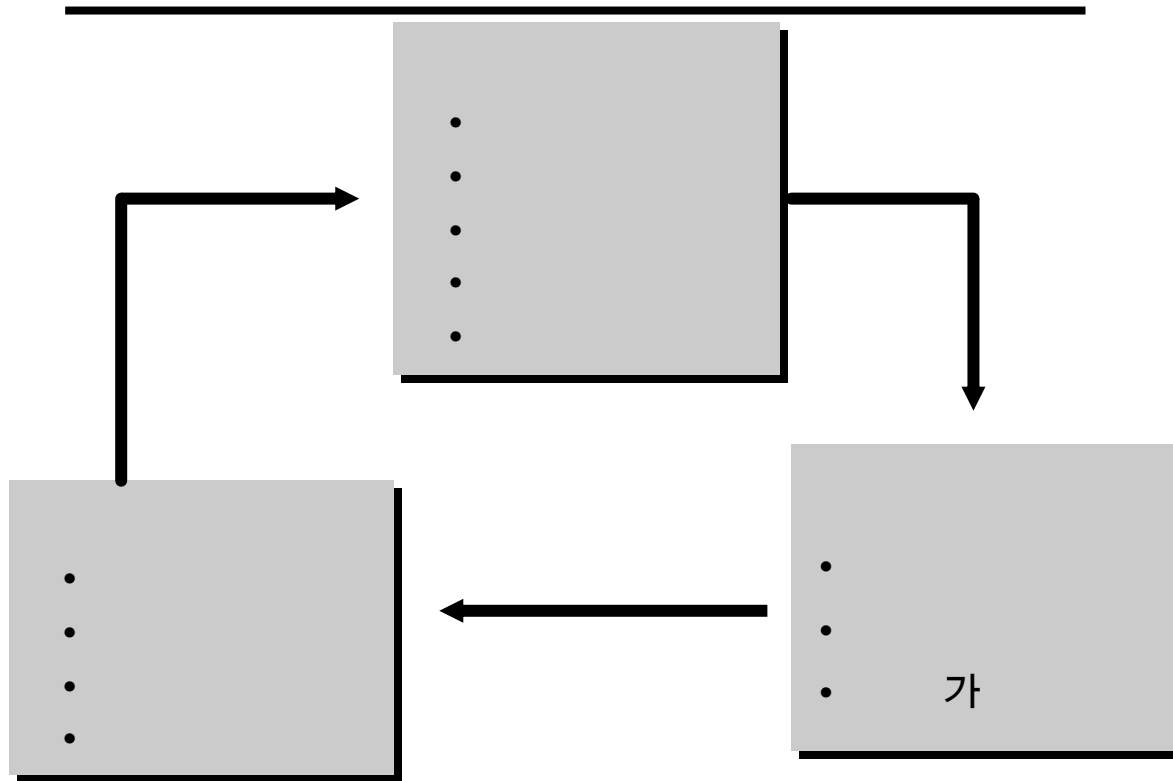


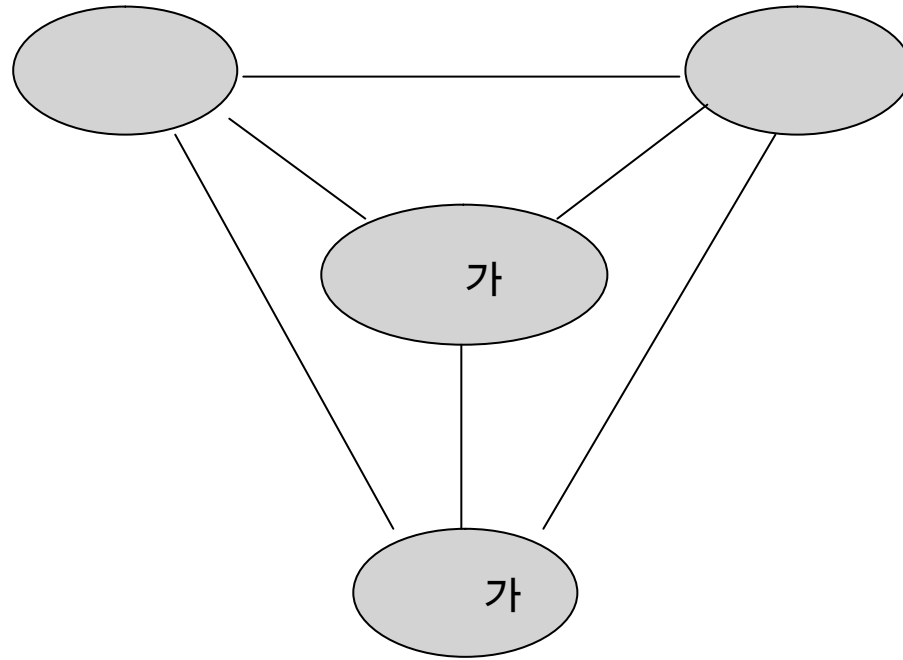
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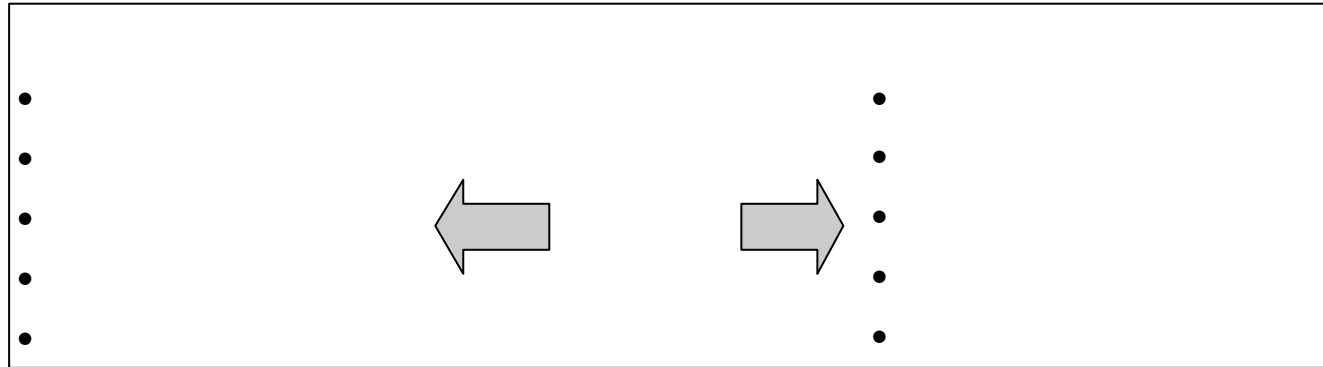
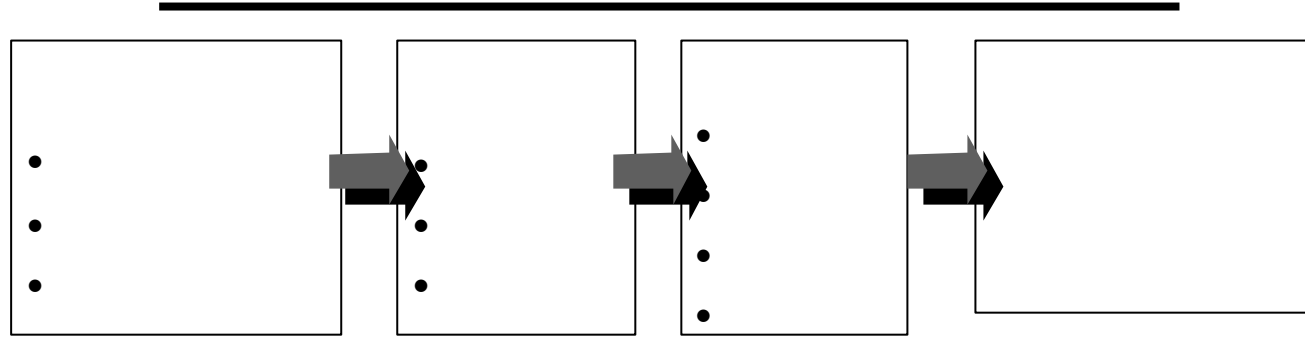
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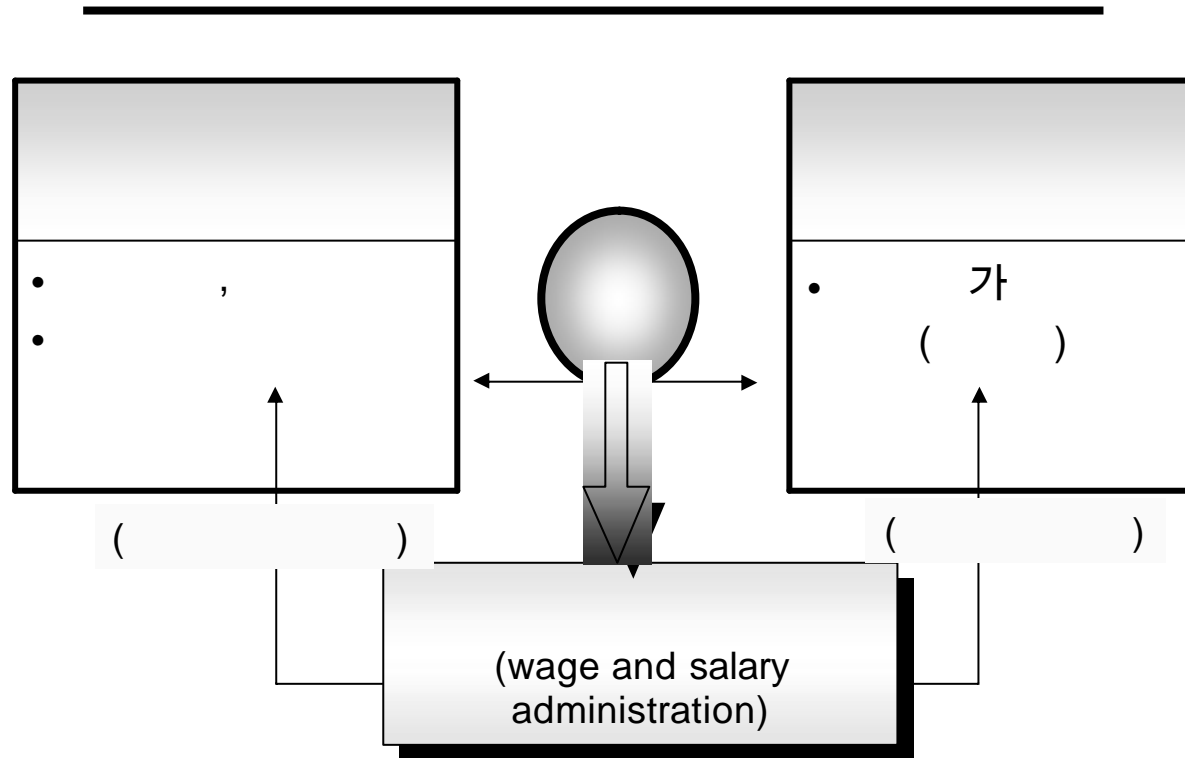
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- (profitability)
- (productivity)



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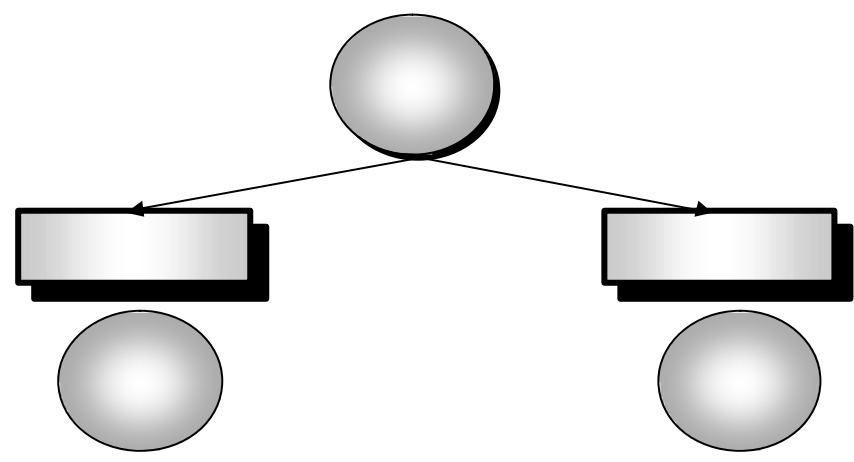
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• (base up)
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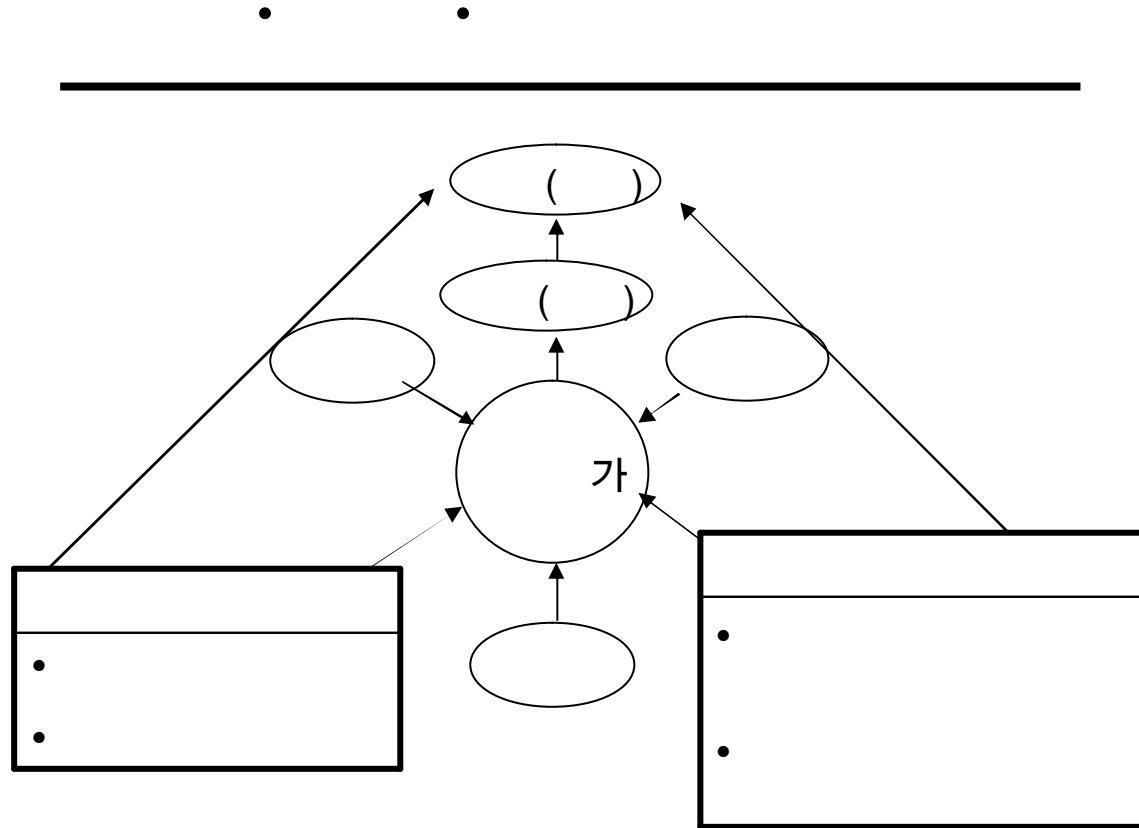
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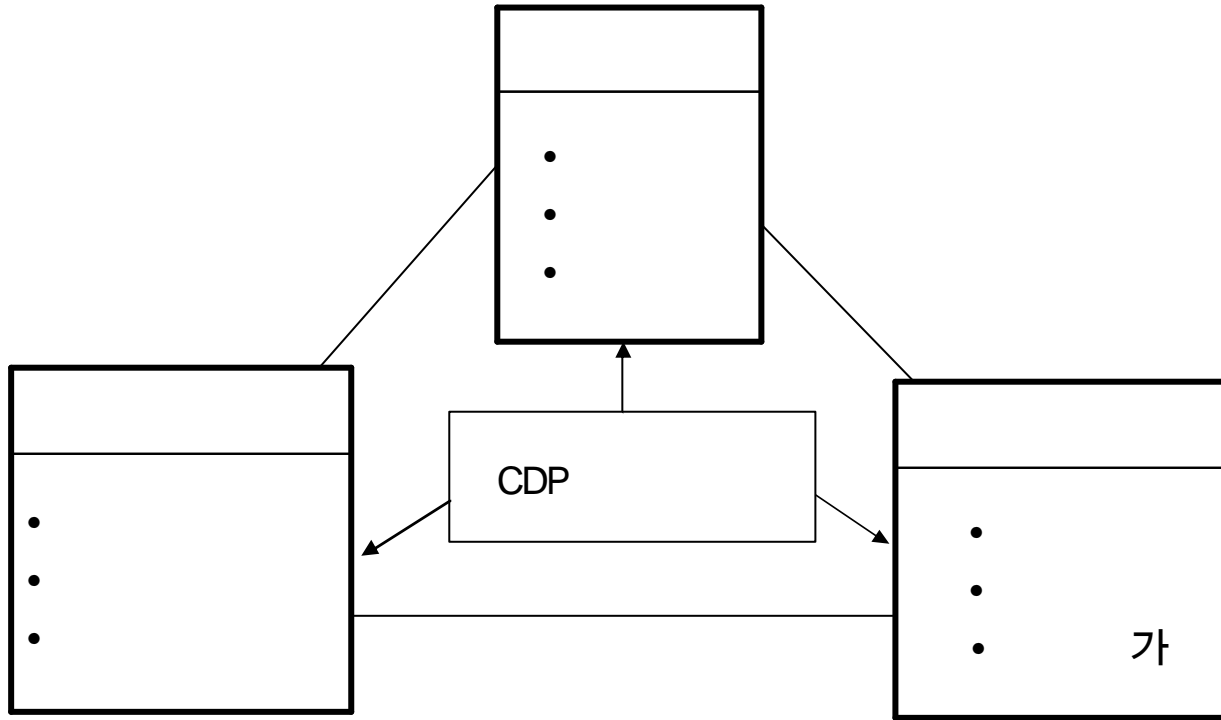
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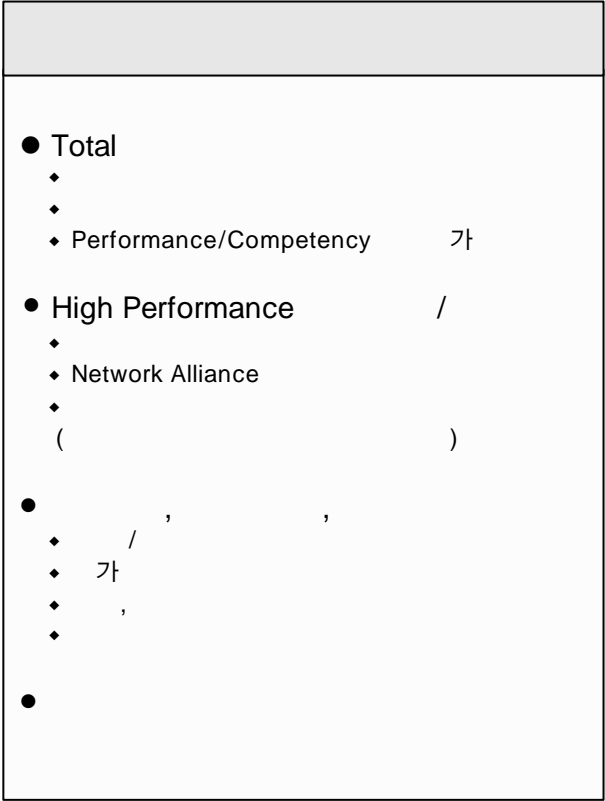
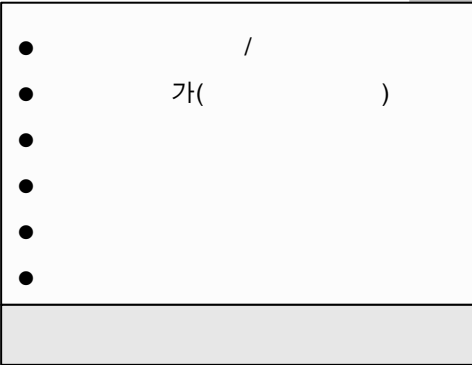
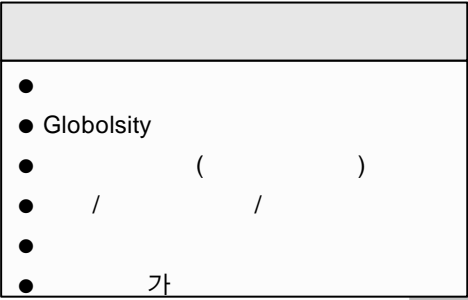
. (base rate for job class, wage based upon job evaluation)

- 가 가 ,
 - 가 가
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- (equal pay for equal work)



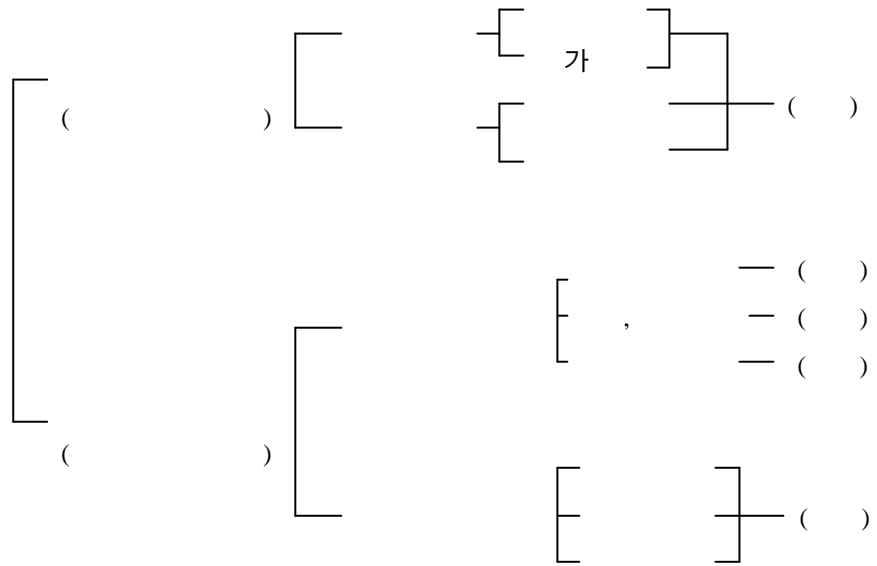
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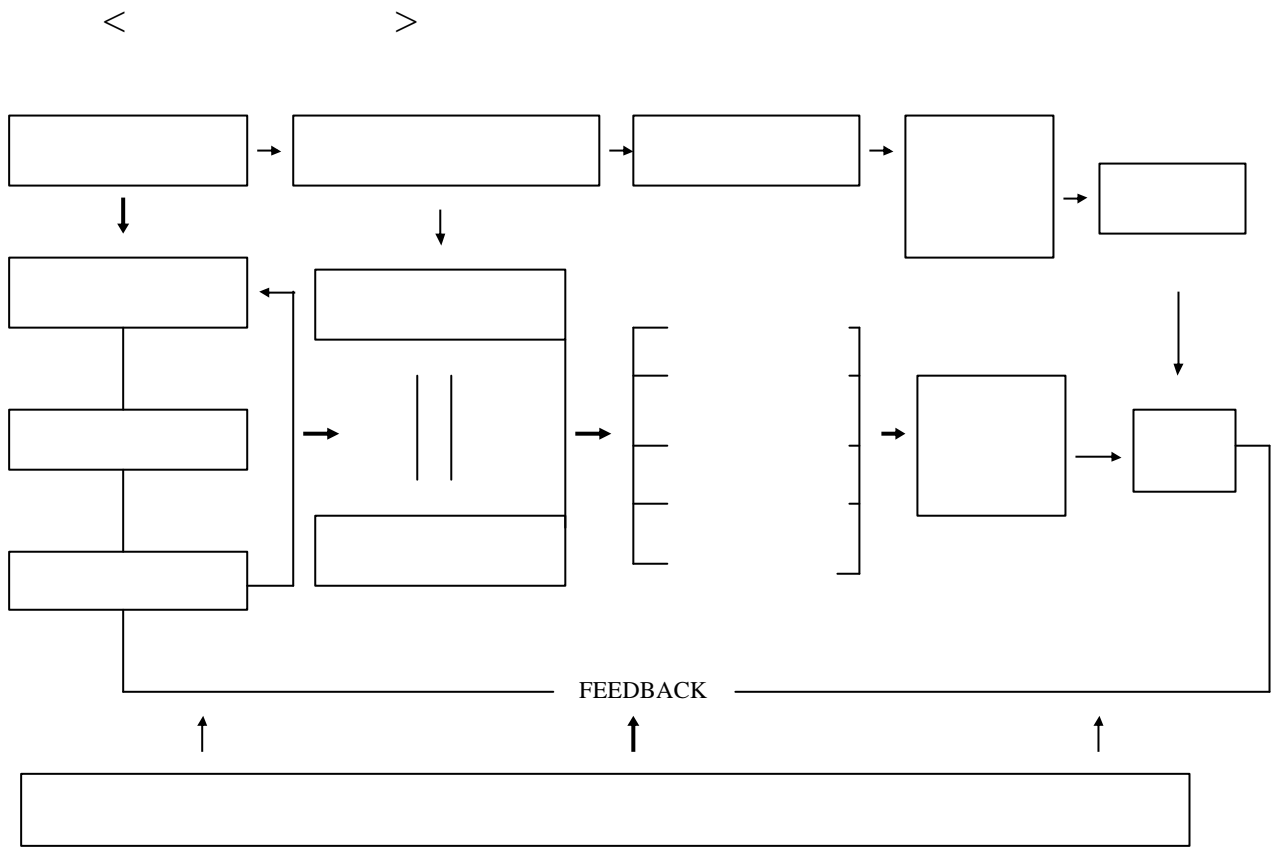




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- , ← Taylor
- : (time and motion study)
- (management through synchronization) ← Ford
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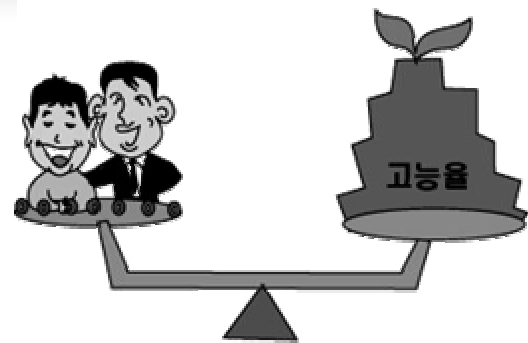
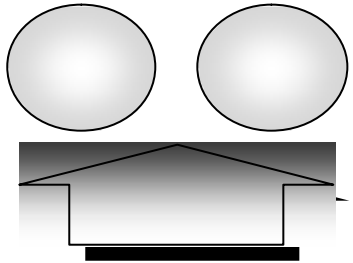
* 가 :
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* : (E. Mayo)

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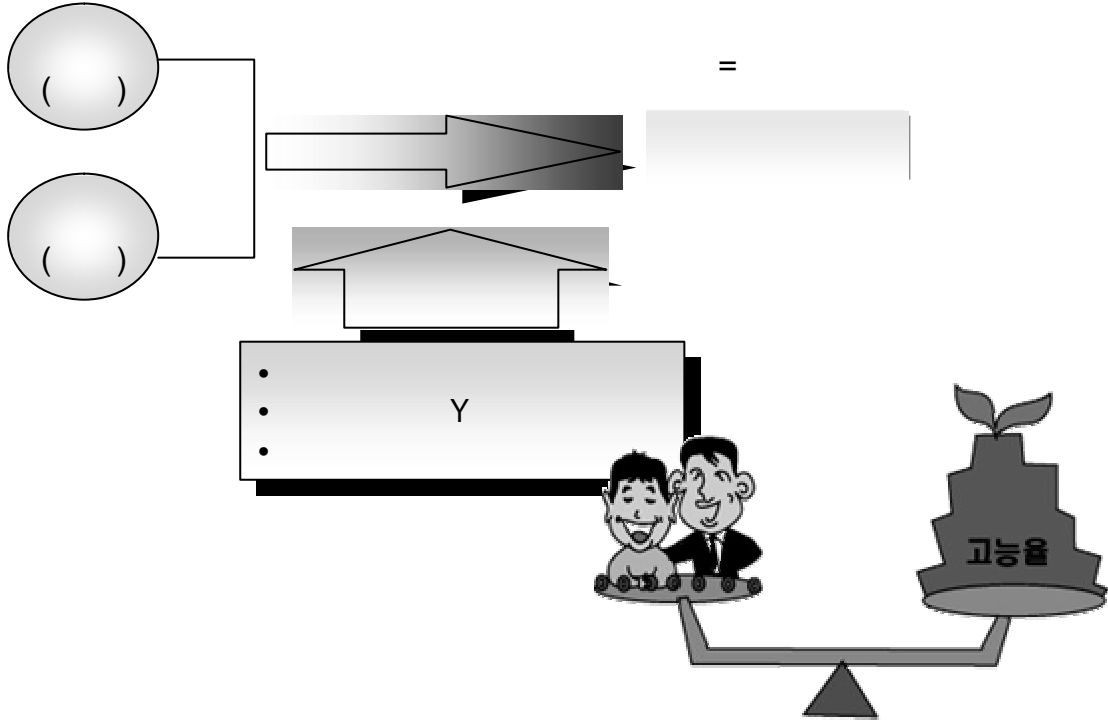


(logic of sentiments)
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(hypothesis of social man)”

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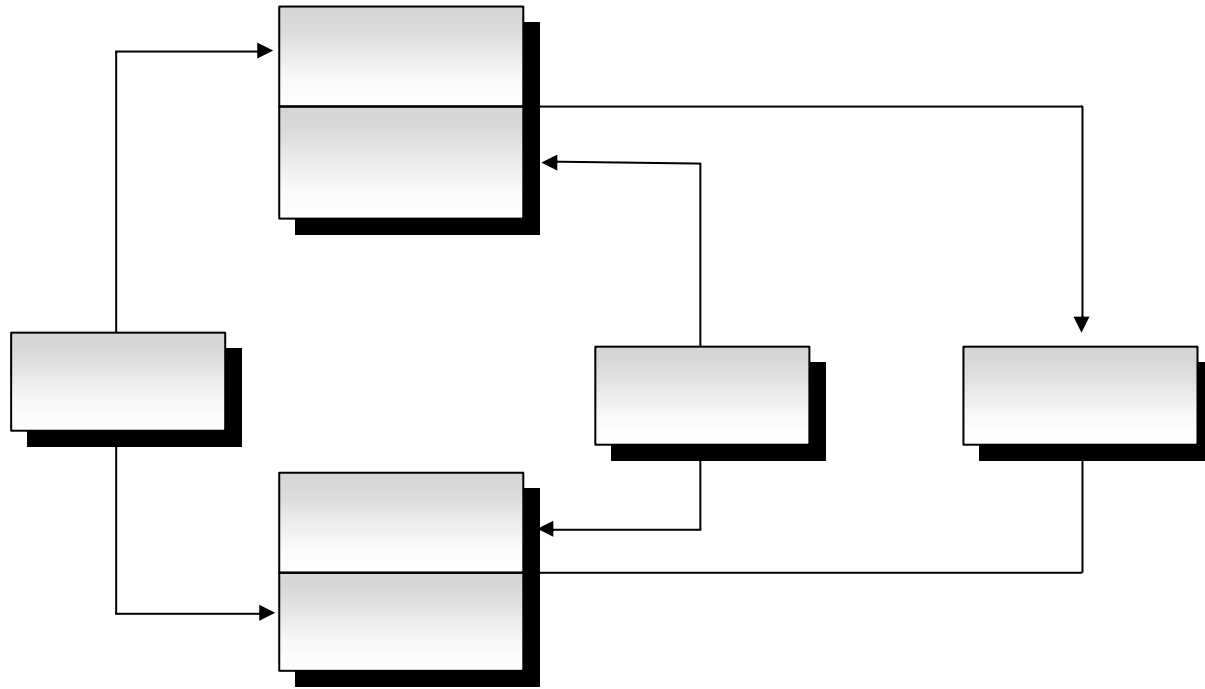
(human resources approach)



(process approach)

(process approach)



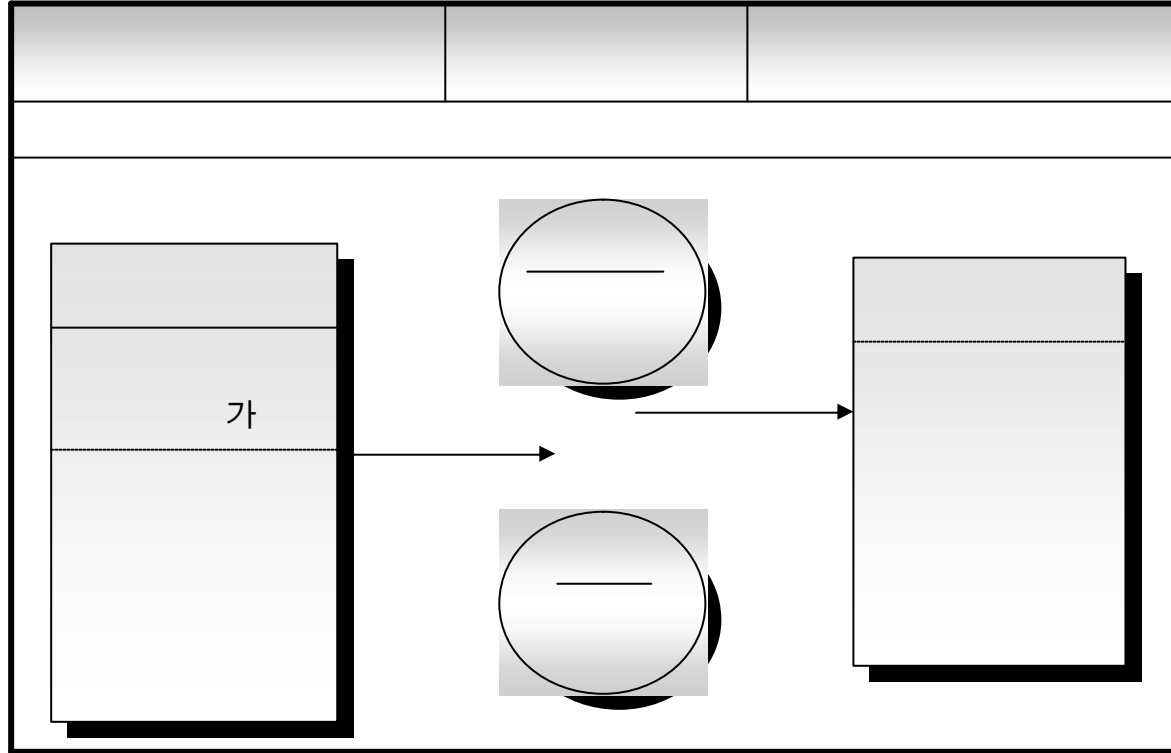


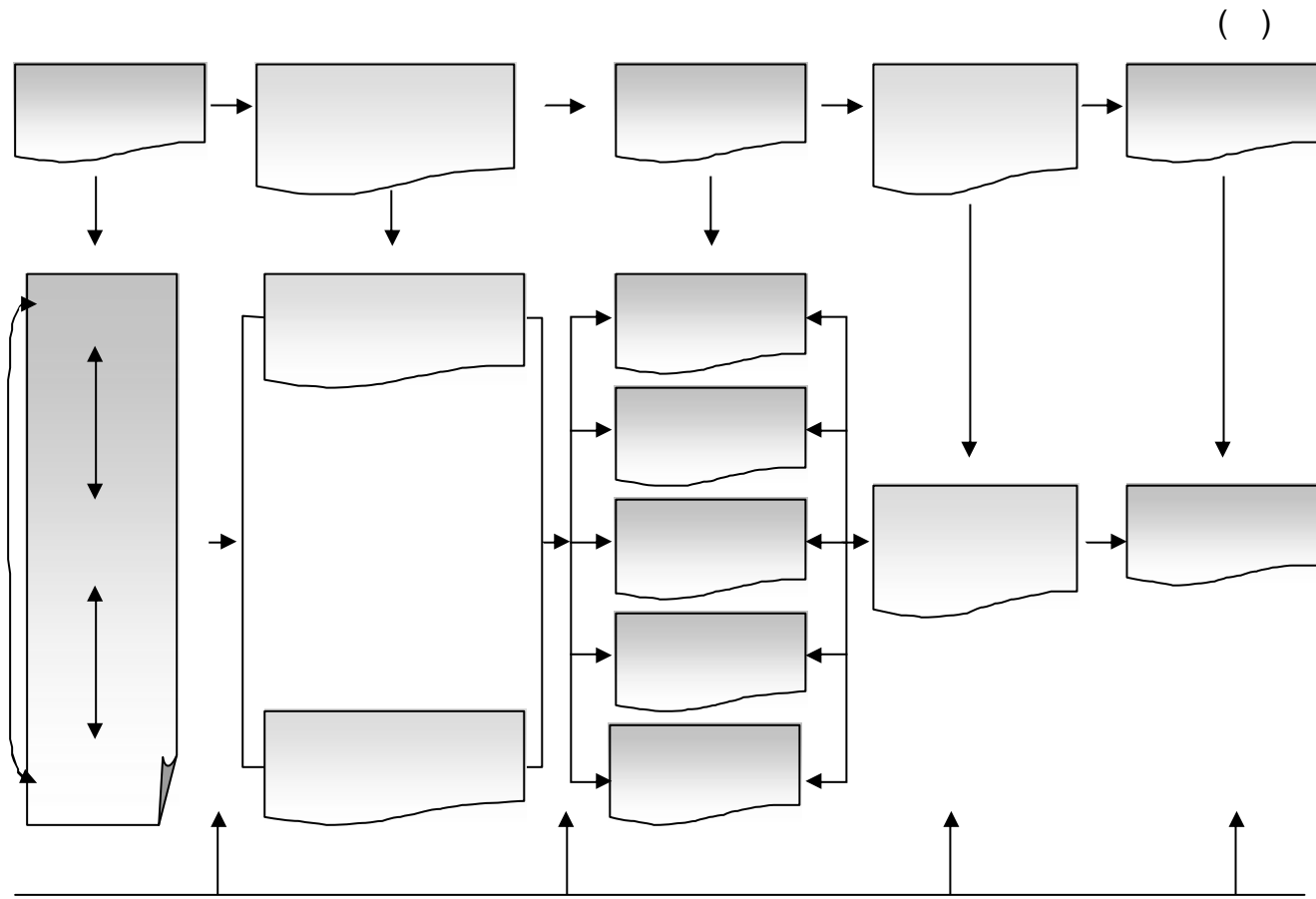
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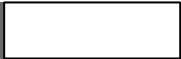
(Productivity goal :

(Maintenance goal)

(2)

(質)

(QWL)



(1) (job analysis)

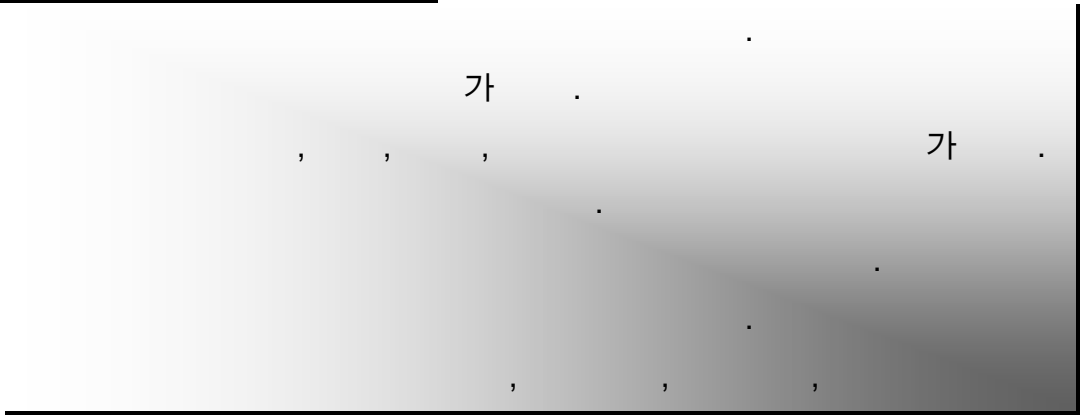
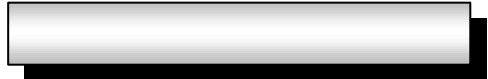
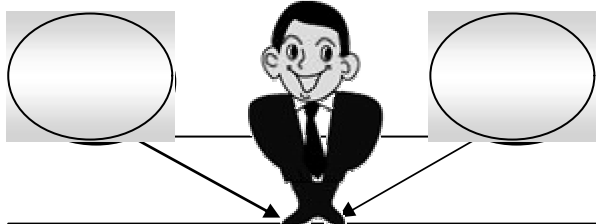
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(2)

- ❖ (task) :
- ❖ (position) :
- ❖ (job) :
- ❖ (job family) : -

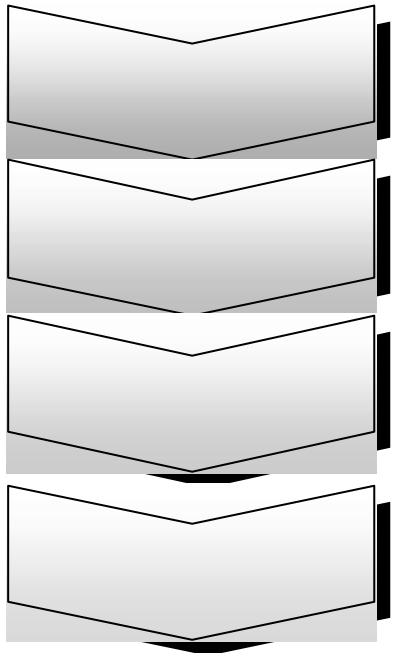
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- ❖ (interviewing)
- ❖ (critical incidents method)
- ❖ (work sampling method)
- ❖ (questionnaire method)



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[Redacted]

(Job description)

(job description)

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* (job specification) ?

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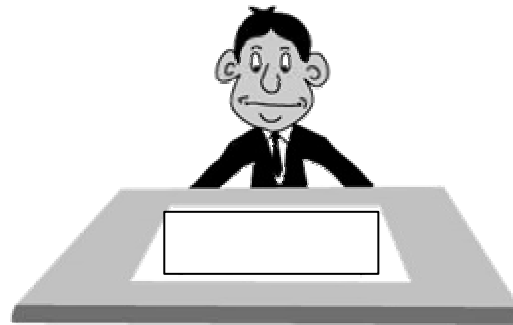
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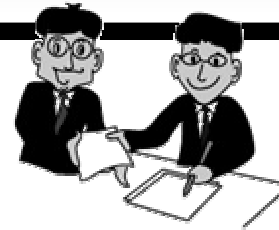


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가 (Job evaluation)

가(job evaluation)



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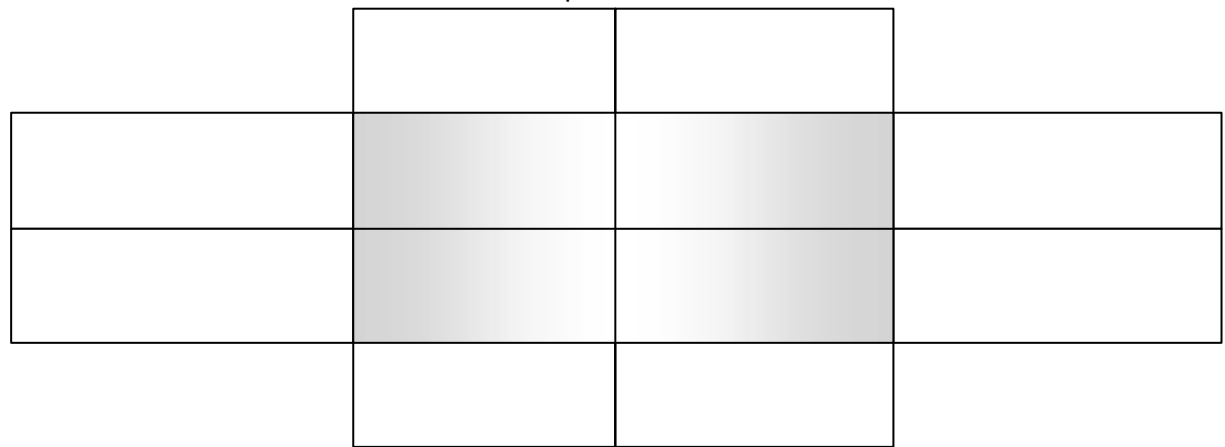
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가. (ranking method)

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(classification method)

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가. (point rating method)

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(factor-comparison method)

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