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○ **N-Worker**

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- **N-Worker**

· N-Worker가

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○ **N-Worker**

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- **N-Worker**

· e-HRM

N-Worker

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N-Worker가

· (Dupont) , ' ' .

· (Ford) ' 6 3  
(LEAD)' .

· (Marriott) ' (Safe Zones)'  
가 ,



- 가 .
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- (Hewlette-Packard) 가 . . . . .
- (BPX) . . . . .  
 'Virtual Teamworking Kit'
- (Chevron) 'The Chevron Way' , , , , .

**5 :**

- 가 가 가
- 2000 1 1 100  
 (5116 ) 가 832 18%
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**3 : 80:20**

- - 가
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- - 80%,
  - 20%가 80:20
  - 가 , 가

· (Microsoft) 10% 가 가

· (GE) 가 가

(action learning)

**4 :**

- - e-biz

· , 가 ,

· (Duracell) '89 가 50% 가  
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**2 :**

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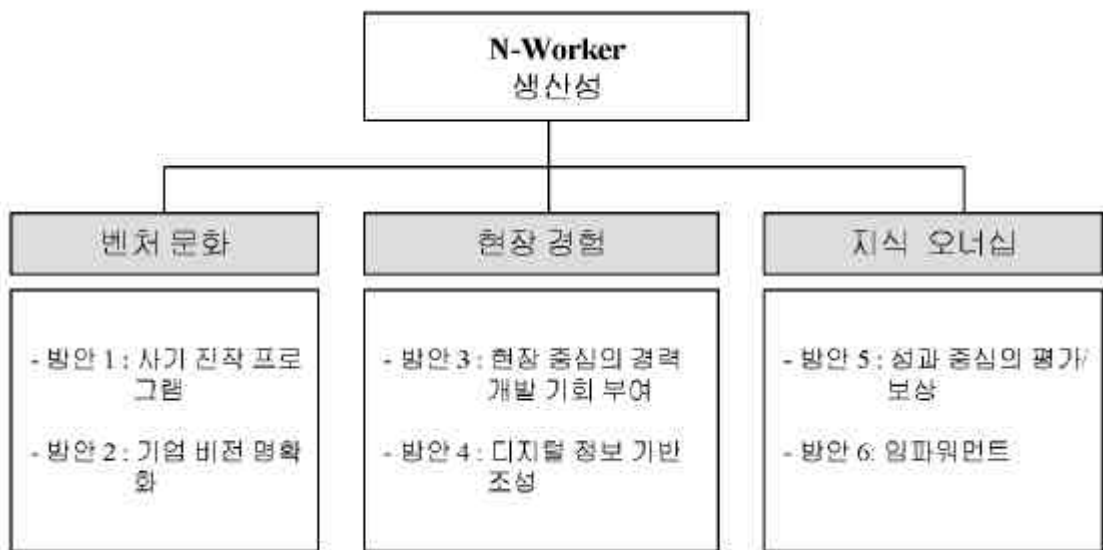
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## . N-Worker

- N-Worker

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### < 2> N-Worker



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**Ethic :** 가

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**Recreation :**

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가 , .

**Responsiveness :**

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**Knowledge :**

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**World-wide :**

- - , 가
  - 가 , ,
  - 가
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  - ( ) , 가

**Opportunity :**

- - ,
  - Worker 가
  -
- - ( DB ) ,

## 2. N-Worker

- N-Worker

### < 1> N-Worker



### < 3> N-Worker

<b>World- wide</b>		· ·
<b>Oppo rtunıty</b>		· DB ·
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<b>Re c r e a t i o n</b>		· · ( )

가 ,

(World-wide),  
(Opportunity),  
(Responsiveness),  
(Knowledge), 가 (Ethic),  
(Recreation) 가

가

< 1>

Worker

N-Worker

Worker		N-Worker
Locality		World-wide
Follow		Opportunity
Compliance		Responsiveness
Data		Knowledge
Money	가	Ethic
Labor		Recreation

1.

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가

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(Follow),

(Locality),

(Compliance),

(Data),

가

가

(Money),

(Labor)

가

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· Drucker(1994)

가

· Rick Dove(1998)

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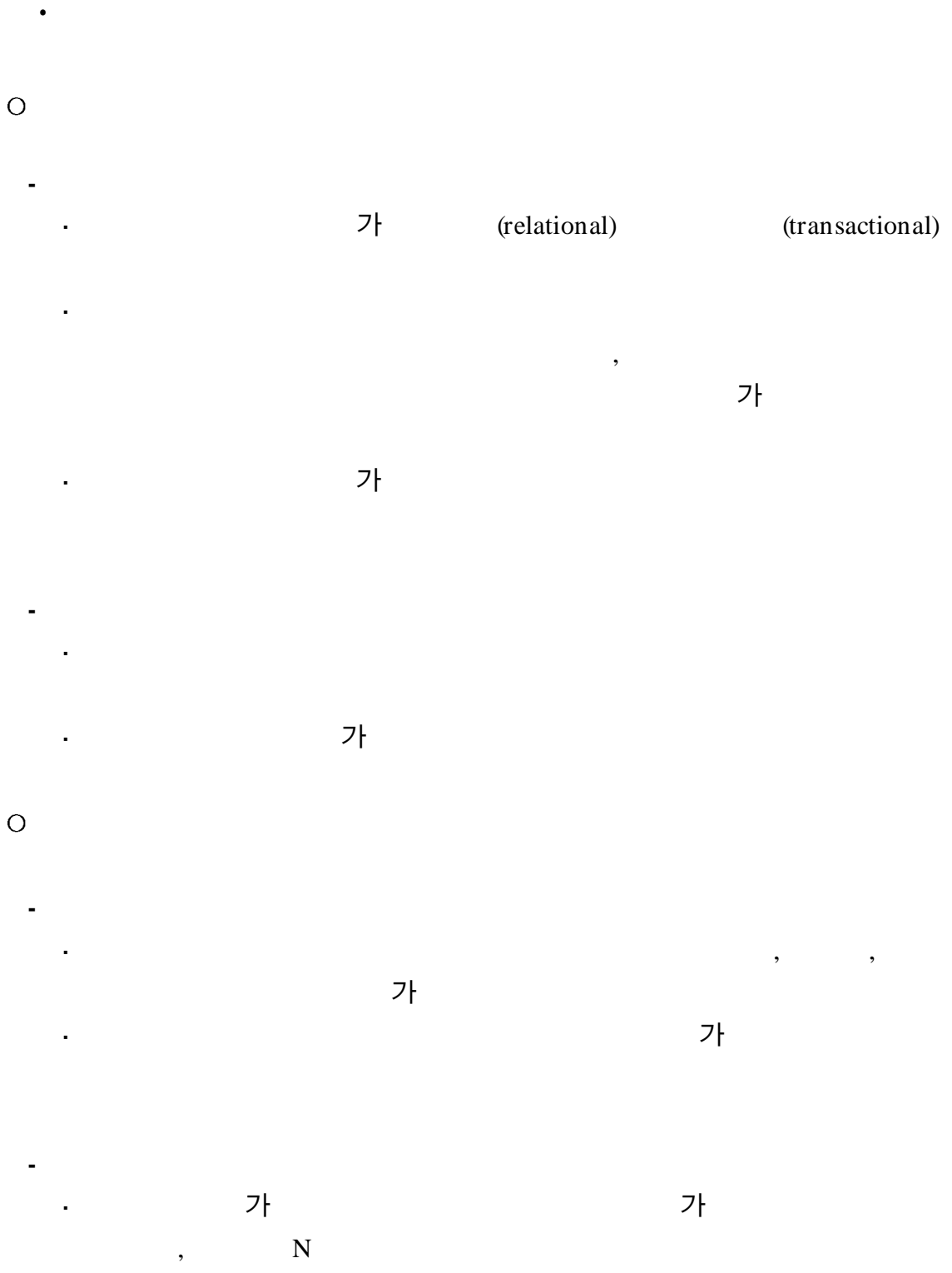
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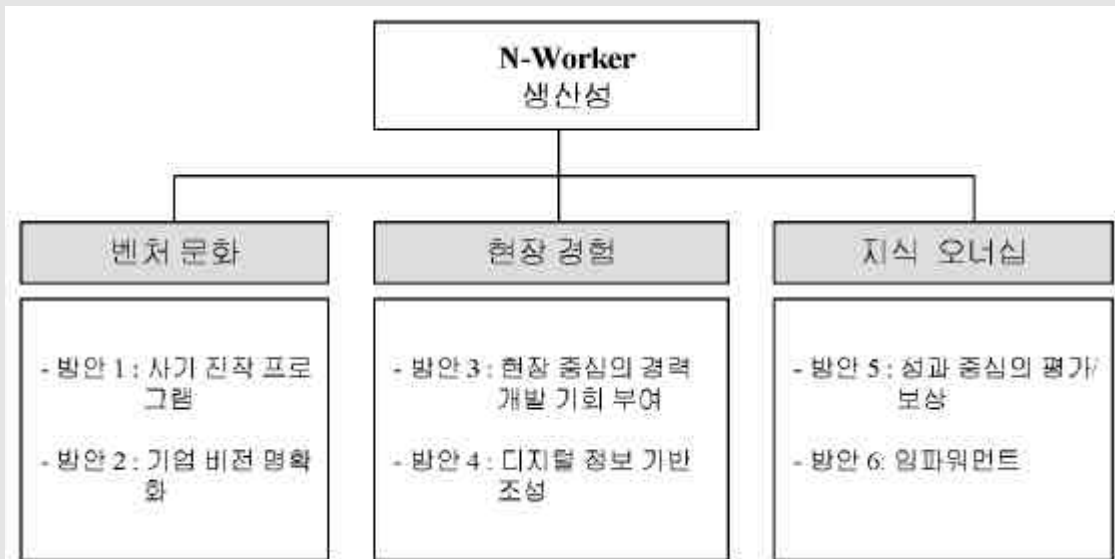


- , Opportunity( ) DB
- , Responsiveness( )
- , Knowledge( )
- , Ethic( 가 )
- , Recreation( )

#### 4. N-Worker

- N-Worker

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#### 5.

- N-Worker

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# (N-Worker)

## EXECUTIVE SUMMARY

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· e-HRM :

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### 3. 21

: N-Worker

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- N-Worker

· , World-wide( )