

인사관련 영문용어집



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[ㄱ]

가내공업	cottage industry
가내노동	work at home, homework, industrial home work
가동률	capacity usage rate, rate of operation, working ratio
가족노동	family labour
가족수당	family allowance, Dependent allowance
가중지수	weighted index
가처분명령	order of provisional disposition
가처분소득	disposable income
간호휴가	nursing leave
감가상각비	depreciation expense
감가상각률	depreciation rate
감독관	supervisor, commissioner
감독권	power of supervision
감량경영	downsizing management, weight reduction in management
감독자훈련	supervisor training
감봉	punitive reduction in wages, punitive wage cut
감사	audit, auditor
감수성 훈련	sensitivity training
강제노조가입제	compulsory union membership (cf.) voluntary union membership
강제기준	mandatory standard
강제노동	forced labour
강제복무	forced service
강제저금금지	prohibition of compulsory saving

강제정년	compulsory retirement, mandatory retirement	
강제중재	compulsory arbitration,	(cf.) voluntary arbitration
강제집행	compulsory execution, execution	
개별상담	individual counseling	
개산보험료	estimated premiums	(cf.) final premiums
개인보호장비	personal protective equipment	
개인주의	individualism	(cf.) collectivism
개입권	right for intermediation	
경영소유분리	separation of management and ownership, divorce between capital and administration	
경영이념	management principle, management philosophy	
경영자문가	management consultant	
경영자태도	management attitude, employers attitude	
경영정보공개요구	demand for access to management information, demand for disclosure of information on company management	
경영합리화	rationalization of management	
경영협의회	management council	(cf.) works council
경쟁력향상	competitiveness improvement	
경제계	business circles	
경제구조조정	economic structure adjustment	
경제기반구축	infrastructure development	
경제성장률	economic growth rate	
경제5단계	Five Major Economic Organization	
경제적 실업	economic unemployment	

경제활동 인구	economically active population	
경합관할권	concurrent jurisdiction	
계급투쟁	class struggle	(cf.) classless society
계약기간	duration of contract, term of contract	
계약노동	contract labour	
계약노동자	contract worker, indentured labour	
계약노동제	indenture system	
계약능력	contractual capacity	
계약위반	breach of agreement, breach of contract	
계약이행	performance of contract	
계약조건	terms and condition of agreement	
계약조항	term, provision	
계약폐기	abrogation of agreement, cancellation of agreement, nullification of agreement	
계약해제	rescission of contract	
계약효력	effect of contract	
계열사	affiliate, affiliated company	
계절노동	seasonal labour	
계절적 실업	seasonal unemployment	
고령보험	old-age insurance	
고령자고용	employment of older workers	
고령화 사회	aging society, silver society	
고용경영인	employed executive, hired manager, salaried manager	
고용계약	employment contract, contract of employment	

고용구조개편	employment restructuring
고용보험법	Employment insurance Act.
고용안정	stabilization of employment, employment security, job security
고용알선기관	employment service
고용윤리	employment ethics
고용정책	employment policy, manpower policy
고용조건	employment conditions
고용조정	employment adjustment
고용조정 조성금	employment adjustment subsidy
고용종료	termination of employment, cessation of employment
고용증진	promotion of employment
고용창출	employment creation, job creation
고임금고생산성고용	higher-paying higher-productivity employment
고정급	fixed wage, fixed salary
고정자산	fixed asset
고충처리	grievance handling
고충처리위원회	grievance committee
고충처리절차	grievance procedures
고충처리제도	grievance mechanism
공공고용알선기관	Public Employment Service
공공법인	public corporation
공급과잉	excess supply, over-supply
공급부족	short supply
공동결정(근로자 경영참여)	co-determination

공무원	civil servant, government official	(cf.) public official
공익대표	representatives of public interests	
공익법인	public interests juristic person, corporation in public interests	
공익사업	public utility	
공인회계사	certified public accountant, chartered accountant	
공장시찰	industrial visits, company tour, field trip	
공장자동화	factory automation(FA)	
공장주임	works manager	
공장협의회(직장위원회)	works council,	(cf.) management council
공정거래위원회	Fair Trade Commission	
공정관리	process control	
공정임금	fair wages	
공정한 재판	fair trial	
공제연금제도	mutual aid association pension scheme	
공제조합	mutual benefit association, mutual aid association, benefit society, benefit association, aid society	
공휴일	public holidays, legal holiday	
과당경쟁	excessive competition, over competition, dog-eat-dog competition, cut-throat competition	
과반수	absolute majority	
과잉고용	over-employment, redundancy	
관계당국	authorities concerned	
관료적 형식주의	red tape, bureaucratism	
관리업무	management job	

관리자훈련계획(MPT)	management training program
관리직	managerial staff, managerial position, managerial personnel
관보	official gazette
관할권분쟁	jurisdictional dispute, demarcation dispute
관할권침해	raiding
권리침해	infringement on a person's right
교과과정	curriculum
교대근무제	shift working (cf.) day shift, night shift
교섭간사	bargaining agent
교섭거부	refusal to bargain
교섭구조	bargaining structure, structure of collective bargaining (cf.) centralized/decentralized bargaining structure
교섭권	bargaining rights
교섭단위	bargaining unit
교섭력	bargaining power
교섭재개조항	reopening clause
교섭전략	bargaining strategy
교역량	trade volume
교육기회균등	equality of educational opportunity
교육휴가	educational leave
교환가치	value in exchange
구내식당	canteen, refectory
구두계약	oral contract, verbal agreement
구매력	buying power

구사대	save-the-company squad	(cf.) strikebreaker
구사운동	back-to-work movement	(cf.) strikebreaking
구성단위	constituent unit	
구성비	component ratio, proportion ratio	
구제	relief, remedy	
구제신청	application for relief	
구제명령	relief order	
구조적 실업	structural unemployment	
구조조정정책	structural adjustment policy, structural adjustment program	
구직	job searching, job seeking	
구직배율	job application-to-opening ratio	
구직자	employment seeker, job seeker, job hunter, job applicant	
국가경쟁력강화위원회 (NCSIC)		National Committee for Strengthening International Competitiveness
국내법과 관행	national law and practice	
국립중앙직업안정소	National Central Employment Security Council	
국민경제사회협의회	National Economic and Social Council	
국민연금기금	National Pension Fund	
국민연금심의위원회	National Pension Deliberative Council	
국영기업	state-run corporation, government corporation, public corporation, public enterprise	
국제경쟁력 제고	improvement of international competitiveness	
국제노동기구(ILO)	International Labour Organization	
국제노동기구사무국	International Labour Office	

국제노동기준(ILS)	International Labour Standards	
국제분업	International division of Labour	
국제사용자기구(IOE)	International Organization of Employers	
국제수지	balance of payment	
권고	recommendation	(cf.) convention
규제완화	deregulation	
균등대우	equality of treatment, equal treatment	
균형성장	balanced growth	
근로감독	labour inspection	
근로감독관	labour inspector	(cf.) labour inspectorate
근로계약기간	term of labour contract	
근로기준	labour standards	
근로기준법	labour standards Act	
근로복지공사법	Labour Welfare Corporation Act	
근로복지사업	labour welfare service	
근로생활	work life, working life	(cf.) quality of work life
근로소득	earned income	
근로시간	hours of work, working hours	
근로시간단축	reduction of hours of work	
	(cf.) reduction of operation, short-time work	
근로의욕	willingness to work	
근로의욕고취	motivation to work	
근로의 권리	right of work	
근로의 의무	obligation to work	

근로자 가계	family income and expenditure of workers households
근로자경영참여	workers participation in management
근로자 교육	workers education
근로자 대표	workers representation, employees representation (cf.) fair representation
근로자명부	register of workers, roster of workers
근로자보상보험	workers compensation insurance
근로자복지제도	employee benefit plan
근로자 숙소	workers housing, staff accommodation
근로자 의식	workers opinion and value
근로자이윤배분	employee profit sharing
근로자이익배분	employee gain sharing
근로자 자영	workers self-management
근로자장기저축	workers long-term saving
근로자재산형성	workers property accumulation, workers assets formation
근로자제안제도	suggestion scheme
근로자참여	workers participation, employee involvement, employee participation (cf.) co-determination, worker director
근로자 태도	employees attitude, workers attitude
근로자 태만	workers default
근로조건	conditions of work, working conditions (cf.) improvement of working conditions
근무시간	length of service
근무기강 해이	slackness in discipline

근무기강 확립	work disciplining tightening	
근무수칙	work rules, production standards, rules of the workplace	
근무시간	hours of work, working hours	(cf.) reduced hours of work
근무시간제임금	portal-to-portal pay	
근무시간조정	arrangement of working time	
근무연장제도	employment extended system	
근무중	on duty	(cf.) off-duty
근무지 수당	duty place allowance	
근무태도	work attitude, job attitude	
근무평정	performance rating, personnel evaluation	
근속급	seniority-linked wages	
근속기준해고	seniority-based layoff	(cf.) performance-based layoff
근속수당	seniority allowance	
근속연수	length of service, years of service	
금융실명제	real-name financial transaction system	
급료	salary(주로 정신노동자), wage(주로 육체노동자)	
급료지불총액	payroll	
급여지불청구	payment claim, claim for payment	
기각	dismissal	
기능검정	skill test, trade skill test	
기능기준 직무평가	skill-based job evaluation	
기능습득자	apprentice	
기능올림픽	Skill Olympics	
기능자격공인	skill certification	

기득권	vested rights, vested interests
기본권	fundamental rights, fundamental human rights (cf.) guarantee of fundamental human right
기본근무시간	(1일간) basic workday (1주간) basic workweek
기본급	base pay, base rate of pay, class rate, basic wage, basic salary
기본정관	articles of incorporation, memorandum of association
기본협약	basic agreement
기술적 실업	technological unemployment
기술향상계획	skills enhancement plan
기술혁신	technical innovation
기업경영정보공개	disclosure of information on company management
기업내규	corporate bylaws
기업내 복리후생	enterprise-based welfare facilities and services
기업단위노조	enterprise union
기업문화	corporate culture
기업별 노조	enterprise-based union
기업윤리헌장	Corporate Ethics Charter
기업의 사회적 책임	social responsibility an enterprise, corporate citizenship
기업조합주의	business unionism (cf.) bread and butter union
기준년도	base year
긴급쟁의	emergency dispute
긴급조정	emergency adjustment
긴축정책	austerity measures

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남녀고용평등법	Gender-Equal Employment Act	
남녀임금차별	gender wage discrimination	
내규	bylaw of a company	
내부감사	internal audit	
내부노동시장	internal labour market	
냉각기간	cooling-off period	
노동가치	labour value	
노동강도	intensive of labour	
노동경제연구소	institute of labour economic	
노동공급곡선	supply curve for labour	(cf.) labour demand
노동공급초과	excess of labour supply over labour	
노동공급탄력성	elasticity of supply of labour	
노동관료	labour bureaucrat	
노동귀족	labour aristocrat	(cf.) labour aristocracy
노동력	labour force, work force	
노동력률	labour force participation rate	
노동력부족	labour shortage	
노동력이동	movement of labour force	
노동력인구	labour force population	
노동문제	labour problem	
노동법원	industrial court, labour court, industrial tribunal	
노동복귀	return to work, labour market reentry	

노동분배율	labour's relative share of wages	
노동불능보험	disability insurance	
노동불능휴가	disability leave	
노동불능휴직급부	temporary incapacity benefit	
노동비용 인플레이션	labour cost inflation	
노동 비효용	disutility of labour	
노동생산성	labour productivity	
노동수요곡선	demand curve for labour, labour demand curve	
노동시장	labour market	(cf.) internal labour market
노동신축성	labour flexibility	
노동운동	labour movement	
노동유동성	labour mobility, fluidity of labour	
노동인구	working population	
노동인법	labour legislation	(cf.) labour law
노동쟁의	labour dispute, industrial dispute	
노동쟁의조정법	Labour Dispute Adjustment Act.	
노동전직률	labour turnover rate, employee turnover rate	
노동절	Labour Day	
노동절약적	labour-saving	(cf.) capital-saving
노동조합	trade union, labour union	
노동조합법	Trade Union Act	
노동집약산업	labour-intensive industry	(cf.) capital-intensive industry
노동착취	exploitation of labour	
노동참여율(노동력률)	labour force participation, manpower participation rate	

노동행위개시	commencement of industrial action
노동행위 찬반투표	industrial action ballot
노동행정	labour administration
노령급부	old-age benefits
노령연금	old-age pension
노령자보조	old-age assistance
노무관	labour attaché
노무관리	labour management
노사공동경영	co-partnership, co-determination
노사관계	labour-management relations, industrial relations, labour relations
노사대립	labour-management confrontation
노사분규	industrial disputes, labour-management disputes, labour disputes
노사중재	industrial arbitration
노사협력	labour-management cooperation, union-management cooperation
노사협의체	joint labour-management conference system
노사협의회(단위공장)	works council, worker's council
노사협의회법	Labour-Management Council Act
노예노동	slave labour
노조가입근로자	unionized worker, organized worker (cf.) nonunionized worker, unorganized worker
노조가입비	union initiation fee
노조간부	union officer, executive member of the union
노조경영참여	union participation in management
노조관할권	union jurisdiction

노조교섭위원	business agent
노조대표	union representative, union leader, shop-floor leader
노조대표 선거	union representative election
노조등록 구비요건	union registration requirement
노조연합 대상교섭	coalition bargaining (cf.) multiemployer bargaining
노조원우대공장	preferential shop
노조임금률	union wages
노조조직률	unionization rate, organization rate, proportion of organized workers
노조합병	union merger
노조해산	dissolution of trade union
노조활동 시간보상	pay for time spent on union business (cf.) pay for grievance time, pay for shop stewards
노조회비	trade union dues, union fees
누진소득세	progressive income tax
능력고과	competence appraisal
능력기준	standard of occupational ability
능력주의	meritocracy
능률급	efficiency wage

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다수대표	majority representation
단결권	right to organize
단계별 훈련	training by stages
단순노동	simple labour (cf.) complex labour

단식파업	hunger strike	
단위노동비용	unit labour cost	
단위노조	unit trade union, unit labour union	
단체교섭	collective bargaining contract	
단체교섭권	right to bargain collectively	
단체행동권	right to strike, right to act collectively	
단체협약	collective agreement, collective bargaining agreement, collective bargaining contract	
단체협약효력확장(비노조원)	collective agreement extension	
당기순이익	net profit after tax	
대기업	large company, large enterprise big business	
대량실업	mass unemployment	
대표권	right of representation	
도급사업	contracting business	
도시농촌 임금격차	urban-rural wage gap	
도제제도	apprenticeship	
돌발적 파업	quickie strike	
동업조합	trade association, craft	
동일노동 동일임금	equal pay for equal work, equal remuneration, equal pay for work of equal value	
동정파업	sympathy strike, sympathetic strike	(cf.) solidarity strike
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마찰적 실업	frictional unemployment	

만성적 실업	chronic unemployment, hard-core unemployment	
면책조항	escape clause, exculpatory clause, exclusionary clause	
명목임금	nominal wages	(cf.) real wages
명백하고 현존하는 위험	clear and present danger	
모성보호	maternity protection	
목표관리	management by objective	(cf.) management by results
무결함운동	zero defect activity	
무과실책임	liability without fault, absolute liability	
무급휴가	unpaid leave	(cf.) paid leave, leave with pay
무노동 무임금	no work, no pay	
무노동 부문임금	no work, partial pay	
무역수지	balance of trade	
무역역조	unfavorable balance of trade	
무역외수지	balance of invisible trade	
무역자유화	trade liberalization	
무역장벽	trade barrier	
무역적자	trade deficit	
무역진흥	trade promotion	
무역흑자	trade surplus	
무재해운동	zero-accident campaign, zero-hazard campaign	
무형자산	intangible asset, intangible property	
문서	instrument, document	
문화적 차이	cultural difference	
물가안정	price stabilization, maintenance of low levels of inflation	

미불임금	accrued payroll, accrued wage
미비준협약	unratified convention
미성년자	minor, person under 18 years of age
미숙련공	unskilled worker
민간고용알선기관	private employment agency
민사소송	civil law proceedings, civil action
민사책임	civil liability
민원	civil petitions and complaints
밑약임금	bootleg wage

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반(反)노조기업	nonunion shop	(cf.) union shop
반(反)노조주의	anti-unionism	
반(半)숙련공	semi-skilled worker	
반일근무제	half-day work plan	
배우자공제	marital deduction	
배치	placement, manning	
배치전환	deployment, redeployment, transfer, reassignment	
법기준	act standard	
법률문제	question of law	
법률상	de jure	(cf.) de facto(사실상)
법률상담	legal aid service, legal counsel	
법인	juristic person, juridical person, legal person	
법인격	corporate entity, corporate personality	

법인세	corporate tax
법정근로시간	legal hours, statutory working hours
법정밖 해결	out-of-court settlement
법정최저임금	statutory minimum wage, award wage(호주)
법정휴일	legal holiday, public holiday
변형근로시간제	modified working schedule system
변화 담당자	change agent
보건관리자	health manager
보람의 일터운동	Rewarding Workplace Movement
보수	compensation, remuneration, pay
보수총액	compensation, remuneration, pay
보전업무	maintenance work
보조금	subside, grant, grant-in-aid
보조적 실업급부	supplemental unemployment benefit
보충임금	make-up pay
보충작업	make-up work
보험료 산정	calculation of premiums
보험료 징수	collection of premiums
보호구검정	test of protective outfit
복지시설	welfare facilities
복지후생수당	fringe benefits
복선형(코스별)인사관리	personal management based on career path, on career path, career-path selection
복수노조	multiple trade union, multi-union

복수노조주의	multi-unionism	
복합노무자	complex labour	(cf.) simple labour
복지노조주의	uplift unionism, welfare unionism	
복직	reinstatement	
본회의	plenary session	
부가가치생산성	value-added productivity	
부가급	additional pay	
부당노동행위	unfair labour practice	
부당해고	unfair dismissal, wrongful discharge, dismissal without just cause, unjust dismissal, unlawful discharge	
부당해고 구제신청	request for relief from unfair dismissal	
부분생산성	specific productivity(of any given factor such as labour and capital)	
부분파업	partial strike	(cf.) total strike
부설학교	affiliated school for workers	
부속정관	by-laws	
부양가족	dependent	
부양가족수당	family allowances	
부양가족공제	deduction for dependent	
부양자녀보조	aid for dependent children	
부재자투표	absentee voting	
부패척결운동	anti-corruption reform drives	
분권화	decentralization, devolution	(cf.) devolution of wage fixation
분업	division of labour	
분쟁해결	settlement of disputes, dispute resolution	

분진폭발	dust explosion	
분진화재	dust fire	
불가침협정(노조간)	no-raiding agreement	
불가항력조항	force majeure	
불매운동	consumer boycott	
불법취업	illegal employment, clandestine employment	
불법파업	illegal strike, wildcat strike, outlaw strike	
불법행위	unlawful act, illegal act, misconduct, malfeasance	
불안전행동	unsafe act	
불안정고용	unstable employment	
불완전취업	under-employment	
불이행	default, delinquency	
불평	complaint	
비경쟁집단	non-competitive group	
비교우위	comparative advantage	
비농업산업	non-farm industries	
비밀투표	secret ballot	
비번	off-duty	(cf.) on duty
비상초과근무급여	call-back pay	
비생산적 근로자	unproductive labour, counterproductive labour	
비영리단체	nonprofit corporation	
비용효과적	cost-effective	
비정규고용	atypical employment(part-time, temporary, subcontracting)	
비정규교육	non-formal education	(cf.) formal education

비제조업부문	non-manufacturing sector
비준	ratification
빈곤의 악순환	vicious circle of poverty, vicious spiral of poverty

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사기조사	morale survey
사내복지기금	welfare funds, corporate welfare fund
사내부설학교	affiliate school for workers
사내탁아소	workplace nursery, workplace childcare center, workplace day-care center
사단법인	corporate juridical person, incorporated association, corporation
사망률	death rate, mortality rate
사무자동화	office automation
사무직	clerical staff
사실상	de facto (cf.) de jure(법률상)
사내훈련	in-plant training
사업장	workplace
사업장안전보건지침	workplace safety and health directive
사업장안전회의	safety responsibility of industrialist
사용가치	value in use
사용자단체	employers association, employers organization
사용자단합단체교섭	multiemployer bargaining (cf.) coalition bargaining
사원채용 동결	suspension of annual hiring
사전통고	advance notice

사전협의제	prior consultation system	
4조3교대제	four-crew-three-shift system	
사회간접자본	social overhead capital	
사회보장제도	social security system	
사회적 적응	social adjustment	
사회적 합의	social accord, social partnership	
사후보수	breakdown maintenance	
산별협약	industry-wide agreement	
산업구조개편	industrial restructuring	
산업별 교섭	industry-wide bargaining	
산별노조	industrial union, vertical union	(cf.) craft union
산업별 임금격차	industrial wage differential	
산업보건학	industrial health doctor	
산업사고예방	prevention of industrial accidents	
산업안전감독기관	industrial safety supervision organization	
산업안전교육원	industrial safety education institute	
산업안전보건	occupational safety and health	
산업안전운동	industrial safety movement	
산업재해	industrial accidents	
산업평화	industrial peace(mature and stable labour-management relations)	
산재보상	compensation of industrial injury	
산재보상보험심의위원회	industrial accident compensation insurance council	
산재예방기금	Industrial Accident Prevention Fund	
3자 구성	tripartite	(cf.) tripartitism

3자협의	tripartite consultation
상공회의소	Chamber of Commerce and Industry
상근근로자	full-time worker
상대적 박탈감	relative deprivation
상법	commercial law
상병보상연금	long-term incapacity compensation annuity
상사	superior, boss
상업학교	commercial school
상해위험	risk of injury
상호의존	interdependence
상호주의	reciprocity
상호합의가능기준선	mutually agreeable basis for settlement
쌍방향통신	two-way communication (cf.) downward communication
생계비	subsistence allowance, cost-of-living benefits
생계비조정	cost-of-living adjustment
생계비지수	cost-of-living index
생리휴가	menstruation leave
생산성기준원칙(임금결정)	productivity-based principle
생산성배가민간추진위원회	civil promotion committee for doubling productivity
생산성운동	productivity movement
생산성이익배분	productivity gain-sharing
생산성 제고	productivity improvement
생산성 측정	productivity measurement
생산성 향상	productivity increase, productivity growth

생산직 근로자	productive labour	
생산전환고용	change-over employment	
생산활동	production activity	
생활수준	standard of living	
선원고용계약	seamen's articles of agreement	
선원송환	repatriation of seamen	
설립증서	certificate of incorporation	
설비관리	facilities management, equipment control	
성과급	performance-related pay piece rate	
성과급제도	pay-for-performance plan	
성과기준 해고	performance-based layoff	(cf.) seniority-based layoff
성능검사	ability performance test	
성적분업	sexual division of labour	
성적차별	sex discrimination, gender discrimination	
성적희롱	sexual harassment	
세력권	sphere of influence, zone of influence	
소급임금	back pay	
소득	income, earnings, earned income	
소득재분배	income redistribution	
소비자물가지수(CPI)	Consumer Price Index	
소사장제	small president system	
소집절차	procedures for convening	
소취하	dismissal	
손익분기점	break-even point	

손해배상	compensation for damage	
손해배상청구	claim for damage	
손해배상청구소송	action for damage	
손해보험	indemnity insurance, damage insurance	
수당	allowance	(cf.) family allowance, duty place allowance, retirement allowance
수락가능조건	acceptability condition	
수습기간	probational period, period of probational employment	
수용한계	limits of acceptance	
수익자	beneficiary	
수정안	amendment bill	
수직적 분업	vertical division of labour	
수출다변화	export diversification	
수출주도성장	export-led growth	
수출지향산업	export-oriented industry	
수평적 분업	horizontal division of labour	
숙련공	skilled worker	
순환근무제	job rotation system	
시간급	hourly wage rates, time rates, average hourly earnings	(excluding compensation for overtime and other monetary payment)
시간급근로자	hourly employee, part-time workers, part-timers	
시위	demonstration	
시장안정	market stabilization	
시차출근제	staggered hours of work system	(cf.) flex time

시청각교육	audiovisual instruction	
시한부고용계약	fixed-term employment contract	
식사제공	provision of meals	
신뢰구축	confidence building	
신뢰도보증	reliability assurance	
신사협정	gentlemen's agreement	
신의성실의무	good faith obligation	
신임장위원회	credentials committee	
신입사원교육	education for the newly hired	
신축급부제도	flexible benefits program	
실근무시간	hours worked, actual hour worked	
실리추구형교섭	win-win negotiation, interest-based bargaining	
실무그룹	working group	
실업급부	unemployment benefit	
실업률	unemployment rate, jobless rate	
실업방지 과잉고용	featherbedding	(cf.) redundancy plan
실업보상	unemployment compensation, unemployment indemnity	
실적관리	management	
실적급	payment by result	
실질임금	real wages	(cf.) normal wages
심사청구	application for review	
심신장애자	handicapped and disabled persons	
심야작업	midnight work, midnight shift	

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안전감독자	safety supervisor
안전관리비	safety management expenses
안전관리자	safety manager
안전규정	safety provisions
안전기준	safety standards
안전보건관리규정	safety and health management regulations
안전보건관리감독자	safety and health management inspector
안전보건진단	safety and health diagnosis
안전수칙	safety rules, safety regulations
안전작업환경	safe work environment
안전제일	safety first
안전표지	safety indication, safety sign
안전성장	stable growth, growth with stability
알권리	right to access
알선	conciliation, good offices
압력단체	pressure group
압축근무주일	compressed working week
야간근로	night work, night shift
양로보험	endowment insurance(미), endowment assurance(영)
양로연금	pension annuity
양보	concession (cf.) concession to union demands
양해각서(MOU)	memorandum of understanding

어용노조	white union, yellow union, company union
업무간소화	work simplification
업무만족	job satisfaction, work satisfaction
업무상 상해수당	employment injury benefit
업무상 재해	employment injury, on-the-job accident, occupational accident
업무수행	work performance
업무수행중	in the course of employment
업무수행태도	work attitude
업무외 재해	off-the-job accident
업무평정	performance appraisal
여성근로자	woman worker
여성직종	female occupation (cf.) male occupation
여성해방운동	women's liberation movement
역무	service
연간보증임금	guaranteed annual wages
연간총소득수입	annual earnings
연감	yearbook, almanac
연공급	seniority-based pay, seniority order wage
연공기준 급여인상	seniority pay increase
연공인사관리	seniority-based personnel management
연공임금제	length-of-service wage system
연구시찰단	study mission
연금	pension, annuity
연금신탁	pension trust, annuity trust

연금수급권	vested interest	
연금수령자	pensionary, pensioner	
연금퇴직연령	pension plan retirement age	
연대파업	solidarity strike	(cf.) sympathy strike
연령급여제	wage-by-age system, wage for age rule	
연령별	age group, age bracket	
연령별 임금격차	wage differential by age	
연령 증명서	age certificate, certificate of age	
연령차별	age discrimination	
연례임금교섭	annual wage negotiations	
연례임금인상	annual wage increment	
연말배당	year-end dividend	
연말상여금	year-end bonus	
연봉제	annual salary system	
연불	deferred payment	
연소자노동	juvenile labour	
연소자 야간근로	night work of young persons	
연소자 증명서	minor certificate, certificate of age	
연수생	trainee	
연좌파업	sit-down strike	
연좌농성	sit-in	
연차보고서	annual report	
연차유급휴가	annual leave with pay	
연차주주총회	annual meeting of shareholders	

연회비	annual dues	
영구적 노동불능	permanent total disability	(cf.) partial disability
영리법인	profit-making juridical person, profit corporation	
영미법	common law	
영업시간	business hours, store hours	
예방보수	preventive maintenance	
완전조업	working at full capacity	
외국인노동자	expatriate worker, foreign worker, immigrant worker	
외국인회사	foreign corporate, alien corporate	
외적 조건	outside condition	
요양급부	medical benefit, medical care benefit	
우대급부	perquisites	
우선적 처리(분쟁해결)	preferential treatment	
원상복귀	restitution	
월차	monthly leave with pay, monthly day off	
위법행위	illegal act, unlawful act, misconduct, malfeasance	
위약금	prohibition of establishing penalty for nonperformance	
위임	commission, delegation	
위장실업	disguised unemployment, hidden unemployment	
위해예방	prevention of dangers and injuries, hazard prevention	
위헌	unconstitutional	
위헌심사	constitution review, judicial review	
위험	hazard, peril, risk, danger	
위험물	dangerous material, hazardous material	

유급병가	paid sick leave
유급주휴일	paid weekly rest day
유급휴가	paid leave, vacation with pay, paid vacation, paid holiday
유급휴일	paid holiday
유급휴직	suspension with pay
유동자산	current asset, floating asset
유료직업소개소	fee-charging employment agency
아동 근로자	child labour
유족급여	survivor's benefit
유족보험	survivors insurance
유해위험작업	unsafe and hazardous work
유화정책	appeasement policy
육아시설	nursing facilities, childcare facilities
육아휴가(남성근로자)	paternity leave
육아휴직	suspension from service for childcare
육체노동	manual work (cf.) non-manual work
육체노동자	manual worker, blue-collar worker, physical worker
응답자	respondent
의견조사	opinion research, opinion poll
의무	duty, obligation
의무교육	compulsory education
의무연한	obligatory term
의사능력	capacity, competency
의사록	records, minutes, proceedings

의사일정	agenda	
의사표시	manifestation of intention personal evaluation	
의식조사	attitude survey, attitude measurement	
의제	agenda item, attitude measurement	
이농	rural migration	
이력서	curriculum vitae(CV), resume, personal history	
이민노동자	migrant worker, immigrant worker	
이사회	board, board of directors, Governing Body	
이윤배분	profit sharing	
이익배분	gain sharing	
이의제기	protest, objection, challenge	
이중취업	dual jobholding	(cf.) multiple jobholding
이직률	separation rate, quit rate	
이해충돌	conflict of interests	
인간존중경영	human-oriented management	
인건비	personnel expenses, employment costs	
인구동태	population dynamics	
인권보장	safeguard of human right, guarantee of human rights	
인력계획	manpower planning, employment planning	
인력수요	manpower demand, manpower needs, labour demand	
인사고과	merit rating, personnel evaluation, assessment of performance rate, performance rating, man-rating, employed evaluation, man evaluation	
인사고과표	merit rating form, personnel evaluation report	
인사관리	personnel management	

인사권	authority to manage personnel affairs
인사기록	personnel records
인사정책	personnel policy
인사평정	personnel evaluation
인사행정	personnel administration
인원감축	retrenchment, downsize, redundancy
인재개발원	Human Resources Development Institute
인재은행	job bank, human resources bank
인재파견회사	temporary help service company, temporary employment agency
인적자원관리	human resources management
인적 투자	human investment
일비	daily allowance, per diem
일률적 임금인상	general pay in increase, across-the-board wage increase
일반임금	prevailing wage
일방적 계약	unilateral contract
일사부재리	non bis in idem, double jeopardy, prohibition against double jeopardy, the principle of not reopening a settled case
일사부재의	The principle of not deliberating the same matter twice during the same session of the assembly
일시노동불능	temporary disability
일시불	lump-sum payment
1일 적정작업량	fair day's work
1.5배 할증금	time-and-a-half pay
임금가불	advance on wage
임금격차	wage differential

임금격차평준화	equalizing difference in wage
임금결정	wage determination, wage fixing
임금경직성	rigidity of wages
임금계약설	bargaining theory of wages
임금교섭	wage bargaining, wage negotiations
임금교섭 재개조항	wage reopening clause, wage re-openers
임금대장	wage ledger, payroll
임금동결	wage freeze, pay freeze
임금등급	wage scale
임금물가악순환	wage-price spiral, vicious spiral of wages and prices
임금분규타결	wage dispute settlement
임금생활자	wage-earner
임금신축성	wage flexibility
임금안정	wage in demand, wage demanded
임금인상	wage increase, wage raise, wage hike
임금인하	wage reduction, wage cut, pay out
임금인하효과	wage-cut effect
임금정책	wages policy
임금제도	wage payment system
임금채권 우선변제	priority of claim for payment of wages
임금체계	wage structure
임금타결	wage settlement
임기	term of office, tenure of office
임시고용	temporary employment

임시위원회	ad hoc committee	
임시중재	ad hoc arbitration	
임의노조가입제	voluntary union membership	
	(cf.) compulsory union membership	
임의중재	voluntary arbitration	(cf.) compulsory arbitration
입증책임	burden of proof	
입회비	initiation fees	
잉여노동력	redundant labour force	

[ㅈ]

자격정지기간	period of disqualification	
자기주장훈련	assertiveness training	
자녀학비보조	scholarship benefit, subsidy for educational expenses	
자동안전장치	built-in stabilizer	
자동연장조항	renewal clause	(cf.) reopening clause
자동임금조정	automatic wage adjustment	
자문위원회	advisory council	
자발적 근무단축(실업방지책)	voluntary time-off	
자발적 임금삭감	voluntary reduction in pay	
자동노동비율	capital worker ratio, capital labour ratio	
자동분배율	capital's share of income	
자본생산성	capital productivity	
자본재	capital goods	
자본절약적	capital-saving	(cf.) labour-saving

자본집약적	capital-intensive	(cf.) labour-intensive
자산부채관리	asset and liability management	
자연감축(인원)	attrition	
자영업자	self-employed person	
자유계약근로자	casual worker	
자유근무시간제	flexible working time, flexi time	
자유노동자(노조미가입)	free labour, nonunion worker	
자유노조가입제	voluntary union membership	(cf.) compulsory union membership
자유방임정책	policy of laissez-faire	
자체검사	self-inspection	
자회사	subsidiary company, affiliate	
작년동기대비	compared with the corresponding(same) period of last year	
작업공유(실업방지목적)	work-sharing, job sharing	
작업단순화	work simplification	
작업방지(거부)	stoppage, work-stoppage	
작업중단시간	downtime, dead time(due to machine breakdown)	
작업태도	work attitude, job attitude	
작업환경관리	work(ing) environment management	
작업환경측정	work(ing) environment measurement	
잠재적 실업	latent unemployment, potential unemployment	
잠정의제	provisional agenda	
장기근속표창	long-service commendation, long-service award	
장려금	incentive pay, incentive wage, premium pay, premium bonus	

장애급여	disability benefits
장애보험	invalidity insurance
장애근로자	disabled worker, handicapped worker
장애인의무고용	designated employment
재고용제도	reemployment system
재단법인	incorporated foundation
재배치	reassignment, redeployment
재산등록	property registration, asset registration
재산상 손해	damage to the property
재심사 청구	application for review
재심청구	application for reopening of the proceedings
재취업	reentry into employment
재해	accident
재해강도율	accident severity rate
재해건강보험	accident and health insurance
재해발생률	accident frequency rate, accident rate, injury occurrence rate
재해보상금	accident compensation
재해보험	accident insurance, casualty insurance
재해사망급부	accidental death benefit
재해사망장애보상제도	accident death and dismemberment compensation plan
재해수당	accident allowance
재해예방	accident prevention
재해원인	accident cause
재해질병보험	accident and sickness insurance

재활원	rehabilitation center
쟁의발생신고	report on labour dispute
쟁의행위	acts of dispute, industrial action
쟁의행위 금지명령	labour injunction
저소득층	lower income group, (cf.) safely-net protection for the lowest income group
적극적 고용정책	active employment policy
적극적 인력정책	active manpower policy
적성검사	aptitude test
적응기간	break-in time
전국금융노동조합연맹	Korean Federation of Bank & Financial Workers union
전국담배인삼노동조합연맹	Federation of Korea Tobacco & Ginseng Workers union
전근	relocation
전면파업	total strike (cf.) partial strike
전문경영인	professional manager
전원참가경영	participation of all the employees in management
전위험부담	against all risks
전임노조원	full-time union officer
전직률	turnover rate
전직알선	outplacement
전직원이윤배분제	all-employee profit-sharing scheme
전직훈련	training for vocational conversion
전차금 상계금지	prohibition of offsetting wages with advances
정관	articles of incorporation(미), memorandum of association(영)

정규교육제도	system of formal education	
정기승급	annual wage increase	
정기채용	regular recruitment	
정년연장	extension of mandatory retirement age, extension of age limit	
정년제	retirement age system, age limit system	
정년퇴직자	retired person under the age limit	
정리정돈점검	house keeping inspection	
정리해고	redundancy plan	
정리해고 사전협의	redundancy consultation	
정리해고수당	redundancy payment	
정부간섭	government intervention	
정부부문	government sector	(cf.) public sector
정부투자기관	government-invested institution	
정시퇴근자	clock watcher	(cf.) work-to-hour
정신노동	non-manual work	(cf.) manual work
정족수	quorum	
정신적 근로자	non-manual worker, white-collar worker	
(부당노동행위)정지명령	cease and desist order	
정지조건	condition precedent, suspensive condition	(cf.) condition subsequent
정직	suspension from office	
정책결정과정	decision-making process, policy-making process	
정치결정자	decision-maker, policy-maker	
정치불개입 노조운동	pure and simple unionism	
정치활동금지	prohibition of political activities	

제명	expulsion	
제3자개입	third-party involvement, intervention of the third party	
제3자에 대한 구상권	claim for damages against the third party	
제3차산업	tertiary industry	(cf.) primary/secondary industry
제안제도	suggestion scheme	
제1선감독자	first-line supervisor, forefront supervisor, front-line manager, foreman	
제1차보이코드(자사상품불매)	primary boycott	
제조업분야	manufacturing sector	
조기퇴직	early retirement, involuntary retirement	
조기퇴직 우대제	better arrangement for the early retired	
조기퇴직 특혜	golden offerings	
조업단축	short time working, reduction of operation	
조정	mediation	(cf.) mediation committee
조정	adjustment	(cf.) wage adjustment
조직노동자	organized worker, organized labour	
조직률	proportion of organized workers	
조직문화	organizations culture	
조합가입회비	union initiation fee	
조합권보장	union security	
조합규약	partnership agreement, articles of partnership	
조합원수	union membership	
조합원우선고용	preferential hiring	
조합원유지	maintenance of membership	(cf.) maintenance of membership clause

조합원회비	union dues, union fees, union subscriptions
조합원회비 원천공제	check off
조합정관	articles of partnership
종속변수	dependent variable
종신고용	life-time employment, permanent employment
종신연금	life annuity
종업원복지제도	employee benefit plan
종업원의식조사	employee opinion poll
종업원전직률	employee turnover rate, labour turnover rate
종업원지주제(우리사주제)	employee stock ownership(미), employee share ownership(영)
종업원참여제	workers participation, employee participation
좌천	demotion, relegation
주기적 실업	cyclical unemployment
주40시간제	weekly 40hours system, forty-hour week
주식배당	dividend on share(s)
주5일근무제	five-day working week
주종관계	relation of master to servant
주주총회	shareholders meeting, stockholders meeting
주택보조금	housing subside
주택정책	housing policy
주휴	weekly rest
준법투쟁	work-to-rule
준회원	associate member

중견관리자(중간관리자)	middle management
중간착취배제	elimination of intermediary exploitation
중대재해	serious accidents
중도채용	mid-career recruitment(hiring)
중량물 표시	marking of weight, weight indication
중립성	impartiality
중상	heavy injury
중소기업	small businesses, small and medium-sized companies(firm), small and medium enterprises
중앙노사 교섭구조	centralized bargaining structure (cf.) decentralized/fragmented bargaining structure
중앙노사합의	labour-management agreement at the national level, national agreement
중앙노사협의회	Central Labour-Management Council
중재	arbitration
중재개시	commencement of arbitration
중재기간 중 쟁의행위금지	prohibition of acts of dispute during the period of arbitration
중재자	arbitrator
중재재정서	award of arbitration, arbitration award
중재조항	arbitration clause
지구조합	local union
지명해고	discharge of specified individuals
지방경협	regional employer's association
지불보류임금	holdback pay

지역간 임금격차	regional wage differentials	
지역별 교섭	regional bargaining	
직계참모조직	lined and staff organization	
직군관리	multi-career creative program(MCCP)	
직능급여	capability-based pay, job ability wages	
직능자격제도	personnel grade system	
직무급여	job-based pay, job wages, job rate, job classification(evaluation)-based pay, wages based on job evaluation	
직무난이도	job difficulty	
직무등급	job classes	
직무만족도	job satisfaction	
직무보장	job security	
직무분류	job classification, classification of jobs, grading of jobs	
직무분석	job analysis	
직무설계	job design	
직무순환	job rotation	
직무태만	negligence of one's duties	
직무평가	job evaluation, job rating	
직상수급인	immediate preceding contractor	
직업관	work values	
직업교육	vocational education	
직업과실보험	professional negligence insurance	
직업별노조	craft union, horizontal union	(cf.) industrial union
직업별 분류	occupational classification	

직업별 임금격차	occupational wage differential
직업병	occupational disease, occupational illness, industrial illness
직업선택의 자유	freedom to choose and change one's occupation
직업소개소	employment agency, employment office
직업실습교육	distributive education
직업유동성	occupational mobility, employment mobility
직업재활계획	vocationally rehabilitation programme
직업적성	vocational aptitude (cf.) vocational aptitude test
직업지도	vocational guidance
직업훈련	vocational training
직업훈련분담금	vocational training levy
직원협의회	staff association, employees association
직위	position, title
직장방기	walkout
직장복귀운동	back-to-work movement
직장위원회	shop committee
직장노조임원	shop steward
직장연수	on-the-job training(OJT)
직장외 훈련	off-the-job training
직장폐쇄	lock-out, lock out
직장폭력	workplace violence
직종별 관리	management based on job classification
진로교육	career education
진로상담	career counseling

진로선택	career-path selection	
진로지도	career guidance	
진폐	pneumoconiosis	
질병보험	sickness insurance	
질병수당	sick pay, sick benefit	
질의응답시간	question and answer session	
집단장려금	group incentive pay	
집단주의	collectivism	(cf.) individualism
집단행동	collective action	
집회의 자유	freedom of assembly	
징계면직	disciplinary layoff, disciplinary dismissal	
징계처분	disciplinary penalty, disciplinary measure	

[ㄷ]

차별수정계획	affirmative action	
차별임금	differential wage	
착취	exploitation	
재무해제	acquittance	
채용기준	recruitment standards	
채용요건	hiring requirements	
채용조건	condition for admission to employment	
첨단기술	high technology, state of the art technology	
청년중역회의	junior board, junior board of directors	
청소년고용	youth employment	(cf.) young worker

초과근무수당	overtime pay, overtime compensation	(cf.) call-in pay
초과수요	excess demand	
초임	entrance pay, entrance rate, opening salary, initial salary, initial pay scale, starting pay, hiring-in rate	
총액임금제	total wage system	
총파업	general strike	
총합생산성	total productivity	
최고간부	highest echelons	
최고경영자	top manager, top management, chief executive, chief executive officer(CEO)	
최저생계비수준	bare subsistence level, minimum subsistence level	
최저연령	minimum age	
최저임금 결정제도	minimum wage-fixing machinery	
최저임금법	minimum wage Act.	
최저임금 심의위원회	minimum wage council	
최혜국대우조항	most favored nation(MFN) clause	
추가보험료	additional premium	
추가조항	add-on clause	
춘계노사교섭	spring wage negotiation, annual spring wage talks	
춘투	the spring labour offensive	
출근보고 의무	obligation of report and attendance	
출근부	clock card, attendance book	
출근일수	days worked	
출산휴가	maternity leave	

취업규칙	employment regulation, staff regulations, work rules, working rules
취업배우자	working spouse
취업알선	employment service, job placement
취업능력 및 의사	able and willing to work
취업대비교육	prevocational education
취업상담원	vocational counselor
취업인허증	employment authorization certificate
취업준비	vocational preparation
7일전통보	seven days notice

[ㅋ]

커뮤니케이션 장애	communication barriers
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타사근로자유인	labour piracy, snowballing
타사근로자투입	raiding
탁아소	nursery, childcare center, day-care center (cf.) childcare facility
태업	slowdown
퇴직금	retirement pay, severance pay
퇴직급부	retirement benefit
퇴직수당	retirement allowance
퇴직연금	superannuation
투입산출분석	input-output analysis
특권면제	privileges and immunities

특별배당	dividend extra
특별위원회	special committee, task force
특수근무수당	allowance for specific working conditions(environments)

[표]

파견근로산업	temporary help service industry
파견근로업종	temporary help service jobs
파견근로자	temporary help service worker
파견근로회사	temporary help service company(firm)
파산면책	discharge in bankruptcy
파산선고	adjudication of bankruptcy
파산수속	bankruptcy proceeding
파생수요	derived demand
파업급부	strike benefit
파업기간 중 채용제한	restriction on hiring during the period of strike
파업기금	strike fund
파업발생빈도	strike frequency
파업보험	strike insurance
파업찬반투표	strike vote
파업통보	strike notice
판결	adjudication, decision, judgment
판결명령	court order
판결이유	ratio decidendi, reason for judgment
판례	case, precedent

판례집	law report
8시간노동제	8hours day
평균근로자수	average working force
평균수명	life expectancy
평균임금	average wages
평등고용기회	equal employment opportunity
평생교육	continuing education, lifetime(lifelong) education
폐회	adjournment, closing
포괄담보보험	all-loss insurance, all risk insurance
포상급여	merit pay
포상급여인상	merit pay increase
포상수당	merit awards
폭력행위금지	prohibition of acts of violence
표준생계비	standard cost of living
품질관리서클	qua, ity circle, quality control(QC) circle
피난시설감사	shelter equipment inspection

[흥]

하급관리층	lower management
하향정보흐름	downward communication (cf.) two-way communication
학대	abuse, cruelty
학력	educational background, educational standard
한계비용	marginal cost
한계생산성	marginal productivity

한자리수 정책	single-digit project
한정근무지제도	area-limiter employment arrangement
합동위원회	joint committee
합병	amalgamation, merger
해고	layoff(일시적인 해고), discharge of dismissal
해고근로자	laid-off worker
해고수당	dismissal compensation, severance pay
해고율	discharge rate
해산	dissolution
해산명령	order of dissolution
해산사유	grounds of dissolution, causes of dissolution
해약권	right to terminate the contract
해제조건	condition subsequent, subsequent condition, resolutive condition
행복추구	pursuit of happiness
행위능력	capacity, competence
행정계약	administrative contract
행정구제	administrative remedy
행정규칙제정	administrative rule-making
행정명령	administrative order, executive order, ministerial order
행정심사	administrative review
행정심판	administrative ruling
행정재량	administrative discretion, executive discretion
행정재판소	administrative tribunal
행정절차	administrative procedure

행정지도	administrative guidance
행정처분	administrative disposition
행정해석	administrative interpretation
행정행위	administrative acts
허용임금수정	permissive wage adjustment
헌장	Charter(UN), Constitution(ILO)
현물급여	benefit in kind
현장실습	on the job training, in service training
현황보고서	status report
협동조합	cooperative
협약 및 권고	Conventions and recommendations
협약폐기	abrogation of agreement, cancellation of a collective bargaining agreement
형사소송	criminal action, criminal process, criminal proceeding
형평의 원칙	fairness doctrine, principle of equity
확인판결	declaratory judgment
활동범위	sphere of activity
황견계약	yellow dog contract
회람	circular
회사견학	company tour
회원사	member company, corporate member
회원증가운동	membership drive
후속훈련	follow-up training
훈련기관	training institution

훈련기간	training duration
훈련목표	training objectives
훈련성적평가	training appraisal
훈련생	trainee
훈련참가율	training participation rate
휴게시간	rest
휴업수당	shutdown allowance
휴직	suspension from service, leave of absence