |° | ΑÖ» ¶S ±× »ε %ζ|¼·Á ζ-±, °31ΒÈ°μζΑ» ±× 3α¶óζ| ΑΟΑΟΪ·Á °ÍΑΙ Α·, ÇΪ, Ç, ΑΙ°ÍΑΙ ¾·Áζ| °æζ| ΑÖ/ÖÇÑ ζ-±, °3 1ΒΑ°°, | ¼öÁýÇΪ±â ÀŞÇÑ ±â·ÉΑΙ¶óμμ ΑΟΑΟÇØ%Β ÇÑ·Ù°í ÇÑ·Ù. ζ-±, °31ΒΑÇ Æ±ÐÈζ·ú, | 3öΑΙ±â ÀŞÇØ ¼·Á·Ù, ¼±â¾ΑÇ ζ-±, °31Β Æ±ÐÈζ·ú, | Èí¼öÇΪ±â ÀŞÇØ¼·Á·Ù, ¼±â¾ΑΙ ÀŞΑ|ÇΪ°í ΑÖ·Á ζ-±, °31Β ΑÖ Αöζ|¼ ζ-±, °31ΒÈ°μζΑ» ¼öÇαΪ·Á °ÍΑΙ ΑΙΑΙΑΙ μÈ·Ù(Jaffe, 1986).

ΑΙ·Ùζ|·Ù±¹Àû±â¾ΑΙ ÇöÁö±¹ΑÇ ±â¼ú» È¹μαΪ±â ÀŞÇØ¼·Á »ý»εÈ°μζΑ» ΑΟΑö/ÁÁ°·Á °æζ|μμ ΑÖ·Ù (Fors & Zejan, 1996). Kogut & Chang(1991)Α° Í±¹ζ|·èÇÑ ΑΙ°»ΑÇ ζÜ±¹ΑΙÁ·ΑÇΑöÁ·Á »ó·èΛú, ·Í ζ-±, °31ΒÁý¾/áÁúΑΙ »ε¾ζ|·Á Ä|ΑΒÇΪ°í ΑÖ·Ù·Á °á·ú, | μμÁαΪ°í ΑÖ·Ù. ¶ÇÇÑ·Ù±¹Àû±â¾μéΑ° °íμμ ΑÇ ¼·Á·Á³èμζ·ÁΑΙ ΑÖ·Á ±¹° |ζ| ζ-±, °31Β°ÁÁ|Α» ΑΟΑö/ÁÁ°·Á °αÇαΑΙ ΑÖ·Áμ¾(Pearce, 1992), ÆÈ· ΑΙ °»·ú ÇÈ¶óμα ±â¾ζ|¼·Á ΑΙ·± »Ç·È° | ΑÚΑÖ 3α¹, 3α°í ΑÖ·Á °ÍΑ, ·Í ΑóÁúμÇ°í ΑÖ·Ù(OECD, 1993). 3öΑ° ¼öΑΟΑÇ 3èμζ·ÁΑ° °3·@» , ñΛú, ·Í ÇΪ·Á ζ-±, °31Β »Ó, ¾Ε·Ϊ¶ó ¼Á±â¼úÁΒ±, Çü ζ-±, °31Βζ|¼·μμ , Áζ| ΑΒζ·äÇÑ ζ·ÇΟÀ» ÇΪ·Áμ¾, ΑΙ·Á ζ-±, °31ΒÈ°μζΑ, ·Í°ÍΑΙ ¼°ú, | ¾ö±â ÀŞÇØ¼·Á·Á·è°ÍÐΑÇ »ε¾ζ|¼·Á °í ° |ΑÇ ¼°°ñζ|·Ù¼öΑÇ·úÇÐΑÚμεΑΙ ±â¹ÐÇΪ°Ö ÇùΑ¶ÇØ ÇÈζ·ä° | Αö±â ¶S¹@ΑΙ·Ù.

ÇÑÆΙ ÇöÁö±¹ΑÇ Α·Á|Áú ζä±,ζ| ΑÇÇØ¼·Á·Ù±¹Àû±â¾ΑΙ ÇöÁö±¹ 3»ζ| ζ-±, °31Β°ÁÁ|Α» °,·Α·ÇØ ¼ö¹·Ùζ| ¾ö·Á·°æζ|μμ ¶S¶S·Í 1Β»ýÇΪ·Áμ¾(Prahalad & Doz, 1987), ÇöÁöÁöÇáÁúΑΙ·Ù±¹Àû±â¾¾Α° ÇöÁö±¹ Α°°Í ζ·ÍΑÇ °ú·è, | Áζ| ΑΒζ·ä¼ΑΪ°í ΑΙζ|·Í°·ÇΪ°Ö 1ΥΑΑΪ·Á °αÇαΑΙ ΑÖ·Á °ÍΑ, ·Í ΑóÁúμÈ·Ù(Behrman & Fisher, 1980).

ΑΙ°·Α° Äü·«Äü·èÄ¹α/Áζ| μú¶ó·Ù±¹Àû±â¾μéΑ° ÇöÁö±¹ ±¹3»±â¾°ú·Á·Ù, ¼ ÇüÁÁΑÇ 1@Α|ζ| Á±, é ÇΪ°Ö μÇ, Ç, ζ°· ±¹° |ζ| ÇØζÜζ-±, °31Β°ÁÁ|Α» 1èΑ|ÇΪ°Ö μÈ·Ù. ΑΙμε ÇØζÜζ-±, °31Β°ÁÁ|Α° °»±¹°ú·Á ÄüÇØ·Ù, ¼ È°æζ|¼ ζ-±, °31ΒÈ°μζΑ» ¼öÇαΪ·Áμ¾, ΑΙ·Í ΑΙÇØ ÇØζÜΑÇ ζ-±, °31Β°ÁÁ|μéΑ° ÇöÁö È°æ ζ| ÄüÇØΪμ·Ϊ “°ÐÈ·”ÇΪÁö ¾ΕΑ» ¼ö ¾°Ö μÈ·Ù°í ÇÑ·Ù.

ÇØζÜζ-±, °31ΒÈ°μζΑÇ μζ±â, |·Ù·Ç°í ΑÖ·Á °ú·ÁΑÇ ζ-±, μéΑ° ÇØζÜζ| ζ-±, °31Β°ÁÁ|Α» ΑΟΑöÇΪ·Á ΑÖ μÈ ΑΙ·Α° | ÇöÁö±¹ζ| ΑΟΑöÇΪ°í ΑÖ·Á »ý»ε·öÁαΑ» °, Α¶ÇΪ°Á³α, È±Α° ÇöÁö±¹ ¼ÁÁαΑÇ Α|Ç·Α» °3Α¶ÇΪ·Á μ¾ ΑÖ·Á °ÍΑ, ·Í ΑΙ¼ΑΪ°í ΑÖ·Ù. μú¶ó¼·Á ΑΙ·ÇÑ ±â¾μéΑ° ΑÖ·Í °»±¹ζ|¼ ±â¼úÁú ζ|ÀS, | ÁÇΑΪ°Ö μÉ °ÍΑ, ·Í ΑΙÇØÇØ ¼ö ΑÖ·Ù. ΑΙζ|·èÇØ ΑΙ·ÁΑÇ »ö·Íζ| ζ-±, μéΑ°, ÇØζÜζ-±, °31ΒÈ°μζΑΙ Αö/ÁÁ» ¼Áμæ ÇΪ±â ÀŞÇÑ , ñΛú, ·Í ζ·Á·ΑÇ »ε¾È·μÈ ±¹° |ζ|¼ ζ-±, °31ΒÈ°μζΑ» ¼öÇαΪ·Á °ÍΑΙ¶ó°í ΑóÁúÇΪ°í ΑÖ·Ù (Dunning, 1998; Florida, 1997; Mansfield, 1984).

ΑΙζ·Í ÇØ²² ζÜ±¹ζ|¼·Á ΑöÇàμÇ·Á ¼Á±â¼ú°31ΒμζÇαΑÇ , ð·ÍΑΙ , μ ÇÈζ·ä¼° 1× ÇöÁö±¹ ΑÚÈ, »Ç, | ÁèÇÑ ¼Á ±â¼ú·ú Α|Ç°°31Β·É·Á È°·ΑÇ μΙ ° |Áö ζ·ΑΙΑΙ °,·Ù ΑΒζ·äÇΪ·Ù·Á ¼Á·cμμ ΑÖ·Ù. ¼Á±â¼ú°31ΒμζÇαΑ» , ð·ÍΑΙ , μÇØ ÇÈζ·ä¼°ΑΙ Α· ±â¾μéΑ° °»±¹ζ|¼·ΑÇ ±â¼úÁú ζ|ÀSζ·Í ÇöÁö±¹ζ|¼·ΑÇ ±â¼úÁú ζ|ÀS »ÇΑΙζ| °, ζ|¼°ΑΙ ΑÖ·Á ±â¼úζ|·èÇØ¼·Á ÇØζÜζ-±, °31ΒÈ°μζΑ» ¼öÇαΪ°Ö μÈ·Ù. »ó·èΛú, ·Í ÇöÁö ΑÚÈ, »Ç, | ÁèÇØ ¼Á±â¼ú·ú Α|Ç°°31Β·É·Á» È°·ÇΪ·Á°í ÇΪ·Á ±â¾μéΑ° °»±¹ζ|¼·ΑÇ ±â¼úÁú ζ-ÀS, | ÇØ·áÇΪ±â ÀŞÇÑ , ñ ΛúΑΙ ÇØζÜζ|¼ ζ-±, °31ΒÈ°μζΑ» ¼öÇαΪ·Á ΑÖζ·äÇÑ μζ±â° | μÈ·Ù. ΑΙ°·Α° 3íΑÇζ| μú¶ó ÇØζÜζ-±, °31Β È°μζΑ° <Ç¥ 1>°ú °·ΑΙ ¼/4° |Áö , ñΛú, ·Í Ð·ùÇΪζ° ¼³, íÇØ ¼ö ΑÖ·Ù(Patel & Vega, 1999).

<ÇŸ 1> ÇØÛÛ±, °³¹È°µÇÀÇ, ñàù, ±ò, ðĪ ÌÒÁ°áÁ± çàĪ

ñ àù	±ò, ð	°»±¹/ÇöÁö±¹ÀÇ ±à¹/àù çìÀŞ	ÌÒÁ°áÁ± çàĪ
ÇöÁö±¹ ¼ĀĀàçĵ, Â°Ô ÁĴÇ°°ú °Á±Ā» °³¹¼ÇĪ°í ÇöÁö±¹ ÁĴĴ°Áàçĵ ±à¹/àù °, ÁĴĴ ÁĴ°ø	¼Ô±ò, ð	°»±¹ çìÀŞ	ÇöÁö±¹ ¼ĀĀàÇ ±ò, ð
ÇØÛÛ ¼Ā±à¹/à¹°³¹µÇÇàĀ» , ðĪĪĪ, µ	¼Ô±ò, ð	°»±¹ ¹× ÇöÁö±¹ µç¼Ā çìÀŞ	°»±¹°ú ÇöÁö±¹ °úÇÐ±à¹/à¹ÀÇ ¼öÁ°°ú ±ò, ð
°»±¹ ĀĪÛÛĵ¼ ¼ĀĀĴÇ° ¹× ÇÛÛ±à¹/à¹ °³¹È·Ē·Ā È°ø,	±è±ò, ð	°»±¹ ç-ÀŞ, ÇöÁö±¹ çìÀŞ	°»±¹ÀÇ çø° ĵçìÀŞĴĪ ÇöÁö±¹ °úÇÐ±à¹/à¹ÀÇ ¼öÁ°°ú ±ò, ð

ĀÛ·á: Patel & Vega(1999)

2) ÇØÛÛ±, °³¹ÈÀÇ ÀÇü

<ÇŸ 1> çĵ µĪ° ÇØÛÛ±, °³¹È°µÇÀÇ» ÀÇüÈ-ÇĪ, é, ±à³¼ÀÇ ±à¹/àù Ē·ĀĪĪ °»±¹çĵ¼ Ą ç-ÀŞĪ°í ÇØÛÛĵ¼ Āö¼ĀĀ» Ā±, ÇĪ Ą ±à³¼(ÀÇü 1), °»±¹çĵ¼ Ą çìÀŞ; ĀÖĀ, °³¹ ÇöÁö±¹çĵ¼ ç-ÀŞĪ ±à³¼(ÀÇü 2), °»±¹°ú ÇöÁö±¹çĵ¼ , ðµĪ çìÀŞĪ ±à³¼(ÀÇü 3), °»±¹°ú ÇöÁö±¹çĵ¼ , ðµĪ ç-ÀŞĪ ±à³¼(ÀÇü 4)ÀÇ ° ĵĀö ÀÇüĀ, ·Ī °Ð·µĒ ¼ö ĀÖ·Û(Patel & Vega, 1999).

1990ĵ-1996³àÀÇ ±à°ĒĀ» Ē·öĀ, ·Ī ĄĴ»ÇĴĴ ç±, °á°úçĵ µĪ, é ĀĪµé ° ĵĀö ÀÇü ° ĵçĪµŸ <ÀÇü 2> çĪ <ÀÇü 3> ÀÇ °ñĀĒĪ °ç°ç 36.9% çĪ 39.2%·Ī¼, çĵ¼ °»±¹çĵ¼ ±à¹/àù çìÀŞ; ĀÖ°í ĀĪ, Ē·È° çĵ ÇĪ° ÇöÁö±¹ ¼ĀĀàÇ ÁĴÇ°°ú °Á±Ā» °³¹¼ÇĪ°Ē³à, ÇöÁö ĀÛÈ, »çĴĪÀÇ ±à¹/àù °, çĪĀ µµ, ðÇĪ Ą °ĪĪ ÇØ çÛÛ±, °³¹È°µÇÀÇ ĀÖµÈ, ñĀĀĪĪ °ĪĀ, ·Ī °³¹, °³¹ ĀÖ·Û⁵(<ÇŸ 2> ĀüĄĴ).

<ÇŸ 2> ÇØÛÛ±, °³¹È°µÇÀÇ ÁÖçä ±¹° ĵ° ÀÇü°ÐÈ: ĀĒĪ(1990ĵ-1996³à)

±¹ ° ĵ	ÀÇü 1 (°»±¹ ç-ÀŞ, ÇöÁö±¹ çìÀŞ)	ÀÇü 2 (°»±¹ çìÀŞ, ÇöÁö±¹ ç-ÀŞ)	ÀÇü 3 (°»±¹ çìÀŞ, ÇöÁö±¹ çìÀŞ)	ÀÇü 4 (°»±¹ ç-ÀŞ, ÇöÁö±¹ ç-ÀŞ)
Ī ±¹	8.3%	38.4%	44.0%	9.2%
ĀĪ °»	11.5%	53.8%	26.9%	7.7%
µĴ ĀĪ	7.6%	39.4%	34.8%	18.2%
ÇĀĴ¼	4.7%	41.5%	34.0%	19.8%
çµ ±¹	14.2%	29.7%	35.4%	20.6%
³×'úĴöµá	19.1%	37.1%	29.2%	14.6%
¼ÐĀŞ¼	9.8%	27.7%	53.6%	8.9%
¼ÐçµŞ	8.3%	39.6%	41.7%	10.4%
Āü¼ ±à³¼	10.5%	36.9%	39.2%	13.4%

ĀÛ·á: Patel & Vega(1999)

5) ±×, °³¹ ±à³¼ĀĪ °, ÀÇĪ°í ĀÖ·Ā ±à¹/à¹ÀÇ °-Āĵ °çĵ ÇöÁö±¹ÀÇ çĵ¼/ÇĪçĵ¼ ¼Ā±à¹/à¹ÀÇ °³¹µÇÇàĀ» , ðĪĪĪ, µÇĪ °í ĄĴ»ÇĴĪ Ą ¼Ô±ò, ð È°µçµĒĪ Āö¼ĀĀĀ, ·Ī Āö° çĴĪ°í ĀÖĀ, ç, ĴÇĴĴ °»±¹çĵ¼ÀÇ ¼ĀĀĪĀ» , Ē·È·ÇĪ±à ĄŞÇØ ÇØÛÛĵ¼ ç±, °³¹È°µÇÀÇ ¼öÇàÇĪ Ą °æĵµµ Ąĵĵĵ Ą³¼³à°í ĀÖ·Ā °ĪĀ, ·Ī °³¹, °³¹ ĀÖ·Û(Pavitt & Patel, 1995).



È°μζ °ιζιμϣ °ιΑα °Ι°μϣ°ι ΑΟ·Α È°μζΑΙ·Ù. ΑÖ±Ù ¼±Ασ±ΑÇ °Ù±¹Àú±â¾μεΑ° ÇöÁö±¹ζι ¼³, °μÈ ΑÜÈ, »ç·Î ÇÏζ°±Ý Α±Αç ζ±±, °³¹ΒΑ» °ã·ççÏμμ·Ï ÇÏ·Α ζ±±, °³¹ΒΑÇ °Ð±ÇÈ-, | È°¼°È-ÇÏ°ι ΑÖ·Ù. Αι °ú°Αζι °Α ÇöÁö ΑÜÈ, »çμεΑÏ , ð±â¾μεΑÏ °³¹ΒÇÑ ±â¼ιΑ» °¹Ð¾μζ° ΑÏ°Ï °ÇüÇÏ·Α Αμμζι ±×ÁΑ, °³¹, ΑÖ±Ùζι·Α ÇöÁö±¹ζι ζ±±, °³¹Β°ΑΑ;Α» ¼³, °³ÇØ¼, ð±â¾°ú À±âΑúΑÏ Αμ, , ΑΑ» Çü¼°ÇÏ°Α³¹ °ö °³¹¾μζι μ¶ΑÜΑúΑÏ ζ±±, °³¹ΒΑ¼Α; , | Çü¼°ÇÏ±âζι ΑÏ, £·¶·Ù.

ΑÏ·, °Ö ΑÜÈ, »ç°ι ÇöÁö±¹ζι¼ ζ±±, °³¹ΒÈ°μζΑ» ¼öÇαÇÏ°Ö μÇ, é, ð±¹Α, ·Î°ÏΑÏ °ι±P ζ±±, ΑÏ·ΑΑÏ °ö ±PμÇ·Α °æζιμμ ΑÖÁ, , °è°Ï°ΒΑÇ °æζιζι·Α ÇöÁö±¹ζι¼ ζ±±, ΑÏ·ΑΑ» °ιζεÇÏ°Ö μÈ·Ù. ΑÏ °æζι ζ±±, °³¹ΒÈ°μζζι Αüζ°ÇÏ·Α ÇöÁö±¹ΑÇ ζ±±, ΑÏ·ΑΑÇ ΑÖÁζι¼·Α ζ±±, °³¹ΒΑÇ °άú, | Α±Αç Α¼°ÇÈÏ°ι ¼ΑμαÇÖ ¼ö ΑÖ°Ö μÇ¹Ç·Î, ζ±±, ΑÏ·Αζι Α¼°È-μÈ ÇüΑΑ·Î ±â¼ιÈ»èΑÏ ΑÏ·ç¾Αö°Ö μÇ·Α °ÏΑÏ·Ù. ¶ÇÇÑ ÇöÁö±¹ΑÇ ±â¾μεΑ° ζÏ±¹ΑÏΑöΑÜ±â¾μεΑÏ °, Α-ÇÑ Αó¼°ú Αμ° ΑÇ ¼Αμαλ» ΑεÇÏζ° ΑÜΑ¼ ζ±±, °³¹ΒΑÇ ÈζΑ²¼°Α» Α;°ι¼ΑΑ³ ¼ö ΑÖΑ, °Ç·Î, ΑÏ·-ÇÑ ζ±±, °³¹ΒÈ°μζΑÇ ÇöÁöÈ-¾, »·Î ÇöÁö±¹ °æΑι±â¾μεΑÇ ζ±±, °³¹Βζι ÇÈζαÇÑ Αó¼°ú Αμ° , | °ιΑα °ü, £°Ö Αü·PÇÏ·Α Èζ°ú, | °è·Α °ÏΑ, ·Î ΑÏÇØμÇ°ι ΑÖ·Ù(±èÁØμζ, 1996).

ÇÑÆÈ ζÏ±¹ΑÏΑöΑÜ±â¾μεΑÇ ΑÖÁζι¼ ζ±±, °³¹ΒΑ» ÇöÁöÈ-ÇÏ·Α ΑÏΑ·Α °ÜΑ¼°ú °°ΑÏ Αμ, °ÇÖ ¼ö ΑÖ·Ù (ΑüΑÖ¼°P, 1997). Α·Α°, ζ±±, °³¹ΒΑ» ÇöÁö±¹ΑÇ »ý»è°ΑΑ;ζι¼ ¼öÇαÇÖζι μ¶¶ó ±â¼ι, »ý»è, ¶ΑÈÆΑÜζοΑÇ Α±âΑú ζ±±°ΑÏ °ι·ÉÇØÁö°ι ÇöÁö±¹ ¼Ö°ñΑÜΑÇ ±âÈ£ζι, Α·Α ¼Α»óÇ°Α» °, ·Ù Èζ°úΑúΑ, ·Î °³¹ΒÇØ¼ »ý »èÇÖ ¼ö ΑÖ·Ù. μÑΑ°, ΑöΑÜΑ-Α;±¹ΑÇ ±â¼ι°³¹Β °ü·Α È°æΑÏ ζι¼öÇÑ °æζιζι·Α ÇöÁö±¹ζι¼ ζ±±, °³¹ΒΑ» ¼öÇαÇÏ·Α °ÏΑÏ Α-, °ÇÏ·Ù. ΑÏ·Α ÆÈ±, °³¹Βμμ°ó±¹Α» ΑöΑÜ, ð±¹Α, ·Î ÇÑ °Ù±¹Àú±â¾μεΑÇ °æζι, Αζι ΑΒζα ÇÑ ζäΑÏΑÏ μÇ·Αμϣ, °¹±¹·Α³, °³ °úÇÐ±â¼ι ¹× ΑÏ·Α ¼öΑÖΑÏ °öΑ° °æζιζι·Α ζÏ±¹±â¾μεΑÏ »ý»è°ú ±â¼ι°³¹ΒΑ» °άÇÖÇØ¼ ¼öÇαÇÏ±â°ι ζèΑÏÇÏ±â ¶S¹°ΑÏ·Ù. ¼ΑΑ°, Α¶¼°Α-ΑÏ μÏ ΑöΑÜΑ-Α;±¹ΑÇ ±â¼ι°³¹Β °ü·Α Αμ Αϣζι μ¶¶ó ÇØζÏζι¼ΑÇ ÇöÁö ζ±±, °³¹ΒΑÏ , ð±¹°ö, ·Ù °æΑ;ΑúΑÏ °æζι°ι ΑÖ·Ù. Αι ΑöΑÜΑ-Α;±¹ΑÇ ±â¼ι°³¹Β °ü·Α È°æΑÏ Α¹ζÏÇÏΑö ¾È°¶¶μμ ¼Α;ÇÏÝΑΑ μÏ ΑμΑϣΑúΑÏ Α-ΑÏ¼°ÜΑ» ΑèÇØ ζÏ±¹±â¾μεΑÇ ζ±±, °³¹Β ÇöÁöÈ-, | ΑÈΑÇÖ ¼ö ΑÖ·Ù·Α °ÏΑÏ·Ù.

ΑÏ·Ùζι ΑÖ±Ùζι·Α ΑÏ°Ï °Ù±¹Àú±â¾μεΑÏ °æζι ÇöÁö ΑÜÈ, »ç, | ΑèÇØ ÇÏ¼°ÆΑúΑÏ °, ζÏΑÜ»èΑ» È¹μαÇÏ±â ΑΣÇØ ÇØζÏζι¼ ζ±±, °³¹ΒÈ°μζΑ» ¼öÇαÇÑ·Ù°ι ΑöΑúμÇ°ι ΑÖ·Ù. ζ¹, | με¾ ±â¾μεΑ° ÇÏ¼°ÆΑúΑÏ ±â¼ιΑö¼°Α ζι Αç±ÙÇÏ°Α³¹, ΑÜ»ç°ι ΑÏ·Ï °, Α-ÇÑ ζ±±, °³¹Β·È·ΑΑ» °öζι °È-ÇÏ±â ΑΣÇØ¼ ÇØζÏζ±±, °³¹Α;ζι¼ΑÇ ζ±±, °³¹ΒÈ°μζΑ» ¼öÇαÇÑ·Ù·Α °ÏΑÏ·Ù.

°ά±¹ ζ±±, °³¹ΒΑ» ÇöÁöÈ-ÇÏ·Α °ιΑα Α< , ñλúΑ° ÇöÁö¼°ΑΑζι °¹ÐΑÇÏζ° ÇöÁö ¼Ö°ñΑÜΑÇ ζ±±, ζι ΑúÇÖ ÇÑ Α;Ç°Α» ¼Α¼°È± °ö±PÇÏ·Αμϣ ΑÖ·Α °ÏΑ, ·Î ΑÏÇØÇÖ ¼ö ΑÖ·Ù. ΑÏζÏ ÇÖ²² °ÏÇ°ΑÇ ÇöÁöΑ¶·ÐΑ» È°èÇØ °ι·Α °úΑμζι¼ ÇöÁöΑ¶·P°ÏÇ°Α» Α;Ç°¼³°èζι °¹ÝζμÇÏ°ι, ÇöÁöΑÇ ¾ÈÀü±âΑÖΑÏ³¹ È°æ±ΑΑÖ μÏΑÇ ±ÖΑ;ζÏ ΑýΑ±ζι °èΑΑÇÑ Α;Ç°Α» °³¹ΒÇÏ·Α °Ïμμ ΑÖζαÇÑ ¾¹<°ι μÈ·Ù. ΑÖ±Ùζι·Α ±â¾μεΑ° ΕΑÇ °æΑÏΑÏ °ÝÈ-μÈζι μú ¶ó ÇØζÏζι »ý»è°ΑΑ;Α» ¼³, °ÇÏ±âζι ¾Ö¼¼ ζ±±, °³¹Β°ΑΑ;Α» , ÖΑú ¼°Α;ÇÏ·Α °αÇαΑÏ Αö°ιÇÏ°ι ΑÖ·Ù. ΑÏ·Α ±â¾μεΑÏ ÇöÁöζι¼ΑÇ Α;Ç°°³¹ΒΑ» ¼±ÇαÇÖΑ, ·Î¼α ÇöÁö¼°ΑΑζι ΑúÇÖÇÑ Α;Ç°Α» °³¹ΒÇÏ, é ±× ÈΑΑÇ »ý»èΑ¼Α; Αμ°ñζιμμ μμζöΑÏ μÇ·Α °ÏΑ, ·Î ΑÏ¼°ÇÏ°ι ΑÖ±â ¶S¹°ζι, °³¹, °³¹·Α Çö»óΑ, ·Î ΑÏÇØμÈ·Ù. ÆÈ± °¹±¹ζι ΑöΑÇÑ ΑÏ°»ΑÇ °Ù±¹Àú±â¾μεΑÏ 1990³¹·è ΑΒ¹Ý ΑÏÈΑ ζ±±, °³¹Β ÇöÁöÈ-, | È°¹ΒÇÏ°Ö ΑΒΑÇÏ°ι ΑÖ·Α °ÏΑ, ·Î °³¹, °³¹°ι ΑÖ·Ù(±è°üÈ£, 1995).

±×·±μϣ ¼ÇΑ;·Î ζ±±, °³¹ΒÈ°μζΑ» °Ü, ¶±¹°ιζι °èΑ;ÇÏ±â ΑΣÇØ¼·Α ÇöÁö±¹ΑÇ ±¹°ιΑú ζäΑÏ°ú ±â¼ι»ó ΑÇ ζäΑÏ, È-Α², °, È£¹<ç²Αα°®, °È-Αú Α±ΑÏ μÏΑ» ±±¹üΑΣÇÏ°Ö °ι·ΑÇØ¾ ÇÑ·Ù. ÆÈ± ΑÏ °úΑμζι¼ ΑÖΑÇ ÇØ¾ ÇÖ Α;Α° ΑÏμε ζ°· ζäΑÏμεΑÏ ¶S¶S·Î ¼·Î , ð¼°ΑúΑ, ·Î °³¹, °³¹°ö μÈ·Ù·Α »ç¼ÇΑÏ·Ù. ¶ÇÇÑ °ç ±¹ °ι°ι Α;°ÇÏ·Α Αó±Ý, ±â¼ιΑÏ·ΑΑÇ È°ö, °ι·È¼°P, ζö·ά ¹× ΑΒ°ΕΑÇΑÇ ±, , ΑÇüΑΑ μÏζι μ¶¶ó¼μμ °ç ±¹°ι





·Î °Ð·ùµÇ°í ÀÖ·Ù.

±×·±µ¥ çÛ±¹ÀÎÁ±ÁçÀðÁÛ, | ÁëÇØ ÇöÁö±¹ç; ±â¼áÀÏÀÛÀÏ ÀÏ·ç¾Áú ¶S çÛ±¹, ð±â¾ÁÏ °³¹B; ±°·À- ÇÑ ±â¼áÀÏ ÀÛË,»çç; µµÀðµÇ·Á °æç; °; °ë°Î°ÐÀÏ±â·Á ÇÏÁö, ÇöÁöç;¼ ¼ðÇµÈ ç±, °³¹BÀ» ÁëÇØ ÀÛË,»çç; °³¹BÇÑ ±â¼áÀÏ ÀÏÀÛµÈ ¼ðµµ ÀÖ·Ù·Á Áð,éç; ÁðÆÇÏ·Á °ÍÀÏ ÁBçäÇÏ·Ù. ÆË±·ÀÖ±Ùç;·Á çÛ±¹ÀÏÁðÁÛ±â¾ÁÏ ÇöÁöç;¼ ¼ðÇµÇÏ·Á ç±, °³¹BÈ°µçÀÏ çÛ±¹, ð±â¾Á, ·Î°ÍÁÏÁÇ ±â¼áµµÀð°, ·Ù ÁB çäÇÑ ±â¼áÀÏÀÛ °æ·Í¶ó·Á ÀÏ¼ÁÀÏ È»êµÇ°í ÀÖ·Á ÁB¼ÁÏ·Ù.

çÛ±¹ÀÏÁ±ÁçÀðÁÛ, | ÁëÇÑ ±â¼áÀÏÀÛÀÇ °úÁ±° ÇöÁö±¹Á, ·ÎÁÇ ±â¼áµµÀð°ú ÇöÁö±¹ ±â¾çç; °ëÇÑ ±â¼áµµÀð, µÏ °; Áö ·Ù°è·Î ±, °ÐµÈ ¼ð ÀÖ·Ù. ÒÁú ÇöÁö±¹Á, ·ÎÁÇ ±â¼áµµÀð° çÛ±¹ÀÏÁðÁÛ±â¾ÁÇ, ð±â¾ÁÏ ÇöÁö±¹ç; ¼³, °³ÇÑ ÀÛË,»çç; ±â¾çç»°Í·Á, | ÁëÇØ Á±Áç ±â¼áµµÀð° °çç°ÇÒÀ, ·Î¼Á ÀÏ·ç¾ Áöç, µç¼ç; çÛ±¹ÀÏÁðÁÛ±â¾ÁÏ ÀÛ»Áç ¹× ¼Á¼³ÁçÇ µµÀðÁ» ÁëÇØ ÀÏµé ÀçË-ç; ÁÆ-µÇ¾ ÀÖ·Á ±â¼áµµÀð° ÇöÁö±¹ç; µµÀðÇÏ·Á °ÉÁçÀÛÀÏ ÇÛÁÁÇ ±â¼áµµÀðµµ ÀÏ·ç¾Áö° µÈ·Ù. ·Ù½ÁÏ, °Ö ÇöÁö ±¹Á, ·Î µµÀðµÈ ±â¼áµµÀð° ÇöÁö°íçèÀ» ÁëÇÑ ÇÐ¼ÆÈç; ÇöÁö±¹ ±â¾çç°úÁç ³×Æ°çöÁ° ÇÛ¼° ¹× »ðËÀÛ çè, ÇöÁö±¹ç;¼ÁÇ ç±, °³¹BÈ°µç µÏ ¼¼°; Áö °æ·Î, | ÁëÇØ ÇöÁö±¹ÁÇ ç°Á, ±â¾çç; °Ö·Î ÀÛÆµµÈ·Ù (çÒÁ±Á¾ 1994).

ÇÑÆÏ çÛ±¹ÀÏÁ±ÁçÀðÁÛ·Î ÀÏÇÑ ±â¼áÀÏÀÛÀÇ Æ±ÐÈç;°ú; ±, Á¼ÁúÁ, ·Î¾¶»°Ö ³ªÁ, ³ª·Á°; ç; °ë ÇØ¼·Á °ñ±³Áú, ·¹°° °æçè°ú Áð°Á; ÁàÁúµÇ¾ çÒ·Ù. ÈËÁÖ(Caves, 1974), Á³ª·Ù(Globerman, 1979), ·B¼ÁÁÛ(Blomstrom & Persson, 1983)ç;¼·Á Á±(+ÁÇ Æ±ÐÈç;°ú; ¹B°BµÇ¾Á, ³ª, ·ð·ÎÁÛ (Haddad & Harrison, 1993)ç;¼·Á °°·Ù, ¥À-ÁÇÇÑ Èç;°ú; ¹B°BµÇ¾Á °Æ³Ð·Ù. ÀÏ·°° °ç±â·Ù, ¥°á°ú; ³ªÁ, ³ª·Á ÀÏÁ-·Á Æ±ÐÈç;°ú; ÀÛµçÁúÁ, ·Î¹B»ýÇÏ·Á °ÍÀÏ¾Æ·Í°í, ·Ù¾ÇÇÑ °æÁ; ÀÛ çäÁÏ°ú ±â¼áµµÀð çäÁÏç; ÁÇÇØ çµÇáÀ» ¹Ð·Á Çö»ðÁÒÀ» ¼Á»çÇØÁÖ°í ÀÖ·Ù(Sjoholm, 1997).

Findlay (1978)·Á çÛ±¹ÀÏÁ±ÁçÀðÁÛ, | ÁëÇØ± ±â¼áÀÏÀÛÀÏ ÀÏ·ç¾Áú ¶S ±â¼áµµÀÏ °ÝÁ±; Á, Áç ÇÏ°í ÀÖ·Ù, é, Æ±ÐÈç;°ú·Á ÇØçÛÁðÁ± Áµµç; µú¶ó Áð°; ÇÑ·Ù°í ÁÒÁçB·Ù. ÇÏÁö, ±â¼áµµÀð°; Á-¼ð·Î Æ±ÐÈç;°úÁç ¹æÇ°·ÁÏ µÈ ¼ð ÀÖ·Áµ¥, ÀÏ·Á »ê¾È-µÈ ±¹°; ç;¼·°³¹BµÈ ±â¼áµµÀð·Ù çËÇÑ ±â¼áµµÀðÈç;°ú, | ³ªÁ, ³ª±â ÀŞÇØ¼·Á °³¹Bµµ»ð±¹ÁÇ Çö¼Ç°ú À¶È-µÇ¾¾ ÇÏ±â ¶S¹°ÀÏ·Ù. Á; ±â¼áµµÀð°; Á-¼ð·Î ¼±Áð±¹ÁÇ ±â¼áµµÀð° °³¹Bµµ»ð±¹ÁÇ ±â¼áµµÀð »çÀÏç;·Á Æ±ÐÈç;°ú; Áú·Ù°í ÇÐ ¼ð ÀÖ·Ù.

¶ÇÇÑ Wang & Blomstrom (1992), ÀÏÀÁ¼; ±ÀÏÀçÀ (1999)·Á ·Ù±¹Áú±â¾ÁÇ ÀÛË,»çç; ±¹³±±¾¾ »çÀÏÁÇ ÀÛ·«Áú ¹ÝÀÀÀ» °Ð¼ÇÏ·Á, ðçÛÀ» Á¼ÁÇB·Ù. FindlayÁÇ °; Áçç; µ; °Ùç° ±×µéÁ° °æÁ; ÁÇ ÁBçä¼°Á» °-Á¶ÇB·Áµ¥, °æÁ; ÀÏ·Á ç-ÇØ¼ð·Î ±¹³±±¾¾°ú °ð, ·¹ÁÏ Á¶ç; ÇÏ°Ö µÇ°í ±×µéÁÇ ¼ÁÁÁ; Á-Á²Á» Á-ÁðÇÏ±â ÀŞÇØ¼·Á, ð±â¾Á, ·Î°ÍÁÏÁÇ ±â¼áµµÀð° °ð, ·¹ÁÏ ÇËçä·Î ÇÏ°Ö µÈ·Ù°í ÁÒÁçB·Ù. ÀÏ °æç; ÀÛË,»çç; ÀÏÀÛµÈ ±â¼áµµÀð° ÇöÁö±¹ ±â¾çç; °Ö °ç¾µÈ ¼ð ÀÖ°í, ÀÏç; µú¶ó °ðç; °ð ÀÛË,»çç·Á °æÁ;¾·Áç; Á±, éçÏ·°Ö µÈ·Ù. °á·ÐÁúÁ, ·Î ÇöÁö±¹ ¼ÁÁÁÇ °æÁ; ÀÏ·Á ç-ÇØ¼ð·Î ·Ù±¹Áú±â¾ÁÇ ÇöÁö ÀÛË,»çç·ÎÁÇ ±â¼áµµÀð° Áð°; µÈ °ÍÀÏ°í, Æ±ÐÈç;°úÁç ÁáÇ¼°µµ ³ð¾ÆØ·Ù·Á °ÍÀÏ·Ù.

ÇÑÆÏ Kokko (1994, 1996)·Á ¼·Î·Ù, ¥»ê¾ç°Ð¾çç;¼·°³¹Bµµ»ð±¹ÁÇ »ý»ê¼° ±, Á¶ç; °ëÇÑ çÛ±¹ÀÏÁ±ÁçÀðÁÛÀÇ Èç;°ú, | °ËÁðÇB·Áµ¥, °æÁ; Áµµµ; ³·Á, é¼ ±â¼áµµÀð°; Á-¼ð·Î Æ±ÐÈç;°ú; Á; ÇÑµÈ·Ù·Á °ÍÁ» ¹B°BÇB·Ù. Sjoholm (1997)µµ çÛ±¹ÀÏÁ±ÁçÀðÁÛ·Î°ÍÁÏÁÇ Æ±ÐÈç;°ú·Á °æÁ; ÀÏ·Á ç-ÇØ¼ð·Î »ê¾ÁÏ¼ð·Î Á°·Ù°í ÁÒÁçB°í, ±× °á°ú °æÁ; Áµµµ; ·Ù±¹Áú±â¾ÁÇ ÀÛË,»çç; °Ö·ÎÁÇ ±â¼áµµÀð° Áµµµ, | °áµÇÏ·Á ÀÛ·Á; ¶¶°ÇÀÏ µÈ·Ù°í ÁöÁúÇB·Ù.

ÀÏ°°À° °BÇØç; μû, £, é ÀÏ¹æÀûÀ, ·Î ±¹³»±â¾À» °, ÈÈÇÏ´Â °Í°, ´Ù´Â ±¹³»¼ÀÀÀÇ °æÀìμμ, | ³ò  
ÀÏ´Â ÁæÀÏÀÏ çÛ±¹ÀÏÁ-ÁçÀòÀÛ·Î ÀÏÇÑ ÆÀ±PÈç°ú, | ÀÏ´èÈ-ÇÒ ¼ò ÀÏ°Ò μÈ´Ù. ÆÈ± °³¹Bμμ»ó±¹ÀÇ  
ÀÏÀàç;¼ çÛ±¹ÀÏÁ-ÁçÀòÀÛÀÇ ÆÀ±PÈç°ú, | ±Ø´èÈ-¼ÀÀ°±â ÀÇÇØ¼´Â, ±ÒÁ|°, ´Ù´Â ±ÒÁ|çÏÈ-, | ±â  
Á¶·Î ÇÏ´Â ÁæÀÏ±, Á¶°; | ¹Ù¶-Á-ÇÒ °ÍÀÏ¶ó´Â ¼À»çÁ;ÀÏ μμÀâμÉ ¼ò ÀÏ´Ù.

¼Àû°í¹Çç;¼

±è°ùÈÈ(1995), ÀÏ°» ´è¹À-ÁçÀòÀÛÀÇ Àü°³ ¹× Æ°°; | ´èçÛ°æÀ|ÁæÀÏç;±, çø

±èÁØç;(1996), çÛ±¹ÀÏÁ-ÁçÀòÀÛÀÇ °æÀ|Àû Èç°ú ¹× ç;¼, ®Á|μμÀÇ °³¼±¹æ¾È, ÁæÀÏÀÛ·á 96-09, ´èçÛ°æÀ|ÁæÀÏç;±,  
±, çø

¹ÚÁØ°æ(1998), ç;±, °³¹BÀÇ ¼¼´èÈ-;¼Áöç°è-çÏ ±â¼üÇò¼ÀæÀÏ, ÇÑ±¹°³¹Bç;±, çø

¼ÁBÇØ;¼ÀÏ, ÍÁø(1995), ¹Í°£±â¾ÀÇ ÇØçÛç;±, °³¹BÈ°μç; ÇòÈ² ¹× °úÁ|, °úÇ±â¼üÀæÀÏ°ü, ®ç;±, ¼ò

çÏÀ-Á¾(1994), çÛ±¹ÀÏÁ-ÁçÀòÀÛÀÇ ±â¼üÀÏÀûÈç°úç;¼ °üÇÑ ç;±, | ´èçÛ°æÀ|ÁæÀÏç;±, çø

ÀÏÀÀ¼®¼¼ÀÀÇÀ (1999), “±¹³» çÛ±¹ÀÏÁòÀÛ±â¾ÀÇ ±â¼üμμÀÏç;¼ °üÇÑ ç;±”, ±¹Á|°æçμç;±, 9±Ç 2ÈÈ, 205;¼-32  
ÀÈ

ÀûÁØ°(1997), ´Ù±¹Àû±â¾ÀÇ ÀÛ°» ¹× ±â¼üÀÏÀû ÀÈÁøÀ» ÀÇÑ Á¶¼¼ÀæÀÏ, ÇÑ±¹°æÀ|ç;±, çø

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