



가 가

1.

○ 3

- (Social Security) :

· Old-Age(), Survivors(), Disabled()
 OASDI Medicare

- (Corporate Pension) :

· (Defined Benefit Plan)
 (Defined Contribution Plan)

- (Individual Retirement Account; IRA) :



○ 3가

가

- 1999

58.2%

()

(: 10 \$, %)

	1991	1995	1999
	n.a.	n.a.	1082.2 (12.6)
	1937.7	2900.6	4859.3 (58.2)
()	1051.7	1462.9	2241.2 (26.3)
()	888.0	1437.7	2718.1 (31.9)
	779.0	1288.0	2473.0 (29.0)
	n.a.	n.a.	8514.5(100.0)

: ()

- vs

· (Defined Benefit Plan) :

受給

· (Defined Contribution Plan) :

· ,
 * 401(k) plan : 401(k) 가
 (403(b) plan : , 457 plan :
 , Keogh plan :)

* (profit sharing plan) :

* (stock bonus plan) :
 (ESOP)가

()

	가	
	()	
가,		
가		
	,	,

2.

○

가 80

, 90

- 1980

· 1875 American Express 가 2

· 1963

(Employee Retirement Income Security Act of 1974 : ERISA)
가

- 1980

가

·) 債權 (

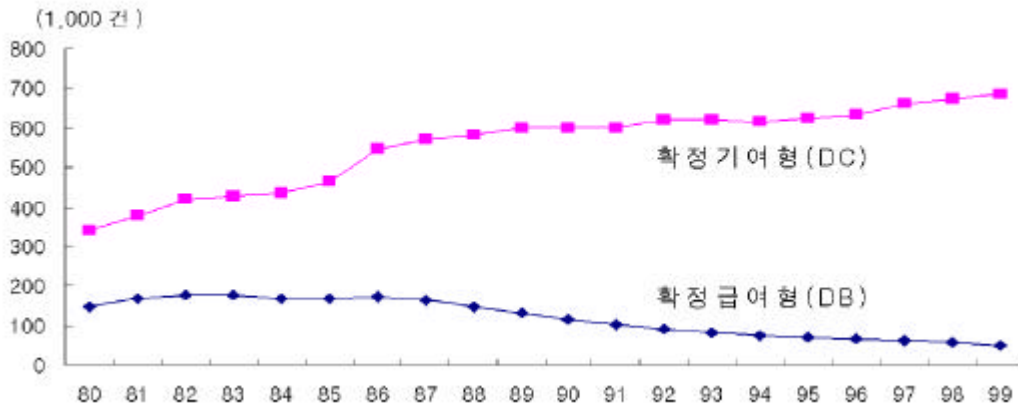
· 가 ERISA)가 가

· 가

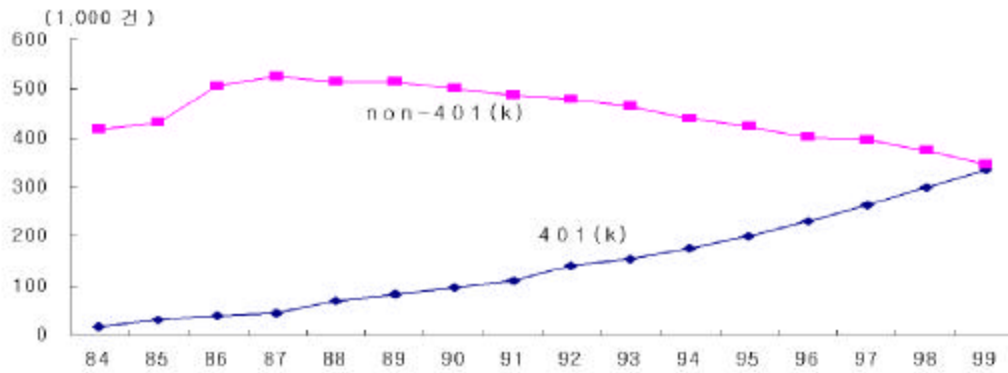
· () 가 가

·

(plan)



- IT
 401(k)가
 가
 가
 ,
 (plan)



- 2000 가 , 가
 ,
 가 2003
 · 2001 Enron, WorldCom
 401(k)가
 · 401(K)

3.

○ 가

가

- , , ,
 가

· 1999 2 7,181 가
43.7%, 26.8% ()

· 91 6.2% 90 가
가 , 가 가
()

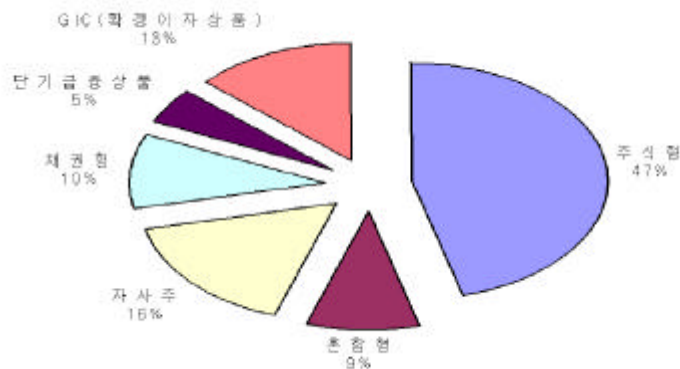
(: 10 , %)

	1991	1995	1999
	348.6 (39.3)	579.0 (40.3)	1,187.6 (43.7)
	55.0 (6.2)	260.8 (18.1)	727.6 (26.8)
	55.1 (6.2)	63.1 (4.4)	61.9 (2.3)
	63.9 (7.2)	88.6 (6.2)	98.6 (3.6)
	365.4 (41.1)	446.2 (31.1)	642.4 (23.6)
	888.0.(100.0)	1,437.7(100.0)	2,718.1(100.0)

: () , : FRB Flow of Funds Accounts of the United States

- 401(k) Plan 2003 47%, 16%, GIC() 13%, 10%, 9%, 5%

(2003 401(k))



- ,

· 20 : 51.3%, 9.0%
· 60 : 35.1%, 12.5%

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가

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(MQ)

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