
Korean Women Manager Panel

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According to the Ministry of Gender Equality and Family, among the companies that disclosed their business reports in DART of the Financial Supervisory Service, the ratio of female executives of top 500 companies of largest sales in 2016 is merely 2.7%. Among the companies employing at least 100 people subject to the 6th Korean Women Manager Panel Survey, the ratio of female among the total new recruits is 36.4%; the ratio of female among workers in the level of clerks is 40.9%; the ratio of female among workers in the level of assistant managers is 30.6%, which is 10.3%p lower than the ratio in clerks. The ratio of women among workers in the level of executives is

1.0%, which means only one out of 100 people recruited as executives in companies is woman.

Although 10 years have passed since Korean Women Manager Panel Survey was started in 2007, as seen above, the conditions related to women managers in Korea revealed in the statistics has barely improved. Such circumstances in Korea grants the necessity that the Women Manager Panel Survey should continue. Women Manager Panel Survey is an exclusive survey both at home and abroad to investigate personal, systematic, situational variables facing female managers in time series manner to accumulate related information, to examine how they impact on the career path of women managers to become the core manpower of companies through career maintenance-career discontinuation-and career continuation.

In 2017 Korean Women Manager Panel Survey, ‘Korean Women Manager Panel Survey Maintenance Survey’ was conducted for a stable maintenance of panel through formation of a trusted relationship with Korean women manager panel and for the management of panel through checking the status of panel, after completing the sixth survey in 2016. Among 3,002 people subject to the Maintenance Survey, the number of panel who were successfully surveyed were 2,097 persons and the success rate of survey was 69.9%. The current status of 2,097 people who were successfully surveyed are: in continuous service 1,629,000 people (77.7%), turnover 116 people (5.5%), unemployed 307 persons (14.6%), startup/other workers 45 persons (2.1%). The survey of cooperation based on which participation of panel in the seventh survey can be predicted showed that, the proportion of ‘high’ group was 91.5%, who are expected to provide cooperation without difficulties. On the other hand, with regard to the ‘medium’ group 6.4% and ‘low’ group 2.0%, a different method of contact or approach will be required in implementing the seventh survey. The survey method most preferred by women manager panel was email (59.9%), which more than half of the panel liked, followed by web survey (22.2%),

telephone/fax (5.8%), post (3.2%). When implementing the seventh survey, differentiated survey methods will be adopted in accordance with the women manager panel's preference for the survey method.

A panel breakaway analysis was conducted with the new panel added in the fourth survey in 2012, compared to the sixth survey in 2016. The dropout analysis was aimed to maintain the sample. The analysis of dropouts for maintaining the sample was first attempted after the new panel was added in the fourth survey. In the 6th survey in 2016, when four years elapsed after the 2012 4th survey, the impacts on maintenance of sample were analyzed. The analytical variables included the sample attribute (existing, new) other than industry, scale, rank, monthly average wage, marriage, age, etc. Because among the factors affecting the maintenance of sample, there was no significant difference in the percentage of maintenance of sample according to the sample attribute, it suggested that there was no need to focus on the activities of maintaining the sample according to the attributes of the existing panel established in 2007 and new panel added in 2012.

2017 Women Manager Panel Survey granted longitudinal weights to the sixth survey, and from the 2007 first survey to 2016 sixth survey, longitudinal analysis were conducted to persons in long service and those who shifted job, to understand the change trend of women manager panel for 9 years.

In 2017, in order to spread and share the results of the sixth survey, an academic symposium where the women manager panel researchers and external specialists participated was held. In the symposium, 6 papers were published including the turnover and promotion of female managers, women's labor market decision-making and outcomes, effects of organizational climate and power base on the work and life of married women, study on the impact of gender of HR managers on assessment of women managers and organizational culture, the impact of family-friendly leadership of superiors on the female managers of entry level of, etc.