

표 3. 주요 변인들의 상관계수 및 평균과 표준편차

변인	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1. 성별	-														
2. 결혼여부	.125*	-													
3. 연령	.198**	.606**	-												
4. 월 소득	.269**	.356**	.420**	-											
5. 가정 월 소득	.033	.065	.109*	.218**	-										
6. 학력	.141**	.018	.003	.295**	.113*	-									
7. 직급	.257**	.422**	.533**	.550**	.111*	.089	-								
8. 임금수준만족	.140**	.042	.109*	.311**	.112*	.037	.058	-							
9. 임금정책만족	.097*	-.046	.058	.249**	.069	.058	.003	.800**	-						
10. 복리후생만족	.094	-.019	.063	.229**	.053	.037	-.004	.691**	.733**	-					
11. 정서몰입	.143**	-.009	.098*	.306**	.086	.114*	.101*	.600**	.648**	.639**	-				
12. 연속몰입	.077	.112*	.124*	.154**	.071	.050	.102*	.249**	.143**	.225**	.202**	-			
13. 규범몰입	.036	.029	.057	.152**	.093	.129**	.048	.353**	.353**	.368**	.498**	.422**	-		
14. 경영진 신뢰	.092	-.028	.062	.240**	.071	.066	.070	.525**	.637**	.558**	.559**	.047	.294**	-	
15. 구성원 신뢰	.103*	-.066	.005	.202**	.089	.080	.005	.471**	.545**	.478**	.531**	.115*	.344**	.700**	-
<i>M</i>	.60	.51	33.80	288.1	645.11	2.92	2.64	2.74	2.71	2.68	3.02	3.06	3.30	3.04	3.26
<i>SD</i>	.49	.50	8.46	162.5	203.33	.52	1.88	.89	.94	.98	.86	.84	.64	.75	.69

주. 성별: 0=여, 1=남, 결혼여부: 0=미혼, 1=기혼으로 더미(dummy) 변수 처리함

* $p < .05$, ** $p < .01$