

JOB MOBILITY AND JOB DISCONTINUITY BETWEEN MALE EMPLOYEE AND FEMALE EMPLOYEE OF KOREA. Kim S. M., Consumer Studies & Family Resource Management, Chungnam National University, Taejon 305-764, Korea, Yoon S. Y., Consumer Studies & Human Development, Ewha Womans University, Seoul 120-750, Korea.

The probability of an individual making a job change is a function of two factors: his/her propensity to mobilize and to discontinue current job. The employment patterns of women contrast with those of men, perhaps significantly in the well-documented disparity in wage and occupation between the sexes. Based on the previous research, factors related to changing the job were divided into three groups including demographic, economic, and job-related factors.

The purposes of this study are to examine a job change of male/female employee and to investigate the factors associated with their propensity of discontinuity. The data derives from the 1993 Korean Household Panel Study (KHPS). The sample for this study consisted of 2,016 men and 676 women who have a salaried job currently. Statistics performed for this analysis were frequencies, chi-square test, and logistic regression analysis.

The results demonstrate the difference of change between sexes and the influence of factors that affects the propensity of quitting job. First, the job mobility and the job discontinuity differ greatly between sexes. The 22.6% of men and 23% of women wanted to mobilize or quit the job. The remains were willing to continue the current job (separately 77.4% and 77%). The rate of women who are willing to quit the current job (8.3%) is more than that of man (1.6%), especially a official (2.5%), a producer (2.4%), and the twenties (3.4%). It suggests differences of employment status by occupation and age between sexes. Second, among factors related to changing the job, over 50 years old ($p < .01$), a professional/executive ($p < .05$), satisfaction of job stability ($p < .001$), and satisfaction of job possibilities ($p < .001$) had significant effects on whether a salaried job want to change the job or not. These results suggest that the labor force participation of employee is affected by age, occupation, and job satisfaction but economic reason has little influence on the job continuity.

These information of employee making a job change can be useful for policy making and employer to develop alternatives of employee's job interruption. On the side of employee, it can be useful to understand his/her employment conditions.