

附表 2

ここでは、『平成 18 年度能力開発基本調査』の特別集計の結果を掲載する。

従業員の Off-JT の受講変数を、従業員本人が Off-JT を受講したとし¹、かつその従業員の勤務先が Off-JT を実施したと回答している場合を「1: 受講した」、そうでない場合を「0: 受講しなかった」とするダミー変数と定義して、集計を行ったものである。

この特別集計は、プロジェクト研究・サブテーマ「非正規労働者の態様に応じた能力開発施策に関する調査研究」の一環として行うものであり、これまでの一連の研究成果を補完するためのものである。よって、労働政策研究報告書 No.110 に掲載された結果の追加集計という位置づけであり²、かつ、資料シリーズ No.36 の集計とも比較できるように³、男女・年齢・雇用形態別の集計も追加したものである。

附表 2-1 男女、年齢、雇用形態別のサンプルの分布

	N	%
男性若年・正社員	1,586	22.16
男性中高年・正社員	3,001	41.93
女性若年・正社員	823	11.50
女性中高年・正社員	738	10.31
男性若年・非正社員	73	1.02
男性中高年・非正社員	147	2.05
女性若年・非正社員	219	3.06
女性中高年・非正社員	571	7.98
Total	7,158	100.00

附表 2-2 企業規模別、Off-JT と計画的 OJT の実施確率

	Off-JT				計画的 OJT			
	正社員		非正社員		正社員		非正社員	
	%	N	%	N	%	N	%	N
大規模企業（1000 人以上）	94.69	961	52.88	953	84.60	961	50.32	952
中小規模企業（1000 人未満）	77.09	1751	39.11	1741	77.09	1751	39.11	1741

¹ 事業所票の問 2 に用意されている 8 つの Off-JT に関する項目のいずれかで「受講した」と回答した者を受講した、すべてに「受講しなかった」と回答した者を受講しなかったとしている。

² 『非正社員の企業内訓練についての分析』, 2009 年。そこでは、Off-JT 受講の有無を、従業員が Off-JT を受講したとした場合を 1、そうでない場合を 0 と、従業員の自己申告に基づいて定義した。

³ 『非正社員の雇用管理と人材育成に関する予備的研究』, 2008 年。

附表 2-3 マッチングサブデータの分布

データ：マッチングサブデータ

Panel A

	N	Mean	SD	Min	Max
<全体>					
男性ダミー	6531	0.67	0.47	0	1
年齢	6531	39.32	10.80	18	65
勤続年数	6501	12.50	9.93	0	46
勤続年数 3 年以下	6501	0.22	0.41	0	1
<正社員>					
男性ダミー	5433	0.75	0.43	0	1
年齢	5433	38.60	10.37	18	65
勤続年数	5416	13.41	10.00	0	46
勤続年数 3 年以下	5416	0.19	0.39	0	1
<非正社員>					
男性ダミー	617	0.21	0.41	0	1
年齢	617	44.38	12.08	18	65
勤続年数	609	7.07	7.19	0	45
勤続年数 3 年以下	609	0.39	0.49	0	1

Panel B

	全サンプル		正社員		非正社員	
	%	N	%	N	%	N
<学歴>						
中高卒	43.89	2,855	40.45	2,190	68.74	420
専修・短大・高専卒	16.91	1,100	15.85	858	20.62	126
大卒	35.51	2,310	39.34	2,130	10.31	63
大学院卒	3.69	240	4.36	236	0.33	2
<職種>						
専門・技術	15.68	1,021	17.5	948	5.54	34
管理	12.39	807	14.32	776	1.14	7
事務	36.4	2,370	37.38	2,025	22.8	140
販売	9.54	621	7.92	429	23.29	143
サービス	6.31	411	4.36	236	19.71	121
保安・運輸・通信	4.18	272	4.32	234	3.58	22
生産工程・労務	12.95	843	12.55	680	14.82	91
その他	2.55	166	1.66	90	9.12	56
<役職>						
役職なし	56.04	3,643	49.87	2,703	93.89	569
係長、主任、職長	26.97	1,753	30.46	1,651	4.62	28
課長	12.49	812	14.45	783	0.99	6
部長	4.51	293	5.22	283	0.5	3

注：全体、正社員、非正社員それぞれについて、1つの事業所に複数サンプルを確保できたサンプル全体についての集計である。

附表2-4 HRM制度の導入についての相関係数

データ：事業所票

	部下育成能力の評価	職業能力評価	目標管理制度(正)	キャリア・コンサルティング	教育訓練休暇制度	自己申告制度(正)	社内公募制度(正)	専門職制度(正)	フレックスタイム制度(正)	短時間正社員制度(正)	長期休暇制度(正)	在宅勤務制度(正)	目標管理制度(非)	自己申告制度(非)	正社員への転換制度(非)	フレックスタイム制度(非)	長期休暇制度(非)
部下育成能力の評価	1.0000																
職業能力評価	0.1904	1.0000															
目標管理制度(正)	0.1965	0.2738	1.0000														
キャリア・コンサルティング	0.1008	0.1211	0.1642	1.0000													
教育訓練休暇制度	0.0891	0.0708	0.0962	0.2294	1.0000												
自己申告制度(正)	0.1675	0.2022	0.4996	0.1969	0.1401	1.0000											
社内公募制度(正)	0.1396	0.1409	0.3649	0.2966	0.1591	0.4304	1.0000										
専門職制度(正)	0.1321	0.1838	0.2892	0.1632	0.1024	0.2970	0.3124	1.0000									
フレックスタイム制度(正)	0.0882	0.0780	0.2708	0.1966	0.1339	0.3038	0.3171	0.2501	1.0000								
短時間正社員制度(正)	0.1022	0.1003	0.2944	0.1652	0.1413	0.3041	0.3111	0.2077	0.2933	1.0000							
長期休暇制度(正)	0.1228	0.1406	0.3889	0.2355	0.1863	0.4314	0.4380	0.2462	0.3715	0.3566	1.0000						
在宅勤務制度(正)	0.0232	0.0544	0.0833	0.0899	0.0447	0.0757	0.0963	0.0907	0.1519	0.0798	0.0834	1.0000					
目標管理制度(非)	0.0936	0.0710	0.2686	0.0794	0.0621	0.1349	0.1524	0.0882	-0.0016	0.1175	0.0742	0.0149	1.0000				
自己申告制度(非)	0.0541	0.0807	0.1229	0.0708	0.0895	0.2961	0.1204	0.0763	0.0495	0.0842	0.0932	0.0730	0.4731	1.0000			
正社員への転換制度(非)	0.0617	0.0672	0.0374	0.0101	0.0399	0.0325	0.0342	0.0529	-0.0554	-0.0068	-0.0162	-0.0265	0.2055	0.1911	1.0000		
フレックスタイム制度(非)	-0.0021	0.0115	0.0869	0.0553	0.0735	0.1209	0.0884	0.1209	0.4127	0.0871	0.1087	0.0625	0.1228	0.2020	0.0861	1.0000	
長期休暇制度(非)	0.0665	0.0635	0.1081	0.0965	0.0753	0.1364	0.1483	0.0878	0.0415	0.0697	0.3248	0.0122	0.2377	0.2819	0.1434	0.1104	1.00

注：(正)は正社員に対して、(非)は非正社員に対して導入を意味する。

附表 2-5 Off-JT 受講確率

データ：マッチングデータ

	Obs	Mean	Std. Dev.	Min	Max
全体	6890	.5317852	.4990249	0	1
正社員	5944	.5701548	.4950955	0	1
非正社員	946	.2906977	.4543245	0	1

附表 2-6 Off-JT 受講時間

データ：マッチングデータ

	Obs	Mean	Std. Dev.	Min	Max
全体	6471	16.06135	39.75627	0	1200
正社員	5558	17.95988	41.84855	0	1200
非正社員	913	4.503834	19.65325	0	468
(受講時間が 0 を除いた場合)					
全体	3243	32.04841	51.39824	1	1200
正社員	3002	33.2515	52.29029	1	1200
非正社員	241	17.06224	35.39186	1	468

附表 2-7 雇用形態別、労働者属性別、事業所属性別、Off-JT 受講確率

データ：マッチングデータ

Panel A: 正社員、非正社員別

	正社員		非正社員	
	%	N	%	N
男性	60.06	4440	26.54	211
35 歳未満	61.31	1546	23.61	72
35 歳以上	59.39	2894	28.05	139
女性	48.00	1504	29.79	735
35 歳未満	50.68	799	33.17	208
35 歳以上	44.96	705	28.46	527
年齢 (35 歳未満)	57.69	2345	30.71	280
年齢 (35 歳以上)	56.57	3599	28.37	666
勤続年数 3 年以下	56.73	1098	33.58	390

注: N はそのカテゴリーの観察数である。

Panel B: 正社員、非正社員別

	正社員		非正社員	
	%	N	%	N
<学歴>				
中高卒	50.40	2367	25.65	608
専修・短大・高専卒	50.42	936	35.77	218
大卒	64.02	2371	33.94	109
大学院卒	79.83	243	66.66	3
<職種>				
専門・技術	68.70	1000	42.85	63
管理	67.65	881	42.85	14
事務	52.95	2217	22.63	296
販売	56.35	472	38.85	157
サービス	50.00	302	33.54	155
保安・運輸・通信	45.38	249	52.94	34
生産工程・労務	50.14	704	22.44	147
その他	41.00	100	15.49	71
<役職>				
役職なし	51.50	2922	29.03	868
係長、主任、職長	62.70	1818	36.36	44
課長	63.90	870	25.00	12
部長	56.15	317	42.85	7

Panel C: 事業所属性別

	正社員		非正社員	
	%	N	%	N
30-49	42.35	935	17.69	130
50-99	47.09	1289	20.13	288
100-299	58.41	1688	32.81	323
300-999	65.95	1272	44.78	163
1000-	73.81	760	35.71	42
大規模企業	68.69	2303	37.23	376
中小規模企業	49.62	3641	23.68	570
建設業	54.85	505	6.66	15
製造業	58.53	2168	20.56	214
電気・ガス・熱供給・水道業、運輸	55.38	650	32.25	62
情報通信	62.85	280	31.25	16
卸・小売業、飲食店	51.69	797	28.96	366
金融保険・不動産業	63.33	360	25.00	32
医療・福祉、教育・学習支援業	69.18	172	53.19	47
宿泊、その他のサービス業	54.15	1012	34.02	194

Panel C: HRM の導入別

	正社員				非正社員			
	導入 %	N	非導入 %	N	導入 %	N	非導入 %	N
部下育成能力の評価	59.65	4833	46.00	1015	32.29	768	16.56	157
職業能力評価	60.03	3923	50.87	2003	31.98	644	22.84	302
目標管理制度	64.74	3991	40.02	1884	50.60	166	24.22	772
キャリア・コンサルティング	67.31	569	55.93	5362	33.33	75	28.70	871
教育訓練休暇制度	60.39	755	56.48	5180	38.05	113	27.85	833
自己申告制度	66.85	3331	43.87	2548	51.28	117	25.64	819
社内公募制度	70.45	1709	51.33	4147	-	-	-	-
専門職制度	67.11	2019	51.50	3833	-	-	-	-
フレックスタイム制度	66.19	1961	52.10	3890	35.57	357	24.78	581
短時間勤務制度	65.55	2828	48.86	3029	-	-	-	-
正社員転換制度	-	-	-	-	45.16	93	26.84	842
長期休暇制度	67.42	2582	48.56	3278	45.00	100	26.65	833
在宅勤務制度	68.34	199	56.37	5623	-	-	-	-

附表 2-8 雇用形態別、労働者属性別、事業所属性別、Off-JT 受講時間

データ：マッチングデータ

Panel A: 正社員、非正社員別

	正社員		非正社員		(0 時間を除く)			
		N		N	正社員	N	非正社員	N
男性	19.45	4135	7.94	205	34.08	2361	32.56	50
35 歳未満	24.08	1409	7.57	70	41.84	811	36.20	15
35 歳以上	17.06	2726	8.03	135	30.02	1550	31.00	35
女性	13.60	1423	3.50	708	30.19	641	13.00	191
35 歳未満	17.68	750	4.99	200	37.25	356	16.36	61
35 歳以上	9.05	673	2.92	508	21.38	285	11.43	130
年齢 (35 歳未満)	21.85	2159	5.70	270	40.44	1167	20.27	76
年齢 (35 歳以上)	15.48	3399	3.99	643	28.67	1835	15.58	165
勤続年数 3 年以下	26.39	1008	5.69	376	49.91	533	18.29	117

注: N はそのカテゴリーの観察数である。

Panel B: 正社員、非正社員別

	正社員		非正社員	
		N		N
<学歴>				
中高卒	13.21	2208	3.34	588
専修・短大・高専卒	14.33	888	5.07	209
大卒	21.95	2211	9.79	106
大学院卒	40.37	226	8.33	3
<職種>				
専門・技術	29.40	933	5.45	57
管理	19.52	818	49.35	14
事務	15.48	2078	2.12	290
販売	19.97	438	4.93	152
サービス	14.51	275	5.54	148
保安・運輸・通信	10.20	234	11.33	33
生産工程・労務	12.64	668	3.36	141
その他	5.59	97	1.08	69
<役職>				
役職なし	17.44	2730	3.73	838
係長、主任、職長	18.39	1692	8.26	41
課長	19.18	821	10.58	12
部長	17.11	299	72.14	7

Panel C: 事業所属性別

	正社員		非正社員	
		N		N
30-49	10.91	885	3.62	127
50-99	12.85	1211	2.03	282
100-299	15.86	1560	4.77	310
300-999	22.76	1186	7.98	154
1000-	31.89	716	9.22	40
大規模企業	25.00	2127	5.04	359
中小規模企業	13.59	3431	4.15	554
建設業	11.96	476	46.66	15
製造業	19.82	2035	4.58	208
電気・ガス・熱供給・水道業、運輸	14.76	599	3.59	61
情報通信	26.37	268	11.53	15
卸・小売業、飲食店	18.03	749	3.05	356
金融保険・不動産業	17.19	332	2.41	31
医療・福祉、教育・学習支援業	16.75	157	11.29	41
宿泊、その他のサービス業	17.00	942	6.09	186

Panel C: HRM の導入別

	正社員		非導入		非正社員		非導入	
	導入	N	導入	N	導入	N	導入	N
部下育成能力の評価	19.24	4499	12.99	965	5.02	740	2.36	152
職業能力評価	19.33	3644	15.27	1898	5.36	622	2.66	291
目標管理制度	21.68	3693	10.09	1801	6.66	155	3.91	750
キャリア・コンサルティング	26.19	520	17.12	5025	6.81	72	4.30	841
教育訓練休暇制度	17.79	689	17.99	4860	6.04	109	4.29	804
自己申告制度	23.21	3098	11.06	2400	9.20	110	3.58	793
社内公募制度	25.73	1568	14.86	3907	-	-	-	-
専門職制度	24.79	1884	14.44	3588	-	-	-	-
フレックスタイム制度	25.14	1833	14.28	3639	3.93	344	4.49	561
短時間勤務制度	23.19	2612	13.24	2867	-	-	-	-
正社員転換制度	-	-	-	-	7.19	89	3.90	813
長期休暇制度	24.07	2380	13.22	3101	10.06	96	3.54	805
在宅勤務制度	25.50	186	17.59	5259	-	-	-	-

附表 2-9 Off-JT 受講比率と Off-JT 受講時間の分布

データ：事業所票、マッチングデータ

	Off-JT 受講比率				Off-JT 受講時間			
	(1)	(2)	(3)	(4)	(1)	(2)	(3)	(4)
<非正社員比率>								
正社員	61.05	56.65	56.60	51.20	21.83	17.78	16.99	12.85
	1733	1735	1484	992	1633	1620	1379	926
非正社員	0.00	17.10	26.85	32.17	0.00	8.60	3.72	4.42
	20	76	216	634	20	73	211	609
<女性比率>								
正社員	60.41	57.47	57.00	50.57	19.64	19.57	16.54	14.20
	1743	1780	1377	1044	1629	1673	1290	966
女性正社員	44.19	46.85	48.50	50.55	9.90	16.53	13.87	12.43
	224	429	402	449	220	408	377	418
非正社員	33.87	21.50	21.72	33.08	13.55	2.95	2.72	4.52
	62	93	244	547	61	90	238	524
女性非正社員	17.64	21.05	22.28	33.95	0.76	2.46	2.29	4.17
	17	57	175	486	17	54	171	466
<正社員離職率>								
正社員	55.43	64.61	57.36	51.77	19.76	21.01	16.82	13.24
	1894	1139	1548	1128	1781	1051	1444	1060
<非正社員離職率>								
非正社員	9.27	25.41	31.54	36.50	1.20	4.19	4.93	4.00
	97	240	298	263	95	234	287	252
<非正社員比率>								
正社員	88.95	86.61	83.94	73.73	77.17	69.86	63.86	53.90
	679	680	679	674	679	677	678	666
非正社員	21.13	41.80	54.94	57.80	21.58	37.37	42.89	48.27
	667	677	677	673	667	677	676	667

※ (1)には事業所票の各変数の 25 パーセント以下、(2)には 25~50 パーセント以下、(3)には 50~75 パーセント以下、(4)には 75 パーセント以上。受講比率、受講時間はマッチングデータのもの。たとえば、1 行目は、非正社員比率が 25 パーセント以下の事業所に勤める正社員の Off-JT 受講比率は 61.05%、25~50 パーセント以下は 56.65%、50~75 パーセント以下は 56.60%、75 パーセント以上は 51.20%となる。

附表 2-10 基本統計量

データ：事業所票

	N	Mean	SD	Min	Max
正社員 Off-JT 実施率	2712	0.83	0.37	0	1
非正社員 Off-JT 実施率	2694	0.44	0.50	0	1
30-49	2733	0.18	0.39	0	1
50-99	2733	0.24	0.43	0	1
100-299	2733	0.25	0.43	0	1
300-999	2733	0.24	0.43	0	1
1000-	2733	0.08	0.27	0	1
大規模企業ダミー	2733	0.36	0.48	0	1
建設業	2733	0.07	0.26	0	1
製造業	2733	0.27	0.44	0	1
電気・ガス・熱供給・水道業、運輸	2733	0.11	0.31	0	1
情報通信	2733	0.07	0.25	0	1
卸・小売業、飲食店	2733	0.15	0.36	0	1
金融保険・不動産業	2733	0.08	0.28	0	1
医療・福祉、教育・学習支援業	2733	0.06	0.24	0	1
宿泊、その他のサービス業	2733	0.18	0.39	0	1
非正社員比率	2733	30.61	30.81	0	100
女性・正社員比率	2732	23.84	21.19	0	100
女性・非正社員比率	2461	58.96	32.58	0	100
正社員離職率	2553	6.31	6.77	0	39
非正社員離職率	2521	13.69	15.48	0	75
都道府県別失業率	2733	4.10	0.99	2.5	7.7
部下育成能力の評価	2685	0.80	0.40	0	1
職業能力評価	2717	0.65	0.48	0	1
キャリア・コンサルティング	2715	0.10	0.30	0	1
教育訓練休暇制度	2722	0.13	0.33	0	1
目標管理制度(正社員)	2695	0.67	0.47	0	1
自己申告制度(正社員)	2697	0.55	0.50	0	1
社内公募制度(正社員)	2684	0.29	0.45	0	1
専門職制度(正社員)	2671	0.33	0.47	0	1
フレックス制度(正社員)	2684	0.29	0.46	0	1
短時間勤務制度(正社員)	2683	0.46	0.50	0	1
長期休暇制度(正社員)	2683	0.41	0.49	0	1
在宅勤務制度(正社員)	2666	0.03	0.17	0	1
目標管理制度(非正社員)	2695	0.13	0.34	0	1
自己申告制度(非正社員)	2697	0.10	0.30	0	1
正社員への転換制度(非正社員)	2685	0.31	0.46	0	1
フレックスタイム制度(#)	2684	0.08	0.28	0	1
長期休暇制度(非正社員)	2683	0.07	0.26	0	1

附表 2-11 基本統計量

データ：マッチングデータ、正社員サンプル

	N	Mean	SD	Min	Max
正社員 Off-JT 受講比率	5944	0.57	0.50	0	1
正社員 Off-JT 受講時間	5558	17.96	41.85	0	1200
男性ダミー	6148	0.75	0.44	0	1
年齢	6148	38.72	10.38	18	65
勤続年数	6121	13.37	9.95	0	46
勤続年数 3 年以下ダミー	6121	0.19	0.39	0	1
中・高卒	6121	0.40	0.49	0	1
専修・短大・高専卒	6121	0.16	0.37	0	1
大学卒	6121	0.40	0.49	0	1
大学院卒	6121	0.04	0.20	0	1
役職なし	6130	0.49	0.50	0	1
係長、主任、職長相当職	6130	0.31	0.46	0	1
課長相当職	6130	0.15	0.35	0	1
部長相当職	6130	0.05	0.23	0	1
専門・技術	6127	0.17	0.37	0	1
管理	6127	0.15	0.35	0	1
販売	6127	0.37	0.48	0	1
サービス	6127	0.08	0.27	0	1
販売	6127	0.05	0.22	0	1
保安・運輸・通信	6127	0.04	0.20	0	1
生産工程・労務	6127	0.12	0.33	0	1
その他	6127	0.02	0.13	0	1
自己啓発実施の有無	5793	0.51	0.50	0	1
30-49	6148	0.16	0.36	0	1
50-99	6148	0.22	0.41	0	1
100-299	6148	0.28	0.45	0	1
300-999	6148	0.21	0.41	0	1
1000-	6148	0.13	0.33	0	1
大規模企業ダミー	6148	0.39	0.49	0	1
建設業	6148	0.09	0.28	0	1
製造業	6148	0.36	0.48	0	1
電気・ガス・熱供給・水道業、運輸	6148	0.11	0.31	0	1
情報通信	6148	0.05	0.21	0	1
卸・小売業、飲食店	6148	0.13	0.34	0	1
金融保険・不動産業	6148	0.06	0.24	0	1
医療・福祉、教育・学習支援業	6148	0.03	0.17	0	1
宿泊、その他のサービス業	6148	0.17	0.38	0	1
非正社員比率	6148	24.01	26.57	0	99.3
女性比率(#)	6148	21.37	19.38	0	100
離職率(#)	5897	6.04	6.44	0	39
都道府県別失業率	6148	4.04	1.01	2.5	7.7
部下育成能力の評価	6045	0.83	0.38	0	1
職業能力評価	6125	0.66	0.47	0	1
目標管理制度(#)	6073	0.68	0.47	0	1
キャリア・コンサルティング	6133	0.10	0.30	0	1
教育訓練休暇制度	6137	0.13	0.33	0	1
自己申告制度(#)	6078	0.57	0.50	0	1
社内公募制度(#)	6053	0.29	0.45	0	1
専門職制度(#)	6048	0.35	0.48	0	1
フレックス制度(#)	6049	0.33	0.47	0	1
短時間勤務制度(#)	6051	0.48	0.50	0	1
長期休暇制度(#)	6058	0.44	0.50	0	1
在宅勤務制度(#)	6015	0.03	0.18	0	1
職業能力評価のいずれか	6094	0.95	0.22	0	1
自己選択的異動のいずれか	6102	0.67	0.47	0	1
柔軟な働き方のいずれか	6075	0.67	0.47	0	1
キャリア支援のいずれか	6133	0.19	0.39	0	1

附表 2-12 基本統計量

データ：マッチングデータ、非正社員サンプル

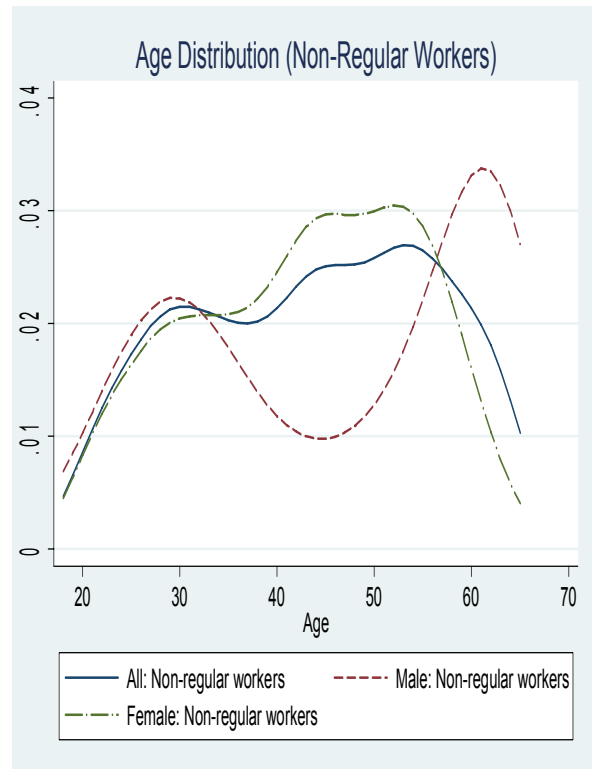
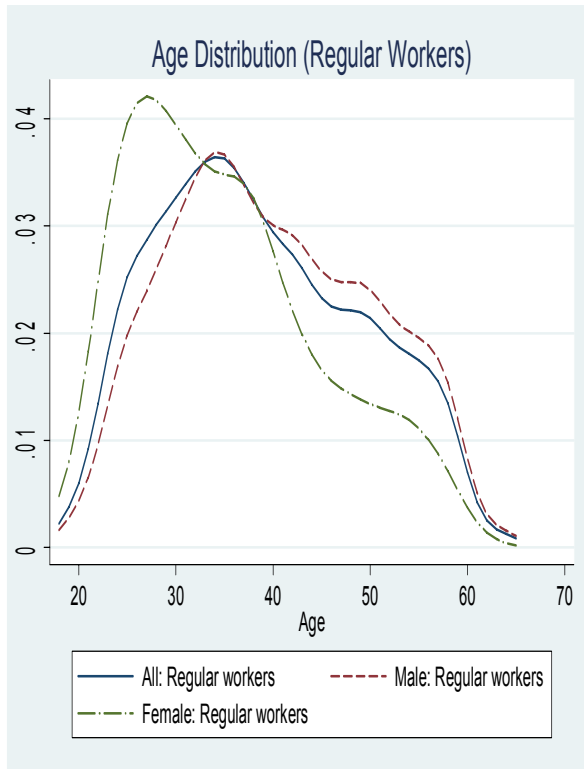
	N	Mean	SD	Min	Max
非正社員 Off-JT 受講比率	946	0.29	0.45	0	1
非正社員 Off-JT 受講時間	913	4.503834	19.65325	0	468
男性ダミー	1010	0.22	0.41	0	1
年齢	1010	43.58	12.54	18	65
勤続年数	993	7.02	7.70	0	45
勤続年数 3 年未満ダミー	993	0.42	0.49	0	1
中・高卒	1001	0.65	0.48	0	1
専修・短大・高専卒	1001	0.23	0.42	0	1
大学・大学院卒	1001	0.12	0.33	0	1
役職ありダミー	990	0.06	0.25	0	1
専門・技術・管理	1010	0.08	0.27	0	1
事務	1010	0.33	0.47	0	1
販売・サービス	1010	0.33	0.47	0	1
保安・運輸・通信、生産工程・労務、その他	1010	0.26	0.44	0	1
自己啓発実施の有無	868	0.30	0.46	0	1
30-49	1010	0.13	0.34	0	1
50-99	1010	0.30	0.46	0	1
100-299	1010	0.34	0.48	0	1
300-999	1010	0.17	0.38	0	1
1000-	1010	0.05	0.21	0	1
大規模企業ダミー	1010	0.40	0.49	0	1
建設業	1010	0.01	0.12	0	1
製造業	1010	0.23	0.42	0	1
電気・ガス・熱供給・水道業、運輸	1010	0.07	0.25	0	1
情報通信	1010	0.02	0.12	0	1
卸・小売業、飲食店	1010	0.39	0.49	0	1
金融保険・不動産業	1010	0.04	0.20	0	1
医療・福祉、教育・学習支援業	1010	0.05	0.22	0	1
宿泊、その他のサービス業	1010	0.20	0.40	0	1
非正社員比率	1010	64.76	28.67	0	100
女性比率(#)	996	71.44	24.40	0	100
離職率(#)	956	16.38	13.14	0	70
都道府県別失業率	1010	4.07	1.03	2.5	7.7
部下育成能力の評価	989	0.83	0.38	0	1
職業能力評価	1010	0.68	0.47	0	1
目標管理制度(#)	1001	0.18	0.39	0	1
キャリア・コンサルティング	1010	0.08	0.27	0	1
教育訓練休暇制度	1010	0.12	0.32	0	1
自己申告制度(#)	999	0.13	0.33	0	1
正社員への転換制度(#)	1001	0.38	0.49	0	1
フレックスタイム制度(#)	998	0.10	0.30	0	1
長期休暇制度(#)	996	0.11	0.31	0	1
職業能力評価のいずれか	994	0.93	0.25	0	1
自己選択的異動のいずれか	1001	0.43	0.50	0	1
柔軟な働き方のいずれか	995	0.19	0.39	0	1
キャリア支援のいずれか	1010	0.17	0.37	0	1

附表 2-13 基本統計量

データ：マッチングサブデータ

Variable	Obs	Mean	Std. Dev.	Min	Max
<プーリングデータ>					
Off-JT 実施有無	6320	.5267405	.4993239	0	1
Off-JT 受講時間	6007	16.25104	40.42531	0	1200
正社員ダミー	6531	.8592865	.3477524	0	1
男性ダミー	6531	.6735569	.4689474	0	1
年齢	6531	39.32307	10.79988	18	65
勤続年数	6501	12.49731	9.934859	0	46
勤続年数 3 年以下ダミー	6501	.2187356	.4134206	0	1
中・高卒	6505	.4388932	.4962901	0	1
専修・短大・高専卒	6505	.1691007	.3748696	0	1
大学卒	6505	.3551115	.4785839	0	1
大学院卒	6505	.0368947	.1885177	0	1
役職なし	6501	.5603753	.4963796	0	1
係長、主任、職長相当職	6501	.2696508	.4438125	0	1
課長相当職	6501	.1249039	.3306353	0	1
部長相当職	6501	.04507	.2074736	0	1
専門・技術	6511	.1568115	.3636509	0	1
管理	6511	.1239441	.3295431	0	1
販売	6511	.3639994	.4811854	0	1
サービス	6511	.0953771	.2937576	0	1
販売	6511	.0631239	.2432044	0	1
保安・運輸・通信	6511	.0417755	.200091	0	1
生産工程・労務	6511	.1294732	.3357487	0	1
その他	6511	.0254953	.157636	0	1
自己啓発実施の有無	6166	.4747	.4994	0	1
<正社員>					
Off-JT 実施有無	5284	.5664269	.4956147	0	1
Off-JT 受講時間	5009	18.30006	42.99105	0	1200
男性ダミー	5433	.7522547	.4317428	0	1
年齢	5433	38.60188	10.36825	18	65
勤続年数	5416	13.41137	9.998167	0	46
勤続年数 3 年以下ダミー	5416	.1866691	.3896817	0	1
中・高卒	5414	.4045068	.4908417	0	1
専修・短大・高専卒	5414	.158478	.3652224	0	1
大学卒	5414	.3934245	.4885547	0	1
大学院卒	5414	.0435907	.2042015	0	1
役職なし	5420	.4987085	.5000445	0	1
係長、主任、職長相当職	5420	.3046125	.4602856	0	1
課長相当職	5420	.1444649	.351593	0	1
部長相当職	5420	.052214	.2224789	0	1
専門・技術	5418	.1749723	.3799785	0	1
管理	5418	.1432263	.3503358	0	1
販売	5418	.3737542	.4838442	0	1
サービス	5418	.0791805	.2700452	0	1
販売	5418	.0435585	.2041295	0	1
保安・運輸・通信	5418	.0431894	.2033019	0	1
生産工程・労務	5418	.1255076	.3313241	0	1
その他	5418	.0166113	.1278217	0	1
自己啓発実施の有無	5200	.5044231	.5000285	0	1
<非正社員>					
Off-JT 実施有無	582	.2920962	.4551175	0	1
Off-JT 受講時間	571	4.071804	12.09742	0	162
男性ダミー	617	.2106969	.4081344	0	1
年齢	617	44.38412	12.07888	18	65
勤続年数	609	7.067323	7.191488	0	45
勤続年数 3 年未満ダミー	609	1.015796	2.321533	0	20.25
中・高卒	609	.3940887	.4890557	0	1
専修・短大・高専卒	611	.6873977	.4639336	0	1
大学・大学院卒	611	.2062193	.4049213	0	1
役職ありダミー	611	.106383	.3085798	0	1
専門・技術・管理	606	.0610561	.239631	0	1
事務	617	.0664506	.2492701	0	1
販売・サービス	617	.2317666	.4223031	0	1
保安・運輸・通信、生産工程・労務、その他	617	.4278768	.4951723	0	1
自己啓発実施の有無	617	.273906	.4463232	0	1

附表 2-14 雇用形態別、年齢の分布



附表2-15 Off-JT実施確率の規定要因についての分析（プロビット尤度推定法、限界効果）

データ：事業所票、正社員

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
50-99	0.0535 [0.000]***	0.0511 [0.001]***	0.0471 [0.002]***	0.0536 [0.000]***	0.0538 [0.000]***	0.0441 [0.004]***	0.0491 [0.001]***	0.0528 [0.001]***	0.0527 [0.001]***	0.0489 [0.001]***	0.0488 [0.001]***	0.0441 [0.003]***	0.0439 [0.003]***	0.0457 [0.001]***	0.042 [0.006]***
100-299	0.1072 [0.000]***	0.1065 [0.000]***	0.0952 [0.000]***	0.1094 [0.000]***	0.1101 [0.000]***	0.0978 [0.000]***	0.1035 [0.000]***	0.1032 [0.000]***	0.1048 [0.000]***	0.0961 [0.000]***	0.0998 [0.000]***	0.0843 [0.000]***	0.0838 [0.000]***	0.0845 [0.000]***	0.0847 [0.000]***
300-999	0.1612 [0.000]***	0.1613 [0.000]***	0.1392 [0.000]***	0.1651 [0.000]***	0.1655 [0.000]***	0.145 [0.000]***	0.1589 [0.000]***	0.159 [0.000]***	0.1589 [0.000]***	0.1502 [0.000]***	0.1506 [0.000]***	0.1214 [0.000]***	0.1209 [0.000]***	0.1198 [0.000]***	0.1289 [0.000]***
1000- (基準: 30-49)	0.1216 [0.000]***	0.1249 [0.000]***	0.1169 [0.000]***	0.1249 [0.000]***	0.1258 [0.000]***	0.1158 [0.000]***	0.1248 [0.000]***	0.1225 [0.000]***	0.1214 [0.000]***	0.1165 [0.000]***	0.1191 [0.000]***	0.1045 [0.000]***	0.1043 [0.000]***	0.1027 [0.000]***	0.1057 [0.000]***
大規模企業ダミー	0.089 [0.000]***	0.09 [0.000]***	0.0639 [0.000]***	0.102 [0.000]***	0.1032 [0.000]***	0.0751 [0.000]***	0.0788 [0.000]***	0.0929 [0.000]***	0.0994 [0.000]***	0.095 [0.000]***	0.0763 [0.000]***	0.0224 [0.000]***	0.0228 [0.000]***	0.0194 [0.000]***	0.0435 [0.015]***
建設業	-0.0156 [0.586]	-0.0275 [0.352]	-0.0205 [0.481]	-0.0222 [0.449]	-0.022 [0.452]	-0.0333 [0.266]	-0.0196 [0.500]	-0.0193 [0.508]	-0.0166 [0.567]	-0.0239 [0.416]	-0.018 [0.532]	-0.0177 [0.530]	-0.0191 [0.495]	-0.0248 [0.383]	-0.021 [0.469]
電気・ガス・熱供給・水道業、運輸	-0.0437 [0.104]	-0.0483 [0.076]*	-0.0396 [0.141]	-0.0536 [0.052]*	-0.0574 [0.039]**	-0.0624 [0.026]**	-0.0569 [0.040]**	-0.045 [0.098]*	-0.0547 [0.047]**	-0.0589 [0.035]**	-0.0638 [0.022]**	-0.0433 [0.103]	-0.043 [0.102]	-0.0456 [0.085]*	-0.0373 [0.164]
情報通信	-0.0067 [0.820]	-0.0161 [0.591]	-0.0387 [0.219]	-0.0116 [0.698]	-0.0073 [0.803]	-0.0357 [0.254]	-0.0235 [0.443]	-0.0153 [0.610]	-0.0221 [0.468]	-0.0281 [0.363]	-0.0225 [0.458]	-0.0465 [0.144]	-0.0465 [0.143]	-0.0411 [0.192]	-0.0443 [0.170]
卸・小売業、飲食店	0.0022 [0.921]	0.0069 [0.757]	-0.0211 [0.374]	0.0037 [0.871]	0.0064 [0.778]	-0.0175 [0.463]	-0.0086 [0.713]	-0.0027 [0.906]	-0.0028 [0.903]	-0.0038 [0.869]	-0.0097 [0.678]	-0.0292 [0.216]	-0.0286 [0.222]	-0.0318 [0.174]	-0.031 [0.201]
金融保険・不動産業	0.014 [0.596]	0.0037 [0.894]	-0.015 [0.598]	0.008 [0.770]	0.012 [0.655]	-0.0187 [0.521]	-0.0009 [0.975]	0.0034 [0.902]	0.008 [0.769]	0.0052 [0.848]	-0.0053 [0.849]	-0.0246 [0.391]	-0.0259 [0.366]	-0.0343 [0.236]	-0.027 [0.360]
医療・福祉、教育・学習支援業	0.0498 [0.040]**	0.0432 [0.090]*	0.0421 [0.092]*	0.0501 [0.045]**	0.0496 [0.046]**	0.0368 [0.155]	0.0464 [0.063]*	0.046 [0.068]*	0.0516 [0.036]**	0.0498 [0.045]**	0.0474 [0.053]*	0.0313 [0.209]	0.0323 [0.189]	0.028 [0.260]	0.033 [0.200]
宿泊、その他のサービス業 (基準: 製造業)	-0.007 [0.733]	-0.0068 [0.742]	-0.005 [0.809]	-0.0057 [0.784]	-0.0049 [0.815]	-0.0188 [0.382]	-0.0074 [0.722]	-0.0076 [0.716]	-0.008 [0.702]	-0.0055 [0.794]	-0.0091 [0.661]	-0.0103 [0.609]	-0.0103 [0.607]	-0.0116 [0.559]	-0.0203 [0.334]
非正社員比率	-0.0016 [0.000]***	-0.0016 [0.000]***	-0.0014 [0.000]***	-0.0015 [0.000]***	-0.0015 [0.000]***	-0.0013 [0.000]***	-0.0015 [0.000]***	-0.0014 [0.000]***	-0.0014 [0.000]***	-0.0014 [0.000]***	-0.0014 [0.000]***	-0.0012 [0.000]***	-0.0012 [0.000]***	-0.0011 [0.000]***	-0.0011 [0.000]***
女性比率(%)	-0.0008 [0.011]**	-0.0007 [0.035]**	-0.0007 [0.028]**	-0.0008 [0.010]**	-0.0008 [0.010]**	-0.0008 [0.010]**	-0.0009 [0.006]**	-0.0009 [0.007]**	-0.0008 [0.008]**	-0.0009 [0.003]**	-0.0008 [0.012]**	-0.0007 [0.019]**	-0.0007 [0.016]**	-0.0007 [0.018]**	-0.0007 [0.034]**
離職率(%)	-0.0007 [0.441]	-0.0007 [0.452]	-0.0004 [0.691]	-0.0006 [0.540]	-0.0005 [0.603]	-0.0002 [0.856]	-0.0006 [0.522]	-0.0006 [0.525]	-0.0005 [0.588]	-0.0005 [0.588]	-0.0004 [0.668]	-0.0002 [0.897]	0.0001 [0.924]	0 [0.969]	0.0004 [0.656]
都道府県別失業率	-0.0054 [0.404]	-0.0042 [0.518]	-0.0028 [0.661]	-0.004 [0.538]	-0.0045 [0.489]	-0.0048 [0.464]	-0.0044 [0.500]	-0.0047 [0.473]	-0.004 [0.537]	-0.0042 [0.517]	-0.0033 [0.608]	-0.0044 [0.477]	-0.0046 [0.454]	-0.0039 [0.519]	-0.0041 [0.517]
部下育成能力の評価	0.0637 [0.000]***											0.0412 [0.000]***	0.0406 [0.000]***	0.0388 [0.000]***	0.0416 [0.000]***
職業能力評価		0.1067 [0.000]***										0.0451 [0.001]***	0.0406 [0.004]***	0.0416 [0.002]***	0.0416 [0.002]***

目標管理制度(＃)	0.1673 [0.000]***								0.0852 [0.000]***	0.085 [0.000]***	0.0851 [0.000]***	
キャリア・ノンサルティング		0.0685 [0.006]***							0.0191	-0.0766	0.019	
教育訓練休暇制度			0.0695 [0.000]***						[0.509]	[0.267]	[0.503]	
自己申告制度(＃)				0.1109 [0.000]***					0.0259	0.0279	0.0212	
社内公募制度(＃)					0.0828 [0.000]***				[0.225]	[0.187]	[0.317]	
専門職制度(＃)						0.0846 [0.000]***			0.0267	0.0262	0.031	
フレックス制度(＃)							0.062 [0.000]***		[0.096]*	[0.099]*	[0.050]**	
短時間勤務制度(＃)								0.0805 [0.000]***	-0.0002	-0.0003	-0.0745	
長期休暇制度(＃)									[0.994]	[0.990]	[0.075]*	
在宅勤務制度(＃)									0.0255	0.0245	0.0247	
職業能力評価のいすれか									[0.110]	[0.122]	[0.114]	
自己選択的異動のいすれか									0.0099	0.0113	0.0068	
柔軟な働き方のいすれか									[0.581]	[0.526]	[0.702]	
キャリア支援のいすれか									0.0377	0.0383	0.0381	
部下育成力*社内公募									[0.010]***	[0.009]***	[0.008]***	
職業能力評価*キャリアノンサルティング									0.0949	0.0358	0.0364	
Observations	2530	2534	2520	2538	2536	2538	2521	2513	2515	2478	2455	2503
PseudoRsq	0.186	0.176	0.202	0.156	0.156	0.158	0.177	0.164	0.167	0.17	0.244	0.224
Chi2stats	427.088	403.614	463.087	358.354	364.91	364.91	405.187	374.08	388.605	381.328	541.769	505.692
logL	-933.323	-947.395	-915.067	-971.989	-969.081	-969.081	-942.611	-956.496	-949.79	-951.467	-839.792	-874.64
										0.0779	0.0707	
										[0.099]*	[0.041]**	

注1：カッコ内はP値、***はそれぞれ10%、5%、1%有意性を示す。

注2：(＃)がついている変数は、分析対象の雇用形態にそれに対して導入されている制度をさす。以下の図表も同様。

附表2-16 Off-JT実施確率の規定要因についての分析（プロビット尤度推定法、限界効果）

データ：事業所票、非正社員

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
50-99	0.0473 [0.003]***	0.0426 [0.010]***	0.0464 [0.005]***	0.0461 [0.005]***	0.0466 [0.005]***	0.0455 [0.005]***	0.0473 [0.005]***	0.0472 [0.004]***	0.0438 [0.009]***	0.057 [0.112]	0.0437 [0.007]***	0.0439 [0.007]***
100-299	0.1002 [0.000]***	0.0982 [0.000]***	0.1011 [0.000]***	0.1015 [0.000]***	0.1026 [0.000]***	0.1011 [0.000]***	0.1019 [0.000]***	0.1025 [0.000]***	0.1004 [0.000]***	0.1186 [0.001]***	0.0966 [0.000]***	0.0963 [0.000]***
300-999	0.1572 [0.000]***	0.1565 [0.000]***	0.1594 [0.000]***	0.161 [0.000]***	0.1617 [0.000]***	0.1604 [0.000]***	0.1632 [0.000]***	0.1616 [0.000]***	0.16 [0.000]***	0.179 [0.000]***	0.1512 [0.000]***	0.1507 [0.000]***
1000- (基準: 30-49)	0.1152 [0.000]***	0.1182 [0.000]***	0.1189 [0.000]***	0.1174 [0.000]***	0.119 [0.000]***	0.1193 [0.000]***	0.1193 [0.000]***	0.1177 [0.000]***	0.1175 [0.000]***	0.1474 [0.007]***	0.1125 [0.000]***	0.1125 [0.000]***
大規模企業ダミー	0.0862 [0.000]***	0.0859 [0.000]***	0.1018 [0.000]***	0.1015 [0.000]***	0.1023 [0.000]***	0.1055 [0.000]***	0.1087 [0.000]***	0.1069 [0.000]***	0.1026 [0.000]***	0.0508 [0.075]*	0.0769 [0.000]***	0.0761 [0.000]***
建設業	-0.0229 [0.494]	-0.0368 [0.289]	-0.0274 [0.419]	-0.0314 [0.360]	-0.0291 [0.396]	-0.0343 [0.325]	-0.0299 [0.388]	-0.0307 [0.372]	-0.0303 [0.377]	-0.1525 [0.003]***	-0.0255 [0.450]	-0.0279 [0.410]
電気・ガス・熱供給・水道業、運輸	-0.0292 [0.302]	-0.0302 [0.287]	-0.0366 [0.205]	-0.036 [0.213]	-0.0364 [0.209]	-0.0393 [0.180]	-0.0369 [0.207]	-0.0361 [0.213]	-0.0376 [0.196]	-0.0138 [0.747]	-0.0226 [0.418]	-0.0231 [0.408]
情報通信	0.0021 [0.948]	-0.0098 [0.769]	-0.0072 [0.830]	-0.0053 [0.873]	-0.003 [0.927]	-0.0085 [0.802]	-0.0071 [0.834]	-0.0111 [0.744]	-0.0083 [0.805]	-0.0533 [0.300]	0.001 [0.976]	-0.0009 [0.977]
卸・小売業、飲食店	0.0059 [0.796]	0.0093 [0.686]	0.0029 [0.903]	0.0071 [0.760]	0.0105 [0.650]	0.0042 [0.861]	0.004 [0.866]	0.0033 [0.891]	0.0032 [0.893]	-0.0652 [0.090]*	-0.002 [0.934]	-0.0032 [0.891]
金融保険・不動産業	0.0078 [0.780]	-0.0025 [0.933]	-0.0014 [0.961]	-0.0018 [0.951]	0.0043 [0.881]	-0.0053 [0.858]	0.0003 [0.991]	-0.0025 [0.933]	-0.0084 [0.778]	0.0898 [0.055]*	-0.0009 [0.975]	-0.0036 [0.902]
医療・福祉、教育・学習支援業	0.036 [0.150]	0.0299 [0.252]	0.0365 [0.154]	0.036 [0.159]	0.0354 [0.168]	0.0343 [0.190]	0.0346 [0.188]	0.0384 [0.134]	0.0386 [0.130]	0.1476 [0.003]***	0.0387 [0.120]	0.039 [0.117]
宿泊、その他のサービス業 (基準: 製造業)	-0.011 [0.598]	-0.0104 [0.623]	-0.0081 [0.700]	-0.0101 [0.634]	-0.008 [0.703]	-0.0129 [0.551]	-0.0127 [0.559]	-0.0128 [0.549]	-0.0134 [0.534]	-0.0311 [0.365]	-0.0147 [0.484]	-0.0146 [0.486]
非正社員比率	-0.0018 [0.000]***	-0.0018 [0.000]***	-0.0019 [0.000]***	-0.0018 [0.000]***	-0.0018 [0.000]***	-0.0019 [0.000]***	-0.0019 [0.000]***	-0.0018 [0.000]***	-0.0019 [0.000]***	0.0027 [0.000]***	-0.0018 [0.000]***	-0.0018 [0.000]***
女性比率(%)	-0.0002 [0.351]	-0.0002 [0.456]	-0.0002 [0.321]	-0.0003 [0.206]	-0.0003 [0.215]	-0.0002 [0.290]	-0.0002 [0.300]	-0.0003 [0.276]	-0.0003 [0.272]	-0.0001 [0.812]	-0.0003 [0.230]	-0.0003 [0.227]
離職率(%)	0.0008 [0.069]*	0.0008 [0.087]*	0.0008 [0.078]*	0.0009 [0.058]*	0.0009 [0.061]*	0.0008 [0.080]*	0.0008 [0.094]*	0.0009 [0.058]*	0.0009 [0.068]*	0.0019 [0.012]**	0.0008 [0.085]*	0.0008 [0.102]
都道府県別失業率	-0.0037 [0.591]	-0.0023 [0.745]	-0.002 [0.778]	-0.0028 [0.686]	-0.0033 [0.634]	-0.0037 [0.602]	-0.0034 [0.627]	-0.0031 [0.659]	-0.0022 [0.758]	0.0032 [0.782]	-0.0014 [0.832]	-0.0013 [0.843]
部下育成能力の評価	0.0648 [0.000]***									0.0522 [0.000]***		
職業能力評価		0.1113 [0.000]***								0.068 [0.005]***		

目標管理制度(＃)	0.0828 [0.000]****					0.1926 [0.000]****					
キャリア・コンサルティング		0.0684 [0.009]****				0.0631 [0.140]					
教育訓練休暇制度			0.0684 [0.001]****			0.0267 [0.459]					
自己申告制度(＃)				0.05 [0.021]**		0.1097 [0.013]**					
正社員への転換制度(＃)					0.024 [0.103]	0.0731 [0.003]****					
フレックスタイム制度(＃)					0.0552 [0.020]**	0.107 [0.008]****					
長期休暇制度(＃)					0.0757 [0.004]**	0.1623 [0.000]****					
職業能力評価のいすれか						0.1855 [0.000]****					
自己選択的異動のいすれか						-0.001 [0.948]					
柔軟な働き方のいすれか						0.0532 [0.007]****					
キャリア支援のいすれか						0.0498 [0.009]****					
職業能力評価のいすれか*柔軟な働き方のいすれか						0.0884 [0.093]*					
Observations	2247	2250	2242	2252	2253	2239	2235	2234	2233	2212	2216
PseudoRsq	0.192	0.182	0.168	0.16	0.162	0.16	0.158	0.16	0.162	0.125	0.196
Chi2stats	389.705	370.164	339.688	325.501	330.471	322.912	319.065	323.479	327.806	382.082	388.288
logL	-818.363	-830.288	-844.061	-854.591	-852.289	-850.296	-851.485	-847.692	-846.747	-1339.939	-798.917

附表 2-17 Off-JT 受講確率の規定要因についての分析 (ロジット尤度推定法、限界効果)

データ：マッチングデータ、正社員と非正社員をプールしたサンプル

	(1)	(2)
正社員ダミー	0.1402*** [0.0000]	0.0876** [0.0221]
男性ダミー	0.0551*** [0.0052]	0.0590*** [0.0034]
年齢	-0.0208*** [0.0005]	-0.0190*** [0.0021]
年齢の 2 乗 / 100	0.0210*** [0.0035]	0.0208*** [0.0049]
勤続年数	0.0105*** [0.0055]	0.0079** [0.0436]
勤続年数の 2 乗 / 100	-0.0275*** [0.0034]	-0.0268*** [0.0058]
勤続年数 3 年以下ダミー	0.0690*** [0.0090]	0.0710*** [0.0088]
専修・短大・高専卒	0.0086 [0.6816]	0.0086 [0.6877]
大学卒	0.0409** [0.0247]	0.0410** [0.0288]
大学院卒 (基準：中・高卒)	0.1095** [0.0125]	0.0943** [0.0403]
係長、主任、職長相当職	0.0855*** [0.0000]	0.0827*** [0.0000]
課長相当職	0.0788*** [0.0050]	0.0835*** [0.0035]
部長相当職 (基準：役職なし)	0.0128 [0.7623]	0.039 [0.3627]
専門・技術	0.1274*** [0.0000]	0.1308*** [0.0000]
管理	0.1226*** [0.0000]	0.1146*** [0.0000]
販売	0.1115*** [0.0000]	0.1078*** [0.0001]
サービス	0.0732** [0.0149]	0.0769** [0.0122]
保安・運輸・通信	0.0194 [0.6362]	0.0469 [0.2687]
生産工程・労務	0.0365 [0.1522]	0.0446* [0.0893]
その他 (基準：事務)	-0.1105** [0.0394]	-0.1090* [0.0551]
自己啓発実施の有無	0.2724*** [0.0000]	0.2551*** [0.0000]
50-99	0.0232 [0.3143]	0.0071 [0.7670]
100-299	0.1174*** [0.0000]	0.0779*** [0.0007]
300-999	0.1664*** [0.0000]	0.1021*** [0.0001]
1000- (基準: 30-49)	0.1808*** [0.0000]	0.1312*** [0.0000]
大規模企業ダミー	0.1103*** [0.0000]	0.0475** [0.0162]

建設業	-0.0122 [0.6887]	0.0078 [0.8069]
電気・ガス・熱供給・水道業、運輸	0.0332 [0.2488]	0.0482 [0.1072]
情報通信	0.0017 [0.9638]	-0.017 [0.6646]
卸・小売業、飲食店	-0.0306 [0.2379]	-0.0668** [0.0135]
金融保険・不動産業	-0.0113 [0.7473]	-0.0395 [0.2863]
医療・福祉、教育・学習支援業	0.1213*** [0.0045]	0.1029*** [0.0224]
宿泊、その他のサービス業 (基準: 製造業)	0.0149 [0.5205]	0.0011 [0.9642]
非正社員比率	-0.0004 [0.1954]	0.0003 [0.4113]
女性比率(#)	0.0001 [0.8496]	0 [0.9419]
離職率(#)	0.0002 [0.8183]	0.0015 [0.1504]
都道府県別失業率	-0.0048 [0.5055]	-0.0106 [0.1536]
部下育成能力の評価		0.0599*** [0.0020]
職業能力評価		0.0145 [0.3634]
目標管理制度(#)		0.0978*** [0.0000]
キャリア・コンサルティング		-0.0068 [0.8033]
教育訓練休暇制度		-0.0039 [0.8665]
自己申告制度(#)		0.0765*** [0.0000]
社内公募制度(#)		0.0429** [0.0411]
専門職制度(#)		0.0322* [0.0740]
フレックス制度(#)		0.006 [0.7579]
短時間勤務制度(#)		0.0455*** [0.0089]
正社員への転換制度(#)		0.0700* [0.0889]
長期休暇制度(#)		0.0029 [0.8828]
在宅勤務制度(#)		0.0034 [0.9433]
Observations	6150	5938
Chi-square test	0	0
Pseudo R-squared	0.144	0.16
Log Lik	-3631.788	-3439.952

附表2-18 Off-JT受講確率の規定要因についての分析（ロジット尤度推定法、限界効果）
データ：マッチングデータ、正社員サンプル

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
男性ダミー	[0.0725*** [0.0005]	[0.0732*** [0.0004]	[0.0828*** [0.0001]	[0.0751*** [0.0003]	[0.0740*** [0.0002]	[0.0788*** [0.0004]	[0.0768*** [0.0002]	[0.0744*** [0.0004]	[0.0786*** [0.0002]	[0.0776*** [0.0002]	[0.0748*** [0.0004]	[0.0787*** [0.0002]	[0.0807*** [0.0001]	[0.0790*** [0.0002]	[0.0804*** [0.0002]	[0.0741*** [0.0004]
年齢	[-0.0174*** [0.0131]	[-0.0185*** [0.0078]	[-0.0179*** [0.0113]	[-0.0181*** [0.0091]	[-0.0182*** [0.0088]	[-0.0162*** [0.0203]	[-0.0162*** [0.0212]	[-0.0167*** [0.0170]	[-0.0176*** [0.0120]	[-0.0177*** [0.0122]	[-0.0168*** [0.0162]	[-0.0168*** [0.0165]	[-0.0164*** [0.0238]	[-0.0163*** [0.0244]	[-0.0162*** [0.0253]	[-0.0181*** [0.0121]
年齢の2乗 / 100	[0.0153** [0.0739]	[0.0168*** [0.0470]	[0.0169*** [0.0489]	[0.0169*** [0.0562]	[0.0169*** [0.0551]	[0.0150* [0.0777]	[0.0146* [0.0969]	[0.0146* [0.0868]	[0.0157* [0.0661]	[0.0160* [0.0626]	[0.0151* [0.0759]	[0.0146* [0.0874]	[0.0158* [0.0733]	[0.0158* [0.0743]	[0.0157* [0.0767]	[0.0180*** [0.0409]
勤続年数	[0.0092*** [0.0249]	[0.0087*** [0.0470]	[0.0076* [0.0489]	[0.0089*** [0.0562]	[0.0089*** [0.0551]	[0.0081** [0.0777]	[0.0081** [0.0969]	[0.0089*** [0.0868]	[0.0096*** [0.0661]	[0.0096*** [0.0626]	[0.0080** [0.0759]	[0.0091** [0.0874]	[0.0065 [0.0733]	[0.0064 [0.0743]	[0.0065 [0.0767]	[0.0076* [0.0409]
勤続年数の2乗 / 100	[-0.0249]* [0.0330]	[-0.0213*** [0.0470]	[-0.0209*** [0.0489]	[-0.0217*** [0.0562]	[-0.0215*** [0.0551]	[-0.0212*** [0.0777]	[-0.0212*** [0.0969]	[-0.0212*** [0.0868]	[-0.0212*** [0.0661]	[-0.0212*** [0.0626]	[-0.0217*** [0.0759]	[-0.0218*** [0.0874]	[-0.0207* [0.0733]	[-0.0204* [0.0743]	[-0.0205* [0.0767]	[-0.0233*** [0.0409]
勤続年数3年以下ダミー	[0.0737*** [0.0084]	[0.0680** [0.0150]	[0.0704** [0.0127]	[0.0682** [0.0147]	[0.0696** [0.0126]	[0.0786*** [0.0050]	[0.0718** [0.0085]	[0.0738*** [0.0085]	[0.0766*** [0.0063]	[0.0714** [0.0063]	[0.0725*** [0.0099]	[0.0747*** [0.0079]	[0.0727** [0.0112]	[0.0717** [0.0125]	[0.0730** [0.0109]	[0.0826*** [0.0035]
専修・短大・高専卒	[-0.0086 [0.7012]	[-0.0106 [0.6360]	[-0.0125 [0.5836]	[-0.0113 [0.6134]	[-0.0108 [0.6309]	[-0.0153 [0.4985]	[-0.0086 [0.7007]	[-0.0125 [0.5789]	[-0.01 [0.6567]	[-0.0122 [0.6220]	[-0.0084 [0.7097]	[-0.0091 [0.6866]	[-0.0121 [0.5973]	[-0.0117 [0.6125]	[-0.0119 [0.6041]	[-0.0184 [0.4195]
大学卒	[0.0428** [0.0226]	[0.0386** [0.0390]	[0.0299 [0.1137]	[0.0364* [0.0513]	[0.0370** [0.0481]	[0.0318* [0.0919]	[0.0384** [0.0409]	[0.0390** [0.0381]	[0.0368* [0.0506]	[0.0389** [0.0393]	[0.0386** [0.0447]	[0.0366* [0.0441]	[0.0367* [0.0556]	[0.0390** [0.0420]	[0.0371* [0.0533]	[0.0337* [0.0776]
大学院卒 (基準：中・高専)	[0.1045*** [0.0142]	[0.1021** [0.0168]	[0.0838* [0.0548]	[0.0974** [0.0227]	[0.0987** [0.0211]	[0.0803* [0.0696]	[0.0972** [0.0235]	[0.0856* [0.0514]	[0.0944** [0.0301]	[0.0983** [0.0301]	[0.0939** [0.0296]	[0.0939** [0.0296]	[0.0855* [0.0554]	[0.0871** [0.0500]	[0.0860* [0.0540]	[0.0729* [0.0958]
係長、主任、課長相当職	[0.0900*** [0.0000]	[0.0925*** [0.0000]	[0.0928*** [0.0000]	[0.0939*** [0.0000]	[0.0942*** [0.0000]	[0.0905*** [0.0000]	[0.0925*** [0.0000]	[0.0944*** [0.0000]	[0.0936*** [0.0000]	[0.0903*** [0.0000]	[0.0907*** [0.0000]	[0.0909*** [0.0000]	[0.0914*** [0.0000]	[0.0923*** [0.0000]	[0.0911*** [0.0000]	[0.0933*** [0.0000]
課長相当職	[0.0885*** [0.0001]	[0.0892*** [0.0000]	[0.0910*** [0.0000]	[0.0895*** [0.0000]	[0.0900*** [0.0000]	[0.0869*** [0.0000]	[0.0880*** [0.0000]	[0.0893*** [0.0000]	[0.0866*** [0.0000]	[0.0878*** [0.0000]	[0.0875*** [0.0000]	[0.0867*** [0.0000]	[0.0929*** [0.0000]	[0.0930*** [0.0000]	[0.0917*** [0.0000]	[0.0931*** [0.0000]
部長相当職 (基準：役職なし)	[0.0263 [0.5307]	[0.0261 [0.5321]	[0.0409 [0.3265]	[0.0276 [0.5062]	[0.0275 [0.5091]	[0.0362 [0.3853]	[0.0326 [0.4329]	[0.0289 [0.4933]	[0.0276 [0.5104]	[0.0306 [0.4648]	[0.0297 [0.4751]	[0.0266 [0.5257]	[0.0498 [0.2341]	[0.0494 [0.2383]	[0.0485 [0.2488]	[0.0402 [0.3360]
専門・技術	[0.1043*** [0.0000]	[0.1053*** [0.0000]	[0.1106*** [0.0000]	[0.1062*** [0.0000]	[0.1062*** [0.0000]	[0.1149*** [0.0000]	[0.1070*** [0.0000]	[0.1029*** [0.0000]	[0.1071*** [0.0000]	[0.1092*** [0.0000]	[0.1099*** [0.0000]	[0.1081*** [0.0000]	[0.1078*** [0.0000]	[0.1068*** [0.0000]	[0.1072*** [0.0000]	[0.1073*** [0.0000]
管理	[0.1046*** [0.0001]	[0.1072*** [0.0000]	[0.1093*** [0.0000]	[0.1063*** [0.0000]	[0.1065*** [0.0000]	[0.1057*** [0.0000]	[0.1048*** [0.0000]	[0.1038*** [0.0000]	[0.1059*** [0.0000]	[0.1074*** [0.0000]	[0.1068*** [0.0000]	[0.1038*** [0.0000]	[0.0989*** [0.0000]	[0.0999*** [0.0000]	[0.0995*** [0.0000]	[0.1017*** [0.0000]
販売	[0.0736*** [0.0097]	[0.0760*** [0.0072]	[0.0796*** [0.0058]	[0.0763*** [0.0071]	[0.0765*** [0.0070]	[0.0795*** [0.0050]	[0.0715*** [0.0262]	[0.0754*** [0.0084]	[0.0747*** [0.0090]	[0.0731*** [0.0107]	[0.0711** [0.0130]	[0.0765*** [0.0076]	[0.0708*** [0.0153]	[0.0727*** [0.0128]	[0.0717*** [0.0140]	[0.0676*** [0.0192]
サービス	[0.0342 [0.3202]	[0.0359 [0.2922]	[0.0353 [0.3119]	[0.0369 [0.2818]	[0.0363 [0.2894]	[0.0357 [0.3021]	[0.0377 [0.2724]	[0.0357 [0.3017]	[0.0388 [0.2729]	[0.0416 [0.2729]	[0.0388 [0.2694]	[0.0366 [0.2998]	[0.0385 [0.2702]	[0.0404 [0.2471]	[0.0378 [0.2804]	[0.0371 [0.2840]
保安・運輸・通信	[-0.0048 [0.9155]	[-0.0149 [0.7345]	[-0.0014 [0.9740]	[-0.0132 [0.7643]	[-0.0115 [0.7329]	[-0.0062 [0.8882]	[-0.0143 [0.7448]	[-0.0084 [0.8485]	[-0.0123 [0.7797]	[-0.0076 [0.8627]	[-0.0041 [0.9257]	[-0.0157 [0.7221]	[0.0175 [0.6980]	[0.0206 [0.6461]	[0.0169 [0.7080]	[0.0097 [0.8287]
生産工程・労務	[0.0218 [0.4186]	[0.0268 [0.2548]	[0.0307 [0.3605]	[0.0245 [0.3605]	[0.0259 [0.3340]	[0.0303 [0.2620]	[0.0291 [0.2816]	[0.0271 [0.3162]	[0.0295 [0.2728]	[0.0343 [0.2063]	[0.0254 [0.3475]	[0.0254 [0.3490]	[0.0317 [0.2500]	[0.0335 [0.2234]	[0.0326 [0.2358]	[0.0393 [0.1489]
その他 (基準：事務)	[-0.0966 [0.1233]	[-0.0888 [0.1478]	[-0.0924 [0.1395]	[-0.0933 [0.1307]	[-0.0953 [0.1222]	[-0.0887 [0.1569]	[-0.1028 [0.1044]	[-0.0893 [0.1586]	[-0.0853 [0.1731]	[-0.0935 [0.1333]	[-0.0874 [0.1721]	[-0.1042 [0.1013]	[-0.0901 [0.1688]	[-0.0917 [0.1616]	[-0.0866 [0.1865]	[-0.0766 [0.2280]
自己啓発実施の有無	[0.2541*** [0.0000]	[0.2573*** [0.0000]	[0.2504*** [0.0000]	[0.2587*** [0.0000]	[0.2592*** [0.0000]	[0.2526*** [0.0000]	[0.2567*** [0.0000]	[0.2573*** [0.0000]	[0.2597*** [0.0000]	[0.2592*** [0.0000]	[0.2572*** [0.0000]	[0.2593*** [0.0000]	[0.2430*** [0.0000]	[0.2431*** [0.0000]	[0.2453*** [0.0000]	[0.2469*** [0.0000]
50-99	[0.0252 [0.2918]	[0.0277 [0.2429]	[0.0204 [0.3989]	[0.0283 [0.2321]	[0.0294 [0.2149]	[0.0148 [0.5371]	[0.03 [0.2095]	[0.0332 [0.1628]	[0.0309 [0.1949]	[0.0349 [0.1944]	[0.0316 [0.1843]	[0.0338 [0.1576]	[0.0149 [0.5462]	[0.0122 [0.6242]	[0.0126 [0.6116]	[0.0127 [0.6059]
100-299	[0.1069*** [0.0000]	[0.1075*** [0.0000]	[0.0861*** [0.0000]	[0.1095*** [0.0000]	[0.1105*** [0.0000]	[0.0876*** [0.0000]	[0.1051*** [0.0000]	[0.1096*** [0.0000]	[0.1049*** [0.0000]	[0.0989*** [0.0000]	[0.1135*** [0.0000]	[0.1135*** [0.0000]	[0.0742*** [0.0016]	[0.0728*** [0.0020]	[0.0739*** [0.0017]	[0.0685*** [0.0031]
300-999	[0.1428*** [0.0000]	[0.1450*** [0.0000]	[0.1220*** [0.0000]	[0.1462*** [0.0000]	[0.1485*** [0.0000]	[0.1137*** [0.0000]	[0.1461*** [0.0000]	[0.1462*** [0.0000]	[0.1432*** [0.0000]	[0.1274*** [0.0000]	[0.1397*** [0.0000]	[0.1547*** [0.0000]	[0.0884*** [0.0009]	[0.0884*** [0.0010]	[0.0876*** [0.0011]	[0.0849*** [0.0012]
1000- (基準：30-49) 大規模企業ダミー	[0.1737*** [0.0000]	[0.1738*** [0.0000]	[0.1540*** [0.0000]	[0.1732*** [0.0000]	[0.1749*** [0.0000]	[0.1385*** [0.0000]	[0.1717*** [0.0000]	[0.1684*** [0.0000]	[0.1607*** [0.0000]	[0.1565*** [0.0000]	[0.1638*** [0.0000]	[0.1696*** [0.0000]	[0.1300*** [0.0000]	[0.1294*** [0.0000]	[0.1298*** [0.0000]	[0.1185*** [0.0001]
建設業	[-0.0175 [0.5683]	[-0.0244 [0.4226]	[-0.0221 [0.5306]	[-0.0236 [0.4660]	[-0.0208 [0.4347]	[-0.0208 [0.4969]	[-0.0093 [0.7608]	[-0.0127 [0.6768]	[-0.0095 [0.7564]	[-0.0146 [0.6294]	[-0.014 [0.6444]	[-0.0192 [0.5278]	[-0.0066 [0.8353]	[-0.0075 [0.8132]	[-0.0063 [0.8417]	[-0.007 [0.8202]
電気・ガス・熱供給・水道業、運輸	[0.0431 [0.1424]	[0.0299 [0.3102]	0.04 [0.1736]	[0.0295 [0.3169]	[0.0291 [0.3243]	[0.0222 [0.4548]	[0.038 [0.1960]	[0.0435 [0.1399]	[0.0376 [0.2017]	[0.0336 [0.2548]	[0.0353 [0.2593]	[0.0368 [0.2112]	[0.0451 [0.1348]	[0.0404 [0.1846]	[0.0415 [0.1734]	[0.0472 [0.1083]

情報通信	0.0191	0.0005	-0.0148	0.0016	0.0042	-0.0132	-0.0073	-0.0025	0.0018	0.0039	-0.0147	-0.0154	-0.0156	-0.0223
	[0.6122]	[0.8937]	[0.6999]	[0.9654]	[0.9110]	[0.7328]	[0.8474]	[0.9463]	[0.9625]	[0.9173]	[0.7125]	[0.7003]	[0.6953]	[0.5721]
卸・小売業・飲食店	-0.0401	-0.0365	-0.0681**	-0.041	-0.039	-0.0614**	-0.0560**	-0.044	-0.0460*	-0.0527*	-0.0833***	-0.0829***	-0.0838***	-0.0676**
	[0.1419]	[0.1800]	[0.0158]	[0.1325]	[0.1516]	[0.0296]	[0.0421]	[0.1097]	[0.0931]	[0.0599]	[0.0035]	[0.0035]	[0.0035]	[0.0152]
金融保険・不動産業	0.0059	-0.0062	-0.0205	-0.0057	-0.0021	-0.0302	-0.0089	0.0017	-0.0047	0.0024	-0.0277	-0.0289	-0.0277	-0.0327
	[0.8688]	[0.8645]	[0.5762]	[0.8743]	[0.9542]	[0.4164]	[0.8080]	[0.9623]	[0.8975]	[0.9471]	[0.4669]	[0.4477]	[0.4684]	[0.3802]
医療・福祉・教育・学習支援業	0.1350***	0.1262***	0.1303***	0.1278***	0.1283***	0.1122**	0.1270***	0.1313***	0.1307***	0.1310***	0.1207**	0.1236***	0.1199***	0.1229***
	[0.0023]	[0.0045]	[0.0043]	[0.0040]	[0.0038]	[0.0152]	[0.0048]	[0.0039]	[0.0033]	[0.0034]	[0.0104]	[0.0085]	[0.0113]	[0.0068]
宿泊・その他のサービス業	0.0138	0.0166	0.0177	0.0154	0.0172	0.0058	0.0185	0.0193	0.0204	0.0202	0.0052	0.0056	0.0042	0.0142
	[0.5667]	[0.4875]	[0.4631]	[0.5226]	[0.4740]	[0.8126]	[0.4439]	[0.4243]	[0.3977]	[0.4030]	[0.8359]	[0.8226]	[0.8654]	[0.5610]
非正規社員比率	-0.0006*	-0.0007**	-0.0005	-0.0007**	-0.0005	-0.0005	-0.0006*	-0.0006*	-0.0006*	-0.0007**	-0.0001	-0.0001	-0.0001	-0.0001
	[0.0797]	[0.0207]	[0.1220]	[0.0248]	[0.0218]	[0.1268]	[0.0667]	[0.0623]	[0.0550]	[0.0381]	[0.8035]	[0.7767]	[0.8156]	[0.6587]
女性比率(%)	-0.0002	0.0001	0.0002	0	0	0.0001	-0.0001	0	0	0	-0.0001	-0.0002	-0.0001	-0.0001
	[0.7401]	[0.9037]	[0.6689]	[0.9467]	[0.9677]	[0.8400]	[0.8289]	[0.9279]	[0.9876]	[0.9426]	[0.7478]	[0.8030]	[0.8030]	[0.8833]
離職率(%)	-0.0004	-0.0008	-0.0005	-0.0006	-0.0007	-0.0001	-0.0006	-0.0003	-0.0005	-0.0008	0.0006	0.0005	0.0006	0.001
	[0.7460]	[0.5098]	[0.6731]	[0.5969]	[0.5872]	[0.9157]	[0.6390]	[0.8254]	[0.6226]	[0.5017]	[0.6458]	[0.6708]	[0.6399]	[0.4459]
都道府県別失業率	0.0016	0.0012	-0.0001	0.0008	0.0008	-0.0031	-0.0041	-0.0015	-0.0011	-0.0021	-0.0047	-0.0053	-0.0044	-0.0029
	[0.8318]	[0.8782]	[0.9889]	[0.9190]	[0.9177]	[0.6831]	[0.5876]	[0.8462]	[0.8808]	[0.7329]	[0.5427]	[0.4924]	[0.5703]	[0.6975]
部下育成能力の評価	0.0813***										0.0493**	0.0494**	0.0504**	
	[0.0000]										[0.0154]	[0.0150]	[0.0131]	
職業能力評価	0.0478***										0.0091	0.0096	0.01	
	[0.0022]										[0.5846]	[0.5632]	[0.5489]	
目標管理制度(%)	0.1489***										0.0914***	0.0804***	0.0912***	
	[0.0000]										[0.0000]	[0.0000]	[0.0000]	
キャリア・コンサルティング				0.0398							0.0017	-0.0018	0.0001	
				[0.1202]							[0.9534]	[0.9498]	[0.9973]	
教育訓練休暇制度					0.0244						-0.0107	-0.0911*	-0.058	
					[0.2712]						[0.6596]	[0.0702]	[0.1019]	
自己申告制度(%)						0.1276***					0.0721***	0.0704***	0.0704***	
						[0.0000]					[0.0002]	[0.0001]	[0.0002]	
社内公募制度(%)				0.0398							0.0543***	0.0555***	0.0555***	
				[0.0000]							[0.0083]	[0.0069]	[0.0069]	
専門職制度(%)							0.1123***				0.0347**	0.0324*	0.0351**	
							[0.0000]				[0.0663]	[0.0455]	[0.0455]	
フレックス制度(%)											-0.0134	-0.0162	-0.0162	
											[0.5106]	[0.4162]	[0.4162]	
短時間勤務制度(%)											0.0496***	0.0488***	0.0404**	
											[0.0035]	[0.0237]	[0.0237]	
長期休暇制度(%)									0.0715***		0.0021	0.0032	0.0017	
									[0.0000]		[0.9159]	[0.8708]	[0.9311]	
在宅勤務制度(%)										0.0231	0.0042	0.002	0.003	
										[0.6076]	[0.9284]	[0.9664]	[0.9482]	
目標管理*教育訓練休暇											0.1021**	0.1021**	0.1021**	
											[0.0459]	[0.0459]	[0.0459]	
短時間正社員*教育訓練休暇														0.0794*
														[0.0684]
職業能力評価のいすれか														0.1576***
														[0.0000]
自己選択的異動のいすれか														0.1298***
														[0.0000]
柔軟な働き方のいすれか														0.1020***
														[0.0000]
キャリア支援のいすれか														-0.0144
														[0.4683]
Observations	5313	5377	5339	5385	5385	5340	5330	5323	5335	5297	5201	5201	5201	5318
Log Lik	-3169.319	-3213.98	-3162.239	-3220.516	-3221.083	-3170.031	-3165.184	-3169.273	-3179.716	-3170.744	-3052.872	-3050.986	-3051.375	-3114.103
Pseudo R-squared	0.125	0.124	0.132	0.123	0.123	0.13	0.13	0.128	0.127	0.123	0.14	0.14	0.14	0.14
Chi-square test	0	0	0	0	0	0	0	0	0	0	0	0	0	0

附表2-19 Off-JT受講確率の規定要因についての分析（ロジット尤度推定法、限界効果）
データ：マッチングデータ、非正社員サンプル

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
男性ダミー	-0.1036** [0.0166]	-0.0977** [0.0195]	-0.0944** [0.0245]	-0.0945** [0.0247]	-0.0987** [0.0196]	-0.0868** [0.0407]	-0.0929** [0.0265]	-0.0892** [0.0335]	-0.0896** [0.0331]	-0.1028** [0.018]	-0.0997** [0.0234]	-0.1010** [0.0186]	-0.1029** [0.019]
年齢	-0.0343*** [0.0019]	-0.0374*** [0.0008]	-0.0352*** [0.0015]	-0.0360*** [0.0012]	-0.0361*** [0.0012]	-0.0366*** [0.0010]	-0.0362*** [0.0012]	-0.0362*** [0.0012]	-0.0368*** [0.0011]	-0.0368*** [0.001]	-0.0379*** [0.0012]	-0.0379*** [0.0008]	-0.0361*** [0.001]
年齢の2乗 / 100	0.0417*** [0.0012]	0.0454*** [0.0005]	0.0433*** [0.0008]	0.0434*** [0.0008]	0.0435*** [0.0008]	0.0447*** [0.0005]	0.0442*** [0.0007]	0.0440*** [0.0007]	0.0443*** [0.0007]	0.0462*** [0.000]	0.0457*** [0.0005]	0.0472*** [0.0004]	0.0451*** [0.000]
勤続年数	0.0089 [0.3382]	0.008 [0.3884]	0.0048 [0.5975]	0.0084 [0.3675]	0.0088 [0.3477]	0.0053 [0.5524]	0.0074 [0.3693]	0.0074 [0.4156]	0.0073 [0.4316]	0.0063 [0.480]	0.0049 [0.5832]	0.0087 [0.3355]	0.0057 [0.531]
勤続年数の2乗 / 100	-0.0259 [0.2233]	-0.0223 [0.2938]	-0.0175 [0.3827]	-0.0247 [0.2534]	-0.0251 [0.2521]	-0.0191 [0.3501]	-0.0247 [0.2264]	-0.0232 [0.2716]	-0.0222 [0.2961]	-0.022 [0.263]	-0.0194 [0.3252]	-0.0266 [0.1936]	-0.0199 [0.318]
勤続年数3年以下ダミー	0.065 [0.2642]	0.0616 [0.2890]	0.0575 [0.3155]	0.0639 [0.2729]	0.0747 [0.2057]	0.0554 [0.3337]	0.0687 [0.2306]	0.0603 [0.3021]	0.0624 [0.2855]	0.0644 [0.268]	0.0558 [0.3386]	0.0798 [0.1745]	0.0629 [0.277]
専修・短大・高専卒	0.1142** [0.0185]	0.1114** [0.0199]	0.1127** [0.0180]	0.1187** [0.0139]	0.1186** [0.0148]	0.1138** [0.0177]	0.1201** [0.0115]	0.1090** [0.0223]	0.1172** [0.0148]	0.0944** [0.048]	0.0902* [0.0598]	0.1042** [0.0270]	0.1020** [0.033]
大学・大学院卒	0.0614 [0.3450]	0.0487 [0.4472]	0.0575 [0.3796]	0.0537 [0.4028]	0.0637 [0.3306]	0.0572 [0.3854]	0.073 [0.2686]	0.0581 [0.3661]	0.0611 [0.3452]	0.0602 [0.369]	0.0614 [0.3675]	0.0708 [0.2857]	0.0622 [0.356]
(基準：中・高卒)													
役職ありダミー	-0.1180** [0.0117]	-0.1112** [0.0199]	-0.1204*** [0.0072]	-0.1071** [0.0277]	-0.1032** [0.0368]	-0.1335*** [0.0018]	-0.1155** [0.0123]	-0.1129** [0.0175]	-0.1166** [0.0113]	-0.1341*** [0.002]	-0.1341*** [0.0021]	-0.1091** [0.0180]	-0.1387*** [0.001]
専門・技術・管理	0.2649*** [0.0065]	0.2290** [0.0198]	0.2254** [0.0218]	0.2241** [0.0197]	0.2175** [0.0249]	0.2243** [0.0278]	0.2176** [0.0230]	0.2231** [0.0221]	0.2239** [0.0219]	0.2720** [0.009]	0.2646** [0.0103]	0.2368** [0.0143]	0.2666** [0.011]
販売・サービス	0.0065*** [0.0016]	0.1733*** [0.0022]	0.1733*** [0.0020]	0.1755*** [0.0019]	0.1738*** [0.0018]	0.1830*** [0.0011]	0.1668*** [0.0026]	0.1703*** [0.0027]	0.1671*** [0.0029]	0.1877*** [0.001]	0.1835*** [0.0013]	0.1631*** [0.0030]	0.1863*** [0.001]
保安、運輸・通信、生産工程・労務、その他 (基準：事務)	0.0612 [0.3109]	0.0522 [0.3728]	0.0437 [0.4553]	0.0512 [0.3832]	0.0538 [0.3582]	0.0693 [0.2491]	0.0362 [0.5293]	0.0413 [0.4705]	0.0435 [0.4479]	0.0652 [0.307]	0.0655 [0.3056]	0.0471 [0.4266]	0.0677 [0.288]
自己啓発実施の有無	0.3308*** [0.0000]	0.3634*** [0.0000]	0.3415*** [0.0000]	0.3560*** [0.0000]	0.3561*** [0.0000]	0.3415*** [0.0000]	0.3476*** [0.0000]	0.3512*** [0.0000]	0.3481*** [0.0000]	0.3230*** [0.0000]	0.3242*** [0.0000]	0.3245*** [0.0000]	0.3215*** [0.0000]
50-99	-0.0374 [0.5820]	-0.0303 [0.6402]	-0.0011 [0.9869]	-0.0167 [0.8022]	-0.029 [0.6597]	-0.0179 [0.7864]	-0.0289 [0.6544]	-0.0186 [0.7793]	-0.0245 [0.7102]	-0.0383 [0.553]	-0.0388 [0.5486]	-0.0594 [0.3570]	-0.0430 [0.494]
100-299	0.115 [0.1088]	0.1228* [0.0693]	0.106 [0.1055]	0.1295* [0.0600]	0.1113 [0.1048]	0.1066 [0.1197]	0.1018 [0.1336]	0.1167* [0.0912]	0.1144* [0.0934]	0.0776 [0.261]	0.0745 [0.2789]	0.0721 [0.2991]	0.0784 [0.246]
300-999	0.2308** [0.0109]	0.2229*** [0.0099]	0.2079*** [0.0143]	0.2357*** [0.0073]	0.2168** [0.0122]	0.2049** [0.0202]	0.2037** [0.0190]	0.2205** [0.0126]	0.2282** [0.0101]	0.1492* [0.080]	0.1586* [0.0645]	0.1511* [0.0774]	0.1641* [0.053]
1000- (基準：30-49)	0.2646* [0.0688]	0.2225 [0.1091]	0.1961 [0.1883]	0.2106 [0.1324]	0.1897 [0.1788]	0.2001 [0.1729]	0.1942 [0.1776]	0.2109 [0.1450]	0.2261 [0.1117]	0.1754 [0.270]	0.1537 [0.3462]	0.1283 [0.3783]	0.2025 [0.200]
大規模企業ダミー	0.0935** [0.0276]	0.0918** [0.0276]	0.0995** [0.0200]	0.1051** [0.0122]	0.1070** [0.0110]	0.0911** [0.0310]	0.1025** [0.0137]	0.0974** [0.0182]	0.0890** [0.0335]	0.0902** [0.037]	0.0916** [0.0355]	0.0918** [0.0289]	0.0809* [0.059]
建設業	-0.0538 [0.7716]	-0.0327 [0.8682]	-0.0712 [0.6517]	-0.035 [0.8604]	-0.0272 [0.8953]	-0.0976 [0.5478]	-0.0148 [0.9453]	-0.0535 [0.7510]	-0.0299 [0.8833]	-0.1347 [0.186]	-0.1664*** [0.0055]	-0.0642 [0.6844]	-0.1119 [0.415]
電気・ガス・熱供給・水道業、運輸	0.0347 [0.7083]	0.064 [0.4520]	0.0155 [0.5145]	0.0556 [0.5145]	0.0467 [0.5790]	0.0674 [0.4212]	0.0654 [0.4386]	0.0648 [0.4512]	0.0584 [0.4869]	0.0407 [0.671]	0.0355 [0.7087]	0.0587 [0.4987]	0.0430 [0.652]
情報通信	-0.0707 [0.4344]	-0.1301* [0.0699]	-0.2069*** [0.0000]	-0.1103 [0.0714]	-0.1259* [0.0714]	-0.2183*** [0.0000]	-0.2134*** [0.0000]	-0.2241*** [0.0000]	-0.2180*** [0.0000]	-0.1944*** [0.0000]	-0.1951*** [0.0000]	-0.2170*** [0.0000]	-0.1912*** [0.0000]
卸・小売業、飲食店	-0.0332 [0.5935]	-0.0524 [0.3899]	-0.0713 [0.2522]	-0.0377 [0.5453]	-0.0353 [0.5652]	-0.0307 [0.6069]	-0.0321 [0.5982]	-0.0419 [0.4959]	-0.0259 [0.6752]	-0.1014 [0.106]	-0.0893 [0.1594]	-0.0591 [0.3291]	-0.0789 [0.208]

金融保険・不動産業	-0.0458 [0.5902]	-0.055 [0.5072]	-0.0803 [0.2840]	-0.0601 [0.4516]	-0.0478 [0.5700]	-0.1002 [0.1668]	-0.0616 [0.4573]	-0.0745 [0.3639]	-0.0717 [0.3565]	-0.1111 [0.144]	-0.109 [0.1598]	-0.0904 [0.2580]	-0.0959 [0.212]
医療・福祉、教育・学習支援業	0.0915 [0.4269]	0.0563 [0.6048]	0.0451 [0.6767]	0.0768 [0.4940]	0.0695 [0.5347]	0.0907 [0.4240]	0.0565 [0.6020]	0.0712 [0.5214]	0.09 [0.4284]	0.0227 [0.831]	0.0187 [0.8602]	0.0502 [0.6420]	0.0373 [0.731]
宿泊、その他のサービス業 (基準: 製造業)	0.0263 [0.6686]	0.0142 [0.8150]	0.0101 [0.8657]	0.0301 [0.6250]	0.032 [0.6067]	0.0085 [0.8873]	0.0406 [0.5078]	0.0394 [0.5245]	0.0265 [0.6619]	-0.0122 [0.840]	-0.0127 [0.8337]	0.0077 [0.8976]	-0.0170 [0.776]
非正社員比率	0.0026*** [0.0030]	0.0025*** [0.0042]	0.0025*** [0.0039]	0.0024*** [0.0046]	0.0024*** [0.0051]	0.0021** [0.0138]	0.0023*** [0.0075]	0.0022*** [0.0092]	0.0023*** [0.0073]	0.0024*** [0.008]	0.0022*** [0.0107]	0.0023*** [0.0080]	0.0025*** [0.007]
女性比率(%)	-0.0014 [0.1370]	-0.0008 [0.3676]	-0.0008 [0.3544]	-0.0009 [0.3038]	-0.0008 [0.3756]	-0.001 [0.2707]	-0.0009 [0.3081]	-0.0012 [0.1787]	-0.0012 [0.1643]	-0.0009 [0.351]	-0.001 [0.3293]	-0.001 [0.3030]	-0.0009 [0.347]
離職率(%)	0.0002 [0.8904]	0.0005 [0.7061]	0.0013 [0.3466]	0.0009 [0.5073]	0.001 [0.5094]	0.0013 [0.3524]	0.0009 [0.5075]	0.0012 [0.3909]	0.001 [0.4623]	0.0009 [0.528]	0.0008 [0.5716]	0.0013 [0.3455]	0.0005 [0.735]
都道府県別失業率	-0.0310* [0.0892]	-0.0292 [0.1074]	-0.0298 [0.1093]	-0.0292 [0.1085]	-0.0327* [0.0742]	-0.0393*** [0.0349]	-0.0381** [0.0439]	-0.0326* [0.0800]	-0.0315* [0.0902]	-0.0380* [0.050]	-0.0386** [0.0483]	-0.0381** [0.0483]	-0.0395** [0.040]
部下育成能力の評価	0.1472*** [0.0001]									0.1045** [0.012]	0.1093*** [0.0079]		0.1185*** [0.003]
職業能力評価		0.0814** [0.0201]								0.0592 [0.115]	0.0619* [0.0988]		0.0708* [0.054]
目標管理制度(%)			0.2242*** [0.0001]							0.1552** [0.019]	0.1511** [0.0239]		0.1258** [0.043]
キャリア・コンサルティング				0.0359 [0.5536]						-0.0283 [0.608]	-0.0932* [0.0801]		-0.0308 [0.585]
教育訓練休暇制度					0.1196* [0.0507]					0.0285 [0.641]	0.0431 [0.5044]		0.0302 [0.627]
自己申告制度(%)						0.2249*** [0.0002]				0.1352* [0.054]	0.1284* [0.0724]		0.1518** [0.026]
正社員への転換制度(%)							0.0925** [0.0126]			0.0287 [0.476]	0.0388 [0.3424]		0.0335 [0.406]
フレックスタイム制度(%)								0.1869*** [0.0051]		0.1740*** [0.010]	0.1160* [0.0945]		
長期休暇制度(%)									0.092 [0.1150]	-0.0109 [0.851]	-0.0109 [0.8536]		
キャリアコンサルティング*フレックスタイム										0.5488*** [0.0018]		0.1583*** [0.0012]	
職業能力評価のいずれか												0.0746* [0.0518]	
自己選択的異動のいずれか												0.1047** [0.0363]	
柔軟な働き方のいずれか												0.0663 [0.1856]	
キャリア支援のいずれか													0.738
Observations	743	758	754	758	758	753	754	753	738	738	738	743	738
Pseudo R-squared	0.214	0.208	0.228	0.204	0.209	0.223	0.213	0.216	0.251	0.251	0.258	0.228	0.000
Chi-square test	0	0	0	0	0	0	0	0	0	0	0	0	0.243
Log Lik	-357.943	-365.616	-353.412	-367.494	-365.291	-355.54	-360.418	-358.846	-337.822	-337.822	-334.991	-350.61	-341.619

附表2-20 Off-JT受講確率の規定要因についての分析（固定効果ロジット推定法、係数）
データ：マッチングサブデータ、正社員と非正社員をプールしたサンプル

VARIABLES	(1) 全体	(2) #HRM>=4	(3) #HRM>=3	(4) #HRM>=2	(5) #HRM>=1	(6) #HRM<=1	(7) #HRM=2	(8) #HRM>=4	(9) #HRM>=3	(10) #HRM>=2	(11) #HRM>=1	(12) #HRM<=1	(13) #HRM<=2
正社員ダミー	1.2146*** [0.000]	1.3731*** [0.0082]	0.7383*** [0.0091]	1.0716*** [0.0000]	1.1918*** [0.0000]	1.9829*** [0.0000]	1.6749*** [0.0000]	1.0806*** [0.0022]	1.0492*** [0.0000]	1.0940*** [0.0000]	1.2104*** [0.0000]	2.2622*** [0.0001]	1.4674*** [0.0000]
男性ダミー	0.2399*** [0.039]	-0.4884 [0.2076]	-0.0501 [0.8126]	0.0673 [0.6117]	0.2290* [0.0519]	0.8403*** [0.0012]	0.3794*** [0.0076]	-0.2671 [0.2832]	-0.0421 [0.8088]	0.0796 [0.5399]	0.2301* [0.0507]	0.9037*** [0.0013]	0.4746*** [0.0030]
年齢	-0.0341 [0.364]	-0.0012 [0.9921]	-0.0598 [0.3643]	-0.047 [0.2834]	-0.0266 [0.4876]	-0.0151 [0.8510]	-0.0225 [0.6338]	0.103 [0.9031]	-0.0616 [0.2851]	-0.0328 [0.4444]	-0.0673 [0.4919]	-0.0673 [0.4359]	-0.0208 [0.6847]
年齢の2乗 / 100	0.0357 [0.437]	0.005 [0.9726]	0.0357 [0.4794]	0.0471 [0.3781]	0.0285 [0.5414]	0.0265 [0.7862]	0.0295 [0.6090]	-0.004 [0.9687]	0.0304 [0.3649]	0.0285 [0.5610]	0.0306 [0.5403]	0.0906 [0.3881]	0.025 [0.6882]
勤続年数	0.0169 [0.460]	-0.0333 [0.6615]	-0.0228 [0.5788]	0.0344 [0.1879]	0.0185 [0.6206]	-0.0252 [0.1876]	0.0371 [0.176]	-0.0143 [0.7792]	0.0177 [0.6048]	0.0327 [0.2018]	-0.0212 [0.4421]	0.018 [0.7013]	0.018 [0.5686]
勤続年数の2乗 / 100	-0.0713 [0.205]	0.0012 [0.9952]	0.0321 [0.7516]	-0.1 [0.1189]	-0.0761 [0.1813]	-0.0224 [0.8576]	-0.1296* [0.0596]	-0.0369 [0.7689]	-0.0846 [0.3101]	-0.1012 [0.1071]	-0.0751 [0.1864]	-0.011 [0.9357]	-0.0673 [0.3884]
勤続年数3年以下ダミー	0.3715*** [0.022]	-0.2901 [0.5857]	0.0179 [0.9503]	0.4771** [0.0108]	0.4022** [0.0145]	0.0868 [0.8008]	0.5873*** [0.0033]	0.148 [0.6721]	0.2672 [0.8069]	0.4951*** [0.0069]	0.4058** [0.0135]	0.0198 [0.9572]	0.4971** [0.0243]
専修・短大・高専卒	-0.0329 [0.796]	-0.4615 [0.2808]	-0.1887 [0.4007]	0.0178 [0.9020]	-0.0217 [0.8699]	-0.2108 [0.4635]	0.04 [0.7993]	-0.2558 [0.3510]	-0.1014 [0.5950]	-0.0029 [0.9835]	-0.0278 [0.8290]	-0.1301 [0.6785]	0.0374 [0.8295]
大学卒	0.1644 [0.147]	0.0044 [0.9903]	-0.0102 [0.9603]	0.1348 [0.2995]	0.1538 [0.1798]	0.2999 [0.2236]	0.2475* [0.0739]	0.1267 [0.5997]	0.0223 [0.8962]	0.1669 [0.1912]	0.1525 [0.1832]	0.2281 [0.3898]	0.2920* [0.0578]
大学院卒	0.35 [0.157]	0.3218 [0.7257]	0.3218 [0.7763]	-0.1498 [0.5806]	0.2968 [0.2338]	2.7624*** [0.0009]	0.4748 [0.1052]	-0.2725 [0.5659]	-0.0331 [0.9272]	-0.1251 [0.6401]	0.2942 [0.3379]	3.1070*** [0.0040]	0.7070** [0.0378]
(基準：卒・高卒)													
係長、主任、職長相当職	0.3602*** [0.001]	0.4406 [0.2404]	0.4611** [0.0304]	0.4263*** [0.0009]	0.3305*** [0.0040]	0.1755 [0.4884]	0.3061** [0.0247]	0.3607 [0.1373]	0.4393*** [0.0132]	0.4431*** [0.0005]	0.3347*** [0.0035]	0.0515 [0.8490]	0.2924* [0.0516]
課長相当職	0.5403*** [0.002]	0.3546 [0.5235]	0.4464 [0.1606]	0.6753*** [0.0010]	0.5310*** [0.0032]	0.1629 [0.6650]	0.5842 [0.0070]	0.3543 [0.3090]	0.5321*** [0.0456]	0.6726*** [0.0008]	0.5321*** [0.0031]	0.1005 [0.8030]	0.5209*** [0.0311]
部長相当職	0.6548*** [0.013]	15.4427 [0.9834]	1.6190*** [0.0043]	0.6418*** [0.0056]	-0.0697 [0.8989]	-0.0697 [0.9899]	0.3472 [0.2636]	2.2526*** [0.0072]	1.3523*** [0.0012]	0.8148*** [0.0067]	0.6426** [0.0173]	-0.025 [0.9666]	0.1551 [0.6626]
(基準：役職なし)													
専門・技術	0.3776*** [0.006]	0.9152* [0.0842]	0.5558** [0.0385]	0.4866*** [0.0022]	0.3509** [0.0122]	-0.0008 [0.9977]	0.2804* [0.0856]	0.7802** [0.0173]	0.4187* [0.0600]	0.4751*** [0.0022]	0.3475** [0.0128]	-0.009 [0.9773]	0.3273* [0.0659]
管理	0.3228* [0.060]	0.1859 [0.7391]	0.2813 [0.3558]	0.2855 [0.1502]	0.3426* [0.0511]	0.519 [0.1500]	0.3185 [0.1304]	0.5669 [0.1239]	0.3239 [0.2074]	0.3498* [0.0574]	0.3399* [0.0631]	0.2299 [0.5582]	0.3346 [0.1547]
販売	0.6918*** [0.000]	1.1321** [0.0336]	0.6062** [0.0472]	0.7579*** [0.0004]	0.7077*** [0.0002]	0.5401 [0.2078]	0.7175*** [0.0031]	0.9895*** [0.0048]	0.7757*** [0.0037]	0.7271*** [0.0004]	0.7070*** [0.0002]	0.5963 [0.2221]	0.5519** [0.0407]
サービス	0.2853 [0.240]	1.2407** [0.0461]	0.3862 [0.2762]	0.2374 [0.3655]	0.266 [0.2811]	0.8206 [0.2319]	0.1184 [0.7301]	0.8637** [0.0435]	0.3689 [0.2588]	0.2346 [0.3696]	0.2671 [0.2798]	0.6728 [0.3353]	0.1628 [0.6614]
保安・運輸・通信	-0.0015 [0.996]	-0.2682 [0.7395]	-0.3033 [0.5682]	0.015 [0.9654]	0.0765 [0.8026]	-0.4085 [0.5505]	0.0758 [0.8398]	-0.3508 [0.5630]	-0.2257 [0.6331]	0.1191 [0.7249]	0.0744 [0.8080]	-0.8531 [0.2541]	0.0879 [0.8242]
生産工程・労務	0.0372 [0.815]	0.407 [0.4790]	-0.1347 [0.6564]	0.0283 [0.8768]	0.0483 [0.7626]	0.0161 [0.9621]	0.1035 [0.5840]	0.3358 [0.3651]	0.0156 [0.9506]	0.0221 [0.9012]	0.0481 [0.7639]	0.0119 [0.9742]	0.047 [0.8207]
その他	-0.077 [0.809]	-0.1487 [0.8907]	0.2687 [0.6673]	-0.1324 [0.7404]	-0.4822 [0.6852]	-0.2559 [0.4197]	-0.2559 [0.4907]	0.6857 [0.3187]	0.1 [0.8418]	0.1287 [0.7284]	-0.1119 [0.7301]	-0.772 [0.2369]	-0.262 [0.5297]
(基準：事務)													
自己啓発実施の有無	1.1835*** [0.000]	1.5436*** [0.0000]	1.1081*** [0.0000]	1.1875*** [0.0000]	1.1705*** [0.0000]	1.2357*** [0.0000]	1.2254*** [0.0000]	1.2047*** [0.0000]	1.0818*** [0.0000]	1.1950*** [0.0000]	1.1741*** [0.0000]	1.1673*** [0.0000]	1.2682*** [0.0000]
Observations	3738	426	1129	2860	3611	878	2609	857	1613	2984	3624	754	2125
Pseudo R-squared	0.158	0.237	0.129	0.151	0.153	0.243	0.186	0.155	0.137	0.157	0.154	0.232	0.187
Chi-square test	0	0	0	0	0	0	0	0	0	0	0	0	0
事業所数	817	96	249	619	785	198	568	192	350	650	788	167	467
Log Lik	-1253.752	-120.249	-388.368	-974.134	-1221.217	-238.735	-849.676	-277.989	-547.566	-1007.097	-1223.354	-226.487	-694.685

附表2-21 O f f - J T 受講確率の規定要因についての分析 (固定効果ロジット推定法、係数)
 データ: マッチングサブデータ、正社員サンプル

VARIABLES	(1) 全体	(2) #HRM>=4	(3) #HRM>=3	(4) #HRM>=2	(5) #HRM>=1	(6) #HRM<=1	(7) #HRM<=2	(8) #HRM>=4	(9) #HRM>=3	(10) #HRM>=2	(11) #HRM>=1	(12) #HRM<=1	(13) #HRM<=2
男性ダミー	0.4163*** [0.001]	0.3886** [0.0215]	0.3293** [0.0224]	0.3839*** [0.0038]	0.4054*** [0.0014]	0.8292** [0.0466]	0.7379*** [0.0071]	0.3972*** [0.0070]	0.4231*** [0.0020]	0.4070*** [0.0017]	0.3967*** [0.0017]	0.5994 [0.3049]	0.4337 [0.2177]
年齢	-0.0311 [0.490]	-0.004 [0.9533]	-0.0228 [0.7203]	-0.0178 [0.5200]	-0.0293 [0.3511]	-0.1122 [0.6935]	-0.06 [0.5200]	-0.0099 [0.8670]	-0.0272 [0.6113]	-0.0269 [0.5747]	-0.033 [0.4655]	-0.0432 [0.7910]	-0.0574 [0.5379]
年齢の2乗/100	0.0171 [0.759]	-0.0117 [0.8892]	0.0076 [0.9157]	-0.002 [0.9734]	0.0138 [0.8055]	0.1321 [0.3762]	0.0521 [0.5200]	-0.011 [0.8805]	0.0043 [0.9478]	0.0086 [0.8844]	0.0195 [0.7270]	0.0601 [0.7669]	0.0723 [0.5268]
勤続年数	0.0173 [0.502]	0.0283 [0.4450]	0.0236 [0.4531]	0.0186 [0.5021]	0.0183 [0.4826]	0.0061 [0.6504]	0.0061 [0.9019]	0.0221 [0.4880]	0.0358 [0.2219]	0.0206 [0.4444]	0.0185 [0.4757]	-0.0342 [0.7669]	-0.0494 [0.4636]
勤続年数の2乗/100	-0.0481 [0.447]	-0.0835 [0.3477]	-0.0626 [0.4185]	-0.0459 [0.4976]	-0.0482 [0.5424]	-0.0482 [0.7324]	-0.0252 [0.8427]	-0.0416 [0.5950]	-0.0706 [0.3264]	-0.0488 [0.4604]	-0.0505 [0.4293]	0.0234 [0.9360]	0.0131 [0.9427]
勤続年数3年以下ダミー	0.5191*** [0.005]	0.6673*** [0.0109]	0.6142*** [0.0055]	0.5662*** [0.0036]	0.5663*** [0.0023]	0.065 [0.9149]	0.315 [0.3524]	0.5802*** [0.0100]	0.7052*** [0.0006]	0.5721*** [0.0027]	0.5561*** [0.0027]	-0.0386 [0.9599]	-0.1899 [0.6680]
専修・短大・高専卒	-0.1559 [0.271]	-0.1131 [0.5628]	-0.1563 [0.3525]	-0.1362 [0.3638]	-0.1713 [0.2319]	-0.708 [0.1655]	-0.2117 [0.4398]	-0.0761 [0.6584]	-0.0784 [0.6160]	-0.1534 [0.2956]	-0.1865 [0.1910]	-0.5676 [0.4084]	-0.6644* [0.0737]
大学卒	0.1225 [0.321]	0.0541 [0.7488]	0.1218 [0.5365]	0.0979 [0.3495]	0.0446 [0.4324]	0.046 [0.9189]	0.2205 [0.3648]	0.1359 [0.3606]	0.1566 [0.2507]	0.1239 [0.3295]	0.0962 [0.4392]	0.0802 [0.8923]	-0.0225 [0.9446]
大学院卒	0.3322 [0.191]	-0.1124 [0.7037]	0.3322 [0.7039]	0.2482 [0.3386]	0.3026 [0.2357]	2.3995* [0.0818]	1.5493** [0.0456]	0.1505 [0.5865]	0.2836 [0.2810]	0.2751 [0.2844]	0.3077 [0.2269]	2.3228 [0.1758]	2.6745*** [0.0417]
係長・主任、職長相当職	0.4023*** [0.001]	0.3878** [0.0153]	0.5196*** [0.0002]	0.4616*** [0.0003]	0.4079*** [0.0008]	-0.4891 [0.2863]	0.0165 [0.9481]	0.4679*** [0.0009]	0.5008*** [0.0001]	0.4417*** [0.0004]	0.4135*** [0.0007]	-0.773 [0.2349]	-0.2984 [0.3976]
課長相当職	0.6097*** [0.001]	0.8358*** [0.0009]	0.7838*** [0.0003]	0.6988*** [0.0004]	0.6284*** [0.0008]	-0.2228 [0.7200]	0.0682 [0.8605]	0.8261*** [0.0002]	0.6393*** [0.0017]	0.6749*** [0.0005]	0.6257*** [0.0008]	-0.4351 [0.6170]	0.3489 [0.5007]
部長相当職	0.7361*** [0.007]	1.2448*** [0.0016]	1.1547*** [0.0006]	0.8502*** [0.0035]	0.8176*** [0.0034]	-0.6508 [0.4829]	-0.3257 [0.5304]	1.1003*** [0.0012]	1.0019*** [0.0015]	0.7913*** [0.0050]	0.7712*** [0.0052]	-0.917 [0.5119]	-0.4503 [0.4942]
専門・技術	0.2516* [0.083]	0.2980* [0.1903]	0.2980* [0.0730]	0.2908* [0.0581]	0.2438* [0.0959]	-0.1849 [0.7228]	0.0218 [0.9442]	0.2823* [0.0977]	0.2067 [0.1872]	0.2926* [0.0517]	0.2560* [0.0791]	-0.2876 [0.6776]	0.5813 [0.1826]
管理	0.2105 [0.234]	0.065 [0.7779]	0.1636 [0.4268]	0.1731 [0.3570]	0.1947 [0.2744]	0.502 [0.4143]	0.3136 [0.3854]	0.0218 [0.9161]	0.1686 [0.3874]	0.1598 [0.3820]	0.1994 [0.2609]	1.4977 [0.1043]	0.541 [0.2426]
販売	0.6246*** [0.004]	0.7283*** [0.0183]	0.7992*** [0.0012]	0.6450*** [0.0041]	0.6400*** [0.0033]	0.521 [0.5668]	-0.0375 [0.9394]	0.7483*** [0.0030]	0.6899*** [0.0032]	0.6466*** [0.0037]	0.6453*** [0.0030]	0.5591 [0.5958]	0.3911 [0.5365]
サービス	0.1627 [0.607]	0.1461 [0.7412]	0.07 [0.8568]	0.2613 [0.4321]	0.1375 [0.3889]	-0.9477 [0.3889]	0.3095 [0.5866]	0.2866 [0.4687]	0.3908 [0.2630]	0.2301 [0.4845]	0.1589 [0.6160]	-0.6787 [0.6274]	-1.5870* [0.0813]
保安・運輸・通信	-0.3901 [0.238]	-0.3909 [0.3631]	-0.3694 [0.4037]	-0.2983 [0.3480]	-0.3831 [0.2509]	-1.5299 [0.3973]	-0.5349 [0.3973]	-0.3738 [0.3434]	-0.2756 [0.4654]	-0.3574 [0.3097]	-0.3772 [0.2579]	-1.6512 [0.2354]	-1.4118* [0.0807]
生産工程・労務	0.031 [0.857]	0.104 [0.6526]	-0.0343 [0.9312]	-0.0157 [0.9651]	0.0076 [0.4594]	0.4385 [0.8721]	0.0531 [0.9651]	-0.047 [0.8197]	-0.1053 [0.5900]	-0.0259 [0.8840]	0.0102 [0.9532]	1.1079 [0.1814]	0.5481 [0.2252]
その他	-0.2807 [0.456]	-0.282 [0.6157]	-0.0373 [0.9317]	-0.184 [0.6453]	-0.283 [0.4525]	-2.0316 [0.1668]	-1.1682 [0.1556]	-0.4027 [0.3864]	0.0122 [0.9770]	-0.1305 [0.7387]	-0.2809 [0.4558]	-17.019 [0.9891]	-1.8454* [0.0573]
自己啓発実施の有無	1.2043*** [0.000]	1.2292*** [0.0000]	1.2668*** [0.0000]	1.2219*** [0.0000]	1.2167*** [0.0000]	1.1073*** [0.0030]	1.0590*** [0.0000]	1.2163*** [0.0000]	1.1886*** [0.0000]	1.1993*** [0.0000]	1.2177*** [0.0000]	1.6170*** [0.0036]	1.4918*** [0.0000]
Observations	3096	1816	2381	2839	3058	257	715	2288	2659	2932	3075	164	437
Chi-square test	0	0	0	0	0	0.052	0	0	0	0	0	0.046	0
Log Lik	-1059.907	-613.619	-800.405	-967.954	-1043.074	-84.014	-249.577	-773.382	-904.914	-1002.347	-1048.731	-48.301	-138.368
Pseudo R-squared	0.13	0.13	0.143	0.134	0.132	0.157	0.121	0.136	0.133	0.132	0.132	0.247	0.203
事業所数	699	398	530	630	690	69	169	507	588	656	695	43	111

※ #HRMは、「職業能力評価」と「自己選択的異動」のいずれかに分類されるHRM制度の数を表す。#HRMはすべてのHRM制度の数を表す。

附表 2-2-2 O f f e r J T 受講確率の規定要因についての分析 (固定効果ロジット推定法、係数)

データ：マッチングサブデータ、非正社員サンプル

VARIABLES	(1) 全体	(2) #HRM<=3	(3) #HRM<=2	(4) #HRM<=1	(5) #HRM<=2	(6) #HRM<=4	(7) #HRM<=3	(8) #HRM<=2	(9) #HRM<=1	(10) #HRM<=2
男性ダミー	-1.0014 [0.118]	-19.3791 [0.9955]	-1.3349* [0.0710]	-0.9905 [0.1217]	-0.7347 [0.3890]	-19.4666 [0.9932]	-2.2839* [0.0693]	-1.3349* [0.0710]	-0.9905 [0.1217]	-0.8924 [0.4112]
年齢	-0.0537 [0.705]	0.0029 [0.9935]	0.019 [0.9011]	-0.0533 [0.7066]	-0.2405 [0.2763]	-0.2819 [0.4847]	0.1687 [0.4245]	0.019 [0.9011]	-0.0533 [0.7066]	-0.4031 [0.1271]
年齢の2乗/100	0.0819 [0.619]	-0.0976 [0.8224]	0.001 [0.9958]	0.0811 [0.6223]	0.3222 [0.2141]	0.3033 [0.5113]	-0.203 [0.4259]	0.001 [0.9958]	0.0811 [0.6223]	0.4977 [0.1139]
勤続年数	0.3511 [0.101]	-0.0936 [0.8210]	0.2978 [0.1912]	0.3532* [0.0987]	0.6801** [0.0370]	0.912 [0.1256]	0.4242 [0.1657]	0.2978 [0.1912]	0.3532* [0.0987]	0.2906 [0.4961]
勤続年数の2乗/100	-1.3287 [0.120]	1.2097 [0.5110]	-1.0214 [0.2682]	-1.3402 [0.1167]	-2.8518** [0.0381]	-3.7337 [0.1273]	-1.3155 [0.2801]	-1.0214 [0.2682]	-1.3402 [0.1167]	-1.6634 [0.3472]
勤続年数3年以下ダミー	0.6105 [0.461]	0.3593 [0.8221]	0.7191 [0.4102]	0.6161 [0.4566]	1.5146 [0.2117]	2.8773 [0.1980]	1.3977 [0.2607]	0.7191 [0.4102]	0.6161 [0.4566]	-0.2908 [0.8479]
専修・短大・高専卒	1.1815** [0.016]	-0.1826 [0.8547]	1.2098** [0.0219]	1.1669** [0.0175]	1.7282*** [0.0073]	1.1563 [0.3989]	0.5027 [0.5224]	1.2098** [0.0219]	1.1669** [0.0175]	1.4065** [0.0440]
大学・大学院卒 (基準：中・高卒)	0.6373 [0.337]	-18.7875 [0.9959]	0.5137 [0.4633]	0.6292 [0.3429]	1.3006 [0.1379]	0.1012 [0.9593]	0.7019 [0.5973]	0.5137 [0.4633]	0.6292 [0.3429]	0.7359 [0.4670]
役職ありダミー	-1.5631 [0.165]	-35.2708 [1.0000]	-1.4031 [0.2226]	-1.5814 [0.1603]	-1.6906 [0.2871]	-15.6382 [1.0000]	-33.0313 [1.0000]	-1.4031 [0.2226]	-1.5814 [0.1603]	-1.3245 [0.4336]
専門・技術・管理	3.3885** [0.010]	74.5904 [1.0000]	3.5183*** [0.0083]	3.3568** [0.0107]	2.3501 [0.1805]	53.9301 [1.0000]	53.423 [1.0000]	3.5183*** [0.0083]	3.3568** [0.0107]	0.8661 [0.6836]
販売・サービス	1.4514** [0.037]	0.4037 [0.7351]	1.6170** [0.0303]	1.4633** [0.0360]	1.4424 [0.1892]	1.9221 [0.2099]	2.1419** [0.0381]	1.6170** [0.0303]	1.4633** [0.0360]	-0.5548 [0.6967]
保安、運輸・通信、生産工程・労務、その他 (基準：事務)	1.4760* [0.071]	-39.5837 [0.9956]	1.9042** [0.0412]	1.4995* [0.0687]	2.2375* [0.0548]	0.5303 [0.7694]	1.1349 [0.4595]	1.9042** [0.0412]	1.4995* [0.0687]	0.8943 [0.5173]
自己啓発実施の有無	1.2206*** [0.007]	2.6409 [0.1262]	1.1191** [0.0291]	1.2112*** [0.0081]	1.2227** [0.0473]	-0.8482 [0.5065]	0.6782 [0.3973]	1.1191** [0.0291]	1.2112*** [0.0081]	1.5140** [0.0239]
Observations	184	70	162	182	114	63	110	162	182	74
Pseudo R-squared	0.236	0.558	0.258	0.229	0.287	0.538	0.387	0.258	0.229	0.254
Chi-square test	0.001	0.001	0.001	0.001	0.02	0.006	0.001	0.001	0.001	0.254
事業所数	42	17	37	41	25	15	24	37	41	18
Log Lik	-56.938	-13.399	-49.396	-56.879	-31.478	-12.523	-26.839	-49.396	-56.879	-22.723

※ #HRMは、「職業能力評価」と「自己選択的異動」のいずれかに分類される HRM 制度の数、#HRM1はすべての HRM 制度の数を表す。

※ #HRM<=1 と、#HRM1<=1は、計算が収束しなかったため、表掲してない。

附表2-23 Off-JT受講時間の規定要因についての分析(トビット尤度推定法、限界効果)

データ: マッチングデータ、正社員と非正社員をプールしたサンプル

	(1)	(2)
正社員ダミー	18.1622*** [0.0000]	11.4760** [0.0106]
男性ダミー	8.1561*** [0.0011]	8.9580*** [0.0004]
年齢	-4.2861*** [0.0000]	-4.2011*** [0.0000]
年齢の2乗 / 100	4.3225*** [0.0000]	4.4371*** [0.0000]
勤続年数	1.4543*** [0.0007]	1.1167** [0.0114]
勤続年数の2乗 / 100	-3.1946*** [0.0032]	-3.0074*** [0.0074]
勤続年数3年以下ダミー	16.9819*** [0.0000]	17.2306*** [0.0000]
専修・短大・高専卒	1.3708 [0.6121]	1.4965 [0.5889]
大学卒	5.7319*** [0.0069]	5.7242*** [0.0078]
大学院卒 (基準: 中・高卒)	16.5886*** [0.0040]	14.6983** [0.0114]
係長、主任、職長相当職	8.6366*** [0.0004]	8.6909*** [0.0004]
課長相当職	10.0190*** [0.0030]	10.8013*** [0.0017]
部長相当職 (基準: 役職なし)	6.1416 [0.1864]	8.9432* [0.0564]
専門・技術	19.6038*** [0.0000]	20.1531*** [0.0000]
管理	10.9430*** [0.0003]	9.8283*** [0.0013]
販売	14.7477*** [0.0000]	13.8445*** [0.0001]
サービス	7.4324* [0.0733]	7.9871* [0.0580]
保安・運輸・通信	3.8649 [0.3892]	7.8909* [0.0845]
生産工程・労務	2.2925 [0.4443]	2.8669 [0.3492]
その他 (基準: 事務)	-16.3892*** [0.0041]	-15.1040** [0.0117]
自己啓発実施の有無	30.4887*** [0.0000]	27.7185*** [0.0000]
50-99	3.0629 [0.2918]	1.4136 [0.6277]
100-299	10.8440*** [0.0001]	5.7619** [0.0357]
300-999	19.4751*** [0.0000]	11.7168*** [0.0024]
1000- (基準: 30-49)	23.3933*** [0.0000]	17.3233*** [0.0000]
大規模企業ダミー	11.9699*** [0.0000]	4.5715** [0.0484]
建設業	-7.3703** [0.0160]	-4.8287 [0.1194]

電気・ガス・熱供給・水道業、運輸	1.7689 [0.6044]	3.6887 [0.2821]
情報通信	5.8824 [0.2496]	2.483 [0.6299]
卸・小売業、飲食店	0.5482 [0.8682]	-3.1996 [0.3396]
金融保険・不動産業	-7.1622* [0.0658]	-9.1677** [0.0190]
医療・福祉、教育・学習支援業	6.157 [0.2126]	3.9552 [0.4282]
宿泊、その他のサービス業 (基準: 製造業)	2.2471 [0.5460]	0.5052 [0.8890]
非正社員比率	-0.0868** [0.0201]	-0.012 [0.7512]
女性比率(#)	0.0119 [0.8239]	0.0154 [0.7780]
離職率(#)	-0.1195 [0.2949]	0.0534 [0.6463]
都道府県別失業率	-0.493 [0.5667]	-1.0293 [0.2604]
部下育成能力の評価		6.4322** [0.0108]
職業能力評価		2.8124 [0.1502]
目標管理制度(#)		9.2869*** [0.0001]
キャリア・コンサルティング		3.5527 [0.2682]
教育訓練休暇制度		-4.0844 [0.1055]
自己申告制度(#)		8.9113*** [0.0002]
社内公募制度(#)		3.8138 [0.1136]
専門職制度(#)		3.9908* [0.0675]
フレックス制度(#)		3.0001 [0.1857]
短時間勤務制度(#)		6.0356*** [0.0034]
正社員への転換制度(#)		3.8327 [0.4160]
長期休暇制度(#)		0.3433 [0.8810]
在宅勤務制度(#)		0.757 [0.8937]
Observations	5780	5584
Chi-square test	0	0
Log Lik	-17677.276	-17011.451
Pseudo R-squared	0.031	0.034

附表2-24 O f f - J T 受講時間の規定要因についての分析（トビット尤度推定法、限界効果）

データ：マッチングデータ、正社員サンプル

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
男性ダミー	3.2475*** [0.0002]	3.2534*** [0.0002]	3.5983*** [0.0000]	3.3399*** [0.0001]	3.2885*** [0.0001]	3.4229*** [0.0001]	3.3357*** [0.0001]	3.2113*** [0.0002]	3.5025*** [0.0001]	3.4256*** [0.0001]	3.3063*** [0.0001]	3.4321*** [0.0001]	3.5790*** [0.0000]	3.5237*** [0.0001]	3.1999*** [0.0002]
年齢	-1.3869*** [0.0000]	-1.4346*** [0.0000]	-1.4235*** [0.0000]	-1.4246*** [0.0000]	-1.4201*** [0.0000]	-1.3771*** [0.0000]	-1.3458*** [0.0000]	-1.3676*** [0.0000]	-1.4511*** [0.0000]	-1.4429*** [0.0000]	-1.3997*** [0.0000]	-1.3999*** [0.0000]	-1.3682*** [0.0000]	-1.3628*** [0.0000]	-1.4387*** [0.0000]
年齢の2乗 / 100	1.3015*** [0.0006]	1.3700*** [0.0002]	1.3841*** [0.0002]	1.3508*** [0.0003]	1.3432*** [0.0003]	1.3373*** [0.0004]	1.2704*** [0.0007]	1.2890*** [0.0006]	1.3837*** [0.0002]	1.3919*** [0.0004]	1.3419*** [0.0004]	1.3188*** [0.0004]	1.3572*** [0.0004]	1.3515*** [0.0004]	1.4338*** [0.0002]
勤続年数	0.4623*** [0.0047]	0.4477*** [0.0055]	0.3950*** [0.0144]	0.4518*** [0.0051]	0.4536*** [0.0050]	0.4003*** [0.0134]	0.4134*** [0.0111]	0.4443*** [0.0064]	0.4785*** [0.0033]	0.4242*** [0.0095]	0.4254*** [0.0044]	0.4551*** [0.0053]	0.3391*** [0.0417]	0.3333*** [0.0453]	0.4052*** [0.0129]
勤続年数の2乗 / 100	-0.8840*** [0.0344]	-0.8891*** [0.0475]	-0.8214*** [0.0471]	-0.8923*** [0.0312]	-0.8744*** [0.0342]	-0.8653*** [0.0371]	-0.8247*** [0.0479]	-0.8724*** [0.0371]	-0.9573*** [0.0217]	-0.8538*** [0.0413]	-0.8671*** [0.0373]	-0.8594*** [0.0398]	-0.8044*** [0.0613]	-0.7916*** [0.0654]	-0.9344*** [0.0257]
勤続年数3年以下ダミー	7.1026*** [0.0000]	6.6452*** [0.0000]	6.6864*** [0.0000]	6.6290*** [0.0000]	6.7100*** [0.0000]	6.9522*** [0.0000]	6.7209*** [0.0000]	6.8222*** [0.0000]	6.9744*** [0.0000]	6.6180*** [0.0000]	6.7989*** [0.0000]	6.7915*** [0.0000]	6.7585*** [0.0000]	6.7320*** [0.0000]	7.2192*** [0.0000]
専修・短大・高専卒	0.0385 [0.9707]	-0.0244 [0.9812]	-0.1491 [0.8850]	-0.0451 [0.9653]	-0.2885 [0.7804]	-0.2855 [0.7804]	-0.1424 [0.8917]	-0.0221 [0.9832]	-0.0256 [0.9804]	0.0223 [0.9830]	0.0969 [0.9261]	0.0181 [0.9861]	-0.036 [0.9729]	-0.0206 [0.9845]	-0.3796 [0.7145]
大学卒	2.1725*** [0.0056]	2.0512*** [0.0078]	1.6692** [0.0305]	1.9359*** [0.0124]	1.9372** [0.0262]	1.7123** [0.0262]	2.0212*** [0.0093]	2.0423*** [0.0085]	1.9340*** [0.0127]	1.9927** [0.0149]	1.9641** [0.0116]	1.9421** [0.0118]	1.9062** [0.0149]	1.9805*** [0.0115]	1.7912** [0.0210]
大学院卒 (基準：中・高卒)	6.1021*** [0.0097]	6.0994*** [0.0209]	5.3451** [0.0209]	5.7867*** [0.0125]	5.8310** [0.0122]	5.2183** [0.0240]	5.8009** [0.0125]	5.1910** [0.0227]	5.6654*** [0.0149]	5.8006** [0.0121]	5.7145** [0.0142]	5.8237** [0.0129]	5.1665** [0.0244]	5.2235*** [0.0229]	4.8100** [0.0340]
係長、主任、職長相当職	3.4489*** [0.0001]	3.5003*** [0.0001]	3.5323*** [0.0001]	3.5100*** [0.0001]	3.5299*** [0.0001]	3.5132*** [0.0001]	3.4296*** [0.0001]	3.5632*** [0.0001]	3.6296*** [0.0001]	3.3763*** [0.0001]	3.4300*** [0.0001]	3.4618*** [0.0001]	3.5308*** [0.0001]	3.5539*** [0.0001]	3.5616*** [0.0000]
課長相当職	4.3241*** [0.0009]	4.2622*** [0.0017]	4.3305*** [0.0008]	4.2654*** [0.0009]	4.2647*** [0.0009]	4.2441*** [0.0010]	4.1922*** [0.0012]	4.2132*** [0.0010]	4.2742*** [0.0011]	4.2076*** [0.0012]	4.2479*** [0.0012]	4.2020*** [0.0013]	4.4902*** [0.0006]	4.4927*** [0.0006]	4.4011*** [0.0007]
部長相当職 (基準：役職なし)	2.8975 [0.1039]	2.9607** [0.0271]	3.5457** [0.0468]	2.9662** [0.0919]	2.9219** [0.0979]	3.5471** [0.0471]	3.2548** [0.0669]	2.9379** [0.0975]	3.1655** [0.0669]	3.0335** [0.0721]	3.1425** [0.0771]	2.9492** [0.0953]	3.8571** [0.0334]	3.8528*** [0.0334]	3.3917** [0.0576]
専門・技術	6.8351*** [0.0000]	6.6475*** [0.0000]	6.9504*** [0.0000]	6.7247*** [0.0000]	6.7388*** [0.0000]	7.1628*** [0.0000]	6.7228*** [0.0000]	6.5810*** [0.0000]	6.7334*** [0.0000]	6.7998*** [0.0000]	6.8346*** [0.0000]	6.8723*** [0.0000]	6.9110*** [0.0000]	6.8548*** [0.0000]	6.7483*** [0.0000]
管理	3.4116*** [0.0021]	3.4700*** [0.0017]	3.2268*** [0.0031]	3.4474*** [0.0018]	3.4849*** [0.0016]	3.3914*** [0.0020]	3.3062*** [0.0027]	3.4411*** [0.0021]	3.2900*** [0.0031]	3.4820*** [0.0017]	3.4436*** [0.0020]	3.3959*** [0.0022]	3.1103*** [0.0050]	3.1198*** [0.0048]	3.2857*** [0.0027]
販売	4.1690*** [0.0027]	4.1448*** [0.0025]	4.3697*** [0.0016]	4.2380*** [0.0019]	4.2964*** [0.0019]	4.3551*** [0.0022]	4.0542*** [0.0033]	4.2781*** [0.0021]	4.1939*** [0.0027]	4.1493*** [0.0029]	4.0694*** [0.0032]	4.4168*** [0.0016]	3.9885*** [0.0042]	3.9971*** [0.0037]	3.7213*** [0.0061]
サービス	1.4214 [0.4347]	1.4025 [0.4326]	1.7244 [0.3450]	1.5141 [0.3999]	1.4987 [0.4041]	1.5964 [0.3785]	1.3576 [0.4516]	1.3379 [0.4563]	1.6352 [0.3707]	1.7394 [0.3420]	1.5732 [0.3863]	1.5596 [0.3927]	1.7431 [0.3403]	1.8465 [0.3147]	1.342 [0.4531]
保安・運輸・通信	0.8798 [0.6163]	0.2944 [0.8622]	0.9878 [0.5631]	0.4498 [0.7906]	0.3466 [0.8383]	0.8754 [0.6107]	0.3693 [0.6649]	0.745 [0.7773]	0.4815 [0.7733]	0.7002 [0.6514]	0.7751 [0.6514]	0.3216 [0.8498]	1.9942 [0.2636]	2.0857 [0.2415]	1.7303 [0.3265]
生産工程・労務	0.5055 [0.6498]	0.7496 [0.4994]	0.7238 [0.5123]	0.6266 [0.5701]	0.7027 [0.5251]	0.8564 [0.4387]	0.7732 [0.4886]	0.7841 [0.4819]	0.838 [0.4491]	0.888 [0.3519]	0.8573 [0.5966]	0.6133 [0.5816]	0.8324 [0.4602]	0.8927 [0.4291]	1.1726 [0.2953]
その他 (基準：事務)	-5.4562*** [0.0024]	-5.3274*** [0.0022]	-5.3658*** [0.0022]	-5.4889*** [0.0017]	-5.4889*** [0.0017]	-5.2209*** [0.0032]	-5.4092*** [0.0010]	-5.4092*** [0.0026]	-5.2265*** [0.0031]	-5.7133*** [0.0016]	-5.4808*** [0.0022]	-5.9280*** [0.0009]	-5.1389*** [0.0060]	-5.2044*** [0.0052]	-4.9678*** [0.0060]
自己啓発実施の有無	0.0883*** [0.0000]	0.1818*** [0.0000]	0.9113*** [0.0000]	0.2384*** [0.0000]	0.2683*** [0.0000]	0.8052*** [0.0000]	0.0901*** [0.0000]	0.1353*** [0.0000]	0.2225*** [0.0000]	0.1596*** [0.0000]	0.1090*** [0.0000]	0.1987*** [0.0000]	0.2922*** [0.0000]	0.0000 [0.0000]	0.4910*** [0.0000]
50-99	1.2242 [0.2594]	1.3125 [0.2211]	1.1367 [0.2863]	1.3428 [0.2122]	1.694 [0.2035]	0.858 [0.4146]	1.4121 [0.1936]	1.5124 [0.1650]	1.4728 [0.1744]	1.513 [0.1626]	1.5219 [0.1619]	1.616 [0.1384]	0.8214 [0.4410]	0.7338 [0.4902]	0.7805 [0.4625]
100-299	3.4967*** [0.0006]	3.4903*** [0.0006]	2.5944*** [0.0087]	3.6199*** [0.0004]	3.5926*** [0.0004]	2.5546*** [0.0099]	3.3870*** [0.0006]	3.5707*** [0.0006]	3.5887*** [0.0012]	3.0406*** [0.0028]	3.3799*** [0.0009]	3.6998*** [0.0004]	1.8386** [0.0656]	1.7871* [0.0732]	1.8315** [0.0609]
300-999	6.4894*** [0.0000]	6.5244*** [0.0000]	5.4636*** [0.0002]	6.5151*** [0.0000]	6.6557*** [0.0000]	5.0162*** [0.0005]	6.5261*** [0.0000]	6.4846*** [0.0000]	6.1659*** [0.0001]	5.6955*** [0.0001]	6.2137*** [0.0000]	6.9432*** [0.0000]	3.7933*** [0.0072]	3.7682*** [0.0075]	3.9439*** [0.0046]
1000- (基準：30-49) 大規模企業ダミー	8.7568*** [0.0000]	8.6979*** [0.0000]	7.7192*** [0.0000]	8.6638*** [0.0000]	8.7330*** [0.0000]	8.6873*** [0.0000]	8.6873*** [0.0000]	8.3837*** [0.0000]	7.9272*** [0.0000]	7.9222*** [0.0000]	8.2305*** [0.0000]	8.5612*** [0.0000]	6.2320*** [0.0001]	6.1866*** [0.0001]	6.0109*** [0.0001]
建設業	3.6623*** [0.0000]	3.6596*** [0.0000]	2.5595*** [0.0043]	3.5904*** [0.0000]	3.8027*** [0.0000]	2.4083*** [0.0076]	2.4947*** [0.0037]	3.4509*** [0.0001]	3.2727*** [0.0001]	3.3683*** [0.0001]	3.8897*** [0.0013]	3.7905*** [0.0001]	1.1803 [0.2010]	1.1466 [0.2010]	1.732* [0.0509]
	-2.6770*** [0.0077]	-2.8398*** [0.0042]	-2.7444*** [0.0054]	-2.6518*** [0.0081]	-2.7546*** [0.0055]	-2.7178*** [0.0061]	-2.2153** [0.0285]	-2.2850** [0.0234]	-1.9955** [0.0481]	-2.3543** [0.0191]	-2.4014** [0.0170]	-2.6085*** [0.0089]	-1.9578** [0.0549]	-2.0019** [0.0493]	-2.128** [0.0286]

電気・ガス・熱供給・水道業・運輸	1.1361 [0.3686]	0.6353 [0.6085]	0.8483 [0.4942]	0.4636 [0.7052]	0.6765 [0.5817]	0.2544 [0.8343]	0.8907 [0.4730]	1.1456 [0.3633]	1.0395 [0.4013]	0.7628 [0.5373]	0.7252 [0.5571]	0.8985 [0.4738]	1.2853 [0.2990]	1.1115 [0.3645]	1.1756 [0.3454]
情報通信	2.4085 [0.2111]	2.0736 [0.2697]	1.2221 [0.5080]	1.8693 [0.3158]	2.0586 [0.2730]	1.2861 [0.4846]	1.7625 [0.3463]	1.7355 [0.3549]	1.9279 [0.3033]	1.7944 [0.2852]	2.0189 [0.2740]	2.0321 [0.2740]	0.9296 [0.6081]	0.8994 [0.6195]	1.0315 [0.5759]
卸・小売業・飲食店	0.0745 [0.9509]	0.3123 [0.7965]	-0.9249 [0.4242]	0.0081 [0.9946]	0.165 [0.9099]	-0.6721 [0.5723]	-0.4047 [0.7361]	0.0403 [0.9735]	-0.2131 [0.8596]	0.0076 [0.9950]	-0.0866 [0.9427]	-0.3636 [0.7636]	-1.3584 [0.2489]	-1.3554 [0.2496]	-0.6847 [0.5621]
金融保険・不動産業	-1.6022 [0.2428]	-1.9622 [0.5510]	-2.5332* [0.0310]	-1.9957 [0.1408]	-1.7782 [0.1881]	-2.7958** [0.0304]	-1.9848 [0.1424]	-1.5146 [0.2692]	-1.6564 [0.2230]	-1.2394 [0.3719]	-1.9422 [0.1470]	-1.7408 [0.2032]	-2.6044** [0.0458]	-2.6472** [0.0418]	-2.7297** [0.0356]
医療・福祉・教育・学習支援業	3.0271 [0.1431]	2.7795 [0.1643]	2.6817 [0.1820]	2.8875 [0.1524]	3.0026 [0.1384]	1.9587 [0.3198]	2.8288 [0.1642]	3.3131 [0.1066]	2.7805 [0.1666]	2.9254 [0.1123]	2.9254 [0.1475]	2.8805 [0.1541]	2.2339 [0.2665]	2.3975 [0.2352]	2.7998 [0.1656]
宿泊、その他のサービス業 (基準: 製造業)	0.7115 [0.6095]	0.8769 [0.5278]	0.7136 [0.6038]	0.7699 [0.5814]	0.8974 [0.5195]	0.2924 [0.8287]	0.8934 [0.5264]	0.9559 [0.4985]	1.0867 [0.4332]	1.0171 [0.4702]	0.9443 [0.5004]	0.8867 [0.5285]	0.2712 [0.8391]	0.2788 [0.8346]	0.8772 [0.5314]
非正規社員比率	-0.0372*** [0.0068]	-0.0427*** [0.0018]	-0.0323** [0.0162]	-0.0405*** [0.0032]	-0.0424*** [0.0020]	-0.0333** [0.0142]	-0.0354*** [0.0099]	-0.0366*** [0.0088]	-0.0318** [0.0238]	-0.0329** [0.0166]	-0.0363*** [0.0077]	-0.0382*** [0.0058]	-0.0143 [0.3013]	-0.0147 [0.2886]	-0.0225* [0.0985]
女性比率(%)	-0.0036 [0.8665]	0.0002 [0.9931]	0.0073 [0.7229]	-0.0005 [0.9799]	0.0002 [0.9911]	0.0037 [0.8598]	-0.0053 [0.8020]	-0.0017 [0.9346]	0.0062 [0.7681]	-0.0053 [0.8034]	0.0004 [0.9832]	0.0012 [0.9538]	-0.0001 [0.9945]	-0.0007 [0.9751]	-0.004 [0.8480]
離職率(%)	-0.0775 [0.1313]	-0.0916* [0.0713]	-0.0705 [0.1647]	-0.082 [0.1080]	-0.0879* [0.0860]	-0.0562 [0.2643]	-0.0758 [0.1343]	-0.064 [0.2154]	-0.066 [0.2069]	-0.068 [0.1726]	-0.0698 [0.1240]	-0.0793 [0.1240]	-0.0222 [0.6713]	-0.0237 [0.6498]	-0.0156 [0.7571]
都道府県別失業率	0.0302 [0.9228]	0.0362 [0.9076]	-0.0349 [0.9100]	0.0028 [0.9227]	0.0044 [0.9886]	-0.1445 [0.6426]	-0.1775 [0.5749]	-0.0358 [0.9093]	-0.0139 [0.9645]	-0.092 [0.7699]	-0.0795 [0.7993]	-0.0479 [0.8787]	-0.1731 [0.5958]	-0.1901 [0.5601]	-0.0915 [0.7686]
部下育成能力の評価	2.9981*** [0.0003]												1.8610** [0.0291]	1.8526** [0.0297]	
職業能力評価		2.2651*** [0.0006]											0.8478 [0.2205]	0.8714 [0.2078]	
目標管理制度(%)			5.4759*** [0.0000]										3.0590*** [0.0002]	2.6942*** [0.0019]	
キャリア・コンサルティング				2.6328** [0.0254]									1.4393 [0.2311]	1.3438 [0.2634]	
教育訓練休暇制度					0.0761 [0.9294]								-1.6465* [0.0609]	-4.5266*** [0.0090]	
自己申告制度(%)													2.885*** [0.0004]	2.8840*** [0.0003]	
社内公募制度(%)						5.1063*** [0.0000]							1.6696** [0.0464]	1.6388* [0.0505]	
専門職制度(%)							4.1144*** [0.0000]	3.3517*** [0.0000]					1.4207* [0.0601]	1.3412* [0.0761]	
フレックス制度(%)								2.6252*** [0.0007]					0.5216 [0.5310]	0.5458 [0.5121]	
短時間勤務制度(%)									3.6561*** [0.0000]				2.1783*** [0.0017]	2.1607*** [0.0019]	
長期休暇制度(%)										2.8473*** [0.0002]			0.0495 [0.9514]	0.0783 [0.9233]	
在宅勤務制度(%)											1.5683 [0.4295]		0.2043 [0.9154]	0.2043 [0.9154]	
目標管理*教育訓練休暇													4.1242* [0.0819]	4.1242* [0.0819]	
職業能力評価のいすれか														6.2848*** [0.0000]	
自己選択的異動のいすれか														5.1732*** [0.0000]	
柔軟な働き方のいすれか														3.3756*** [0.0000]	
キャリア支援のいすれか														0.2985 [0.7116]	
Observations	4967	5031	4996	5037	5037	4997	4986	4981	4986	4984	4993	4958	4869	4869	4975
Log Lik	-16243.89	-16377.454	-16217.804	-16406.979	-16409.72	-16235.665	-16213.032	-16202.132	-16199.038	-16213.917	-16252.758	-16100.475	-15814.221	-15813.011	-16223.094
Chi-square test	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pseudo R-squared	0.025	0.025	0.026	0.025	0.025	0.026	0.026	0.026	0.025	0.026	0.026	0.025	0.028	0.028	0.028

附表2-25 Off-JT受講時間の規定要因についての分析（トビット尤度推定法、限界効果）
データ：マッチングデータ、非正社員サンプル

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
男性ダミー	[0.3177]	[-0.8966]	[-0.6992]	[-0.8178]	[-0.8143]	[-0.6555]	[-0.7699]	[-0.6852]	[-0.6989]	[-0.7727]	[-0.8507]	[-0.9096]	[-0.8435]	[-3.7260]
年齢	[0.3177]	[0.2361]	[0.3641]	[0.2909]	[0.2906]	[0.3892]	[0.3167]	[0.3630]	[0.3631]	[0.3140]	[0.2702]	[0.2333]	[0.2666]	[0.311]
年齢の2乗 / 100	[-0.7221***]	[-0.7568***]	[-0.7372***]	[-0.7433***]	[-0.7323***]	[-0.7384***]	[-0.7349***]	[-0.7306***]	[-0.7369***]	[-0.7319***]	[-0.7662***]	[-0.7183***]	[-0.7290***]	[-3.3197***]
年齢の2乗 / 100	[0.0019]	[0.0014]	[0.0020]	[0.0017]	[0.0020]	[0.0013]	[0.0020]	[0.0013]	[0.0015]	[0.0009]	[0.0010]	[0.0014]	[0.0008]	[0.002]
勤続年数	[0.8375***]	[0.8552***]	[0.8623***]	[0.8644***]	[0.8501***]	[0.8519***]	[0.8549***]	[0.8525***]	[0.8785***]	[0.8654***]	[0.9049***]	[0.8460***]	[0.8587***]	[3.9059***]
勤続年数の2乗 / 100	[0.0022]	[0.0016]	[0.0021]	[0.0020]	[0.0023]	[0.0014]	[0.0023]	[0.0016]	[0.0017]	[0.0009]	[0.0010]	[0.0015]	[0.0008]	[0.002]
勤続年数の2乗 / 100	[0.1451]	[0.1374]	[0.1646]	[0.1339]	[0.1445]	[0.1955]	[0.1225]	[0.1502]	[0.1319]	[0.1293]	[0.1144]	[0.1349]	[0.1118]	[0.201]
勤続年数の3年以下ダミー	[-0.5238]	[-0.4879]	[-0.5023]	[-0.5366]	[-0.5167]	[-0.4815]	[-0.5468*]	[-0.5218]	[-0.5377]	[-0.4424]	[-0.5676*]	[-0.5118]	[-0.5548*]	[-2.0108]
勤続年数3年以下ダミー	[1.7345*]	[1.8970***]	[1.8239***]	[1.8889**]	[1.9254***]	[1.6932*]	[1.9114**]	[1.7111**]	[1.8836**]	[1.5198*]	[1.9793**]	[1.9086**]	[1.9339***]	[7.2519**]
専修・短大・高専卒	[1.7469**]	[1.7442**]	[1.8578***]	[1.8482**]	[1.8867**]	[1.7534**]	[1.8949**]	[1.6175**]	[1.8780**]	[1.3786**]	[1.6206**]	[1.6762**]	[1.6131**]	[6.6095**]
大学・大学院卒	[0.0201]	[0.0182]	[0.0144]	[0.0124]	[0.0130]	[0.0149]	[0.0125]	[0.0247]	[0.0132]	[0.0456]	[0.0237]	[0.0195]	[0.0226]	[0.024]
(基準：中・高卒)	[0.5215]	[0.4552]	[0.457]	[0.5236]	[0.5767]	[0.3432]	[0.5735]	[0.275]	[0.476]	[0.1051]	[0.4608]	[0.6232]	[0.5556]	[1.1750]
就職ありダミー	[-0.5719]	[-0.5981]	[-0.467]	[-0.4885]	[-0.3884]	[-0.7441]	[-0.4207]	[-0.3386]	[-0.4613]	[-0.7844]	[-0.3217]	[-0.4286]	[-0.4321]	[-4.5072]
専門・技術・管理	[0.6585]	[0.6771]	[0.7243]	[0.7052]	[0.7693]	[0.5625]	[0.7503]	[0.7961]	[0.7240]	[0.5356]	[0.8041]	[0.7372]	[0.7379]	[0.472]
販売・サービス	[3.1236**]	[2.7212**]	[2.5642*]	[2.7238**]	[2.6880**]	[2.7083**]	[2.7449**]	[2.7546**]	[2.7800**]	[2.9365**]	[2.9848**]	[3.2928**]	[3.0388**]	[11.7283**]
保安、運輸・通信、生産工程・労務、その他	[0.0239]	[0.0426]	[0.0542]	[0.0414]	[0.0422]	[0.0427]	[0.0384]	[0.0384]	[0.0391]	[0.0391]	[0.0266]	[0.0178]	[0.0232]	[0.015]
(基準：事務)	[2.5863***]	[2.4886***]	[2.4763***]	[2.5114***]	[2.5377***]	[2.6627***]	[2.5098***]	[2.6036***]	[2.4664***]	[2.6973***]	[2.3655***]	[2.5808***]	[2.4885***]	[11.2558***]
自己営業実施の有無	[0.0017]	[0.0024]	[0.0025]	[0.0020]	[0.0019]	[0.0011]	[0.0023]	[0.0015]	[0.0024]	[0.0010]	[0.0022]	[0.0011]	[0.0018]	[0.001]
自己営業実施の有無	[0.8469]	[0.6497]	[0.6775]	[0.6611]	[0.6892]	[1.0586]	[0.6842]	[0.6407]	[0.6886]	[0.9785]	[0.7882]	[0.9332]	[0.9063]	[4.6020]
(基準：事務)	[3.3525]	[0.4637]	[0.4511]	[0.4640]	[0.4430]	[0.2552]	[0.4494]	[0.4697]	[0.4461]	[0.2822]	[0.3833]	[0.3053]	[0.3223]	[0.241]
50-99	[4.8674***]	[5.4280***]	[5.0759***]	[5.2304***]	[5.3062***]	[5.0877***]	[5.2632***]	[5.2054***]	[5.2394***]	[4.7399***]	[4.8869***]	[4.7043***]	[4.9186***]	[19.0218***]
100-299	[0.0000]	[0.0000]	[0.0000]	[0.0000]	[0.0000]	[0.0000]	[0.0000]	[0.0000]	[0.0000]	[0.0000]	[0.0000]	[0.0000]	[0.0000]	[0.000]
300-999	[-1.6085]	[-1.5544]	[-1.0496]	[-1.2621]	[-1.3558]	[-1.1978]	[-1.3339]	[-1.3975]	[-1.3617]	[-1.6209*]	[-2.0004**]	[-1.9010**]	[-1.9226**]	[-7.5308*]
1000-	[0.1133]	[0.1180]	[0.2887]	[0.2097]	[0.1743]	[0.2271]	[0.1782]	[0.1588]	[0.1757]	[0.0877]	[0.0423]	[0.0499]	[0.0484]	[0.099]
(基準：30-49)	[0.6438]	[0.7838]	[0.8524]	[0.9531]	[0.7858]	[0.6744]	[0.8119]	[0.7593]	[0.8078]	[0.3755]	[0.1127]	[0.3714]	[0.258]	[1.9468]
大規模企業ダミー	[0.5273]	[0.4298]	[0.3889]	[0.3467]	[0.4349]	[0.4971]	[0.4208]	[0.4465]	[0.4230]	[0.7029]	[0.9096]	[0.7067]	[0.7946]	[0.655]
建設業	1.6687	1.486	1.5829	1.7622	1.5796	1.3273	1.5808	1.2838	1.6232	0.8616	0.4976	0.7686	0.7158	4.9708
電気・ガス・熱供給・水道業、運輸	[0.1708]	[0.2060]	[0.1767]	[0.1432]	[0.1811]	[0.2503]	[0.1871]	[0.2616]	[0.1761]	[0.4483]	[0.6474]	[0.4848]	[0.5173]	[0.302]
卸・小売業、飲食店	5.9992	5.8298	5.6412	5.649	5.6192	5.3783	5.5668	5.0601	5.7166	5.0991	3.9871	4.2262	4.3289	19.6830*
金融保険、不動産業	[0.1334]	[0.1347]	[0.1523]	[0.1301]	[0.1507]	[0.1364]	[0.1585]	[0.1492]	[0.1456]	[0.1385]	[0.2023]	[0.1845]	[0.1746]	[0.066]
医療・福祉、教育・学習支援業	1.2307*	1.0905*	1.4405**	1.4044**	1.4185**	1.2437*	1.4377**	1.4713**	1.2971**	1.0643*	1.2868**	1.1219**	1.0089	4.0619
建設業	[0.0522]	[0.0769]	[0.0258]	[0.0279]	[0.0271]	[0.0528]	[0.0246]	[0.0181]	[0.0441]	[0.0848]	[0.0381]	[0.0718]	[0.1084]	[0.134]
電気・ガス・熱供給・水道業、運輸	[-0.8363]	[-0.533]	[-0.9134]	[-0.7165]	[-0.3512]	[-1.4234]	[-0.2966]	[-1.3299]	[-0.3909]	[-2.5243]	[-1.4072]	[-1.5154]	[-2.0051]	[-9.5522]
卸・小売業、飲食店	[0.7415]	[0.8371]	[0.7113]	[0.7755]	[0.8972]	[0.5572]	[0.9144]	[0.5369]	[0.8856]	[0.1505]	[0.5005]	[0.4514]	[0.2733]	[0.420]
金融保険、不動産業	[0.2292]	[0.7558]	[0.2111]	[0.5754]	[0.4409]	[0.6752]	[0.5521]	[0.6077]	[0.5147]	[0.5485]	[0.3968]	[0.3968]	[0.7358]	[2.6784]
医療・福祉、教育・学習支援業	[0.8533]	[0.5255]	[0.8564]	[0.6266]	[0.7080]	[0.5573]	[0.6393]	[0.6009]	[0.6604]	[0.6710]	[0.6386]	[0.7304]	[0.5366]	[0.629]
建設業	[-0.1985]	[-0.6685]	[-0.5604]	[-0.3362]	[-0.2712]	[-0.2342]	[-0.2376]	[-0.6558]	[-0.2014]	[-1.1528]	[-0.7443]	[-0.6545]	[-0.5296]	[-3.5280]
卸・小売業、飲食店	[0.8343]	[0.4774]	[0.5645]	[0.7209]	[0.7763]	[0.8013]	[0.8050]	[0.4838]	[0.8336]	[0.2259]	[0.4210]	[0.4865]	[0.5726]	[0.415]
金融保険、不動産業	[-1.2294]	[-1.3481]	[-1.614]	[-1.5007]	[-1.3415]	[-1.9650*]	[-1.4255]	[-1.7011]	[-1.6437]	[-1.9847]	[-1.9456]	[-1.8264]	[-1.879]	[-8.8968]
医療・福祉、教育・学習支援業	[0.3119]	[0.2634]	[0.1737]	[0.2039]	[0.2655]	[0.0969]	[0.2401]	[0.1592]	[0.1711]	[0.1037]	[0.1172]	[0.1320]	[0.1182]	[0.179]
建設業	1.4272	0.7984	1.2249	1.2254	1.2179	1.5722	1.1953	1.3924	1.409	1.2464	1.1358	1.3242	1.3604	4.8030
卸・小売業、飲食店	[0.3705]	[0.5913]	[0.4403]	[0.4286]	[0.4373]	[0.3195]	[0.4517]	[0.3749]	[0.3727]	[0.4304]	[0.4675]	[0.3964]	[0.3891]	[0.445]

宿泊、その他のサービス業 (基準: 製造業)	1.2334 [0.2101]	0.9271 [0.3416]	1.1721 [0.2371]	1.2538 [0.2063]	1.3078 [0.1916]	0.9852 [0.3133]	1.3456 [0.1775]	1.3828 [0.1631]	1.1753 [0.2395]	0.7169 [0.4500]	0.8759 [0.3646]	0.9863 [0.3106]	0.7998 [0.4033]	2.5170 [0.537]
非正社員比率	0.0305** [0.0205]	0.0300** [0.0194]	0.0290** [0.0259]	0.0287** [0.0264]	0.0293** [0.0239]	0.0242* [0.0573]	0.0282** [0.0305]	0.0245* [0.0541]	0.0280** [0.0313]	0.0250** [0.0487]	0.0255** [0.0468]	0.0223** [0.0791]	0.0250* [0.0500]	0.1250** [0.032]
女性比率(%)	-0.0121 [0.4312]	-0.0051 [0.7354]	-0.0029 [0.8489]	-0.0067 [0.6505]	-0.0056 [0.7078]	-0.0042 [0.7793]	-0.0057 [0.7005]	-0.0081 [0.5802]	-0.007 [0.6367]	-0.0068 [0.6588]	-0.0051 [0.7394]	-0.0048 [0.7544]	-0.0089 [0.5496]	-0.0271 [0.695]
離職率(%)	-0.0013 [0.9499]	0.0017 [0.9324]	0.0132 [0.5011]	0.0103 [0.6016]	0.0106 [0.5934]	0.0137 [0.4791]	0.0108 [0.5830]	0.0152 [0.4364]	0.0114 [0.5668]	0.0038 [0.8532]	0.0173 [0.3738]	0.0218 [0.2541]	0.0232 [0.2301]	-0.0130 [0.890]
都道府県別失業率	-0.4559* [0.0755]	-0.4675* [0.0690]	-0.4168 [0.1062]	-0.4525* [0.0830]	-0.4570* [0.0782]	-0.5107* [0.0509]	-0.4590* [0.0798]	-0.4546* [0.0734]	-0.4096 [0.1137]	-0.5277** [0.0428]	-0.4884* [0.0617]	-0.4817* [0.0663]	-0.4619* [0.0766]	-2.4095** [0.403]
部下育成能力の評価	2.1146*** [0.0051]								1.6385** [0.0272]					9.2339** [0.017]
職業能力評価		1.6722*** [0.0073]							1.1258* [0.0666]					6.2745** [0.033]
目標管理制度(%)			1.6740** [0.0140]						0.864 [0.2635]					2.3462 [0.472]
キャリア・コンサルティング				1.2855 [0.3057]					0.1711 [0.8662]					1.1715 [0.797]
教育訓練休暇制度					0.8762 [0.2939]				0.3334 [0.6817]					1.1505 [0.750]
自己申告制度(%)						2.9586*** [0.0040]			1.9915* [0.0605]					9.7332** [0.021]
正社員への転換制度(%)					0.449 [0.3951]				-0.4167 [0.4699]					-1.4848 [0.571]
フレックスタイム制度(%)							3.4981*** [0.0043]		2.8120*** [0.0096]					
長期休暇制度(%)									1.1303 [0.1362]					
職業能力評価のいすれか											2.8200*** [0.0054]	2.8919*** [0.0039]	2.9446*** [0.0031]	
自己選択的異動のいすれか											0.3584 [0.4995]	-0.191 [0.7463]	0.2799 [0.5965]	
柔軟な働き方のいすれか											2.1414*** [0.0065]	1.9714*** [0.0099]	1.2305 [0.1028]	
キャリア支援のいすれか											1.1152 [0.1468]	-1.1843 [0.3292]	-0.0078 [0.9919]	
自己選択的異動のいすれか**キャリア形成支援 のいすれか											3.8521* [0.0858]			
Observations	709	722	721	722	722	720	721	720	720	707	710	710	710	707
Pseudo R-squared	0.072	0.074	0.074	0.072	0.072	0.076	0.071	0.077	0.072	0.083	0.079	0.081	0.081	0.000
Chi-square test	0	0	0	0	0	0	0	0	0	0	0	0	0	0.079
Log Lik	-1088.037	-1095.035	-1095.217	-1097.419	-1097.681	-1091.536	-1097.902	-1091.048	-1097.131	-1074.993	-1085.92	-1083.701	-1083.474	-1079.553

附表 2-26 O f - J T 受講時間の規定要因についての分析 (固定効果 OLS 推計、係数)
データ: マッチングサブデータ、正社員と非正社員をプールしたサンプル

VARIABLES	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
	全体	#HRM=>4	#HRM=>3	#HRM=>2	#HRM=>1	#HRM=<=1	#HRM=<=2	#HRM>=4	#HRM>=3	#HRM>=2	#HRM>=1	#HRM=<=1	#HRM=<=2
正社員ダミー	6.677*** [0.008]	10.6937*** [0.0418]	8.8750*** [0.0133]	7.6298*** [0.0112]	6.6844*** [0.0123]	4.8129 [0.2948]	5.491 [0.1009]	10.0646*** [0.0143]	7.5462*** [0.0218]	7.1978*** [0.0164]	6.7860*** [0.0106]	6.1511 [0.1670]	6.4541* [0.0801]
男性ダミー	3.2421* [0.058]	3.5517* [0.0402]	3.2061* [0.0528]	1.4443 [0.4908]	3.4022* [0.0585]	7.0531*** [0.0123]	3.6481** [0.0821]	-1.1821 [0.7025]	2.3236 [0.3267]	2.4819 [0.2264]	3.5324* [0.0629]	4.8615* [0.0861]	3.6293 [0.1228]
年齢	-2.4334*** [0.000]	0.3557 [0.7850]	-2.0003** [0.0167]	-2.2808*** [0.0007]	-2.4929*** [0.0000]	-2.7281*** [0.0014]	-2.6945*** [0.0001]	-1.3903 [0.1502]	-2.4522*** [0.0012]	-2.5410*** [0.0001]	-2.4651*** [0.0000]	-2.0316** [0.0148]	-2.4400*** [0.0008]
年齢の 2 乗 / 100	2.5137*** [0.000]	-0.5832 [0.7082]	1.9225* [0.0570]	2.2737*** [0.0053]	2.5726*** [0.0021]	2.9549*** [0.0035]	2.8508*** [0.0004]	1.3515 [0.2449]	2.5020*** [0.0064]	2.5740*** [0.0014]	2.5435*** [0.0002]	2.1932*** [0.0264]	2.5409*** [0.0038]
勤続年数	0.2745 [0.424]	0.0581 [0.9448]	0.2507 [0.6478]	0.5741 [0.1708]	0.2854 [0.4317]	0.3546 [0.5158]	0.3866 [0.4100]	0.2449 [0.9577]	0.4792 [0.3071]	0.6259 [0.1300]	0.2639 [0.4642]	-0.7743 [0.1907]	0.133 [0.7841]
勤続年数の 2 乗 / 100	-0.5127 [0.540]	-0.8556 [0.6877]	-0.7264 [0.5924]	-0.9795 [0.3395]	-0.4966 [0.5734]	0.5779 [0.6889]	-0.5627 [0.5893]	-0.4198 [0.7820]	-1.2243 [0.2539]	-1.2243 [0.2248]	-0.4541 [0.6047]	1.7755 [0.2214]	0.1286 [0.9139]
勤続年数 3 年以下ダミー	11.1998*** [0.000]	9.2632 [0.1047]	12.2011*** [0.0010]	13.7518*** [0.0000]	12.2048*** [0.0000]	5.6047 [0.1551]	10.9970*** [0.0002]	11.1870*** [0.0022]	13.4015*** [0.0000]	14.3354*** [0.0000]	12.0769*** [0.0000]	2.7395 [0.4792]	9.6382*** [0.0033]
専修・短大・高専卒	0.8615 [0.644]	4.0146 [0.3992]	0.1892 [0.9496]	0.7416 [0.7464]	0.763 [0.6991]	1.0208 [0.7460]	1.239 [0.5952]	0.8322 [0.8120]	0.4363 [0.8669]	0.5273 [0.8145]	0.7432 [0.7050]	1.1992 [0.7047]	1.4611 [0.5736]
大学卒	3.1241* [0.069]	6.4128 [0.1375]	2.3404 [0.4125]	3.8309* [0.0708]	3.5281* [0.0524]	1.9925 [0.4880]	3.4599 [0.1024]	3.2615 [0.3083]	3.9555 [0.1045]	2.7167 [0.1928]	3.5356* [0.0571]	3.9342 [0.1676]	2.6797 [0.2566]
大学院卒	11.4426*** [0.002]	9.4349 [0.2665]	15.1891*** [0.0159]	7.8614* [0.0749]	11.2417*** [0.0028]	19.4412*** [0.0016]	9.9069** [0.0237]	6.2553 [0.4062]	8.1138 [0.1029]	10.6446** [0.0137]	11.1885*** [0.0028]	13.5179*** [0.0305]	13.9574*** [0.0058]
係長・主任・職長相当職	2.8891* [0.097]	-1.0152 [0.8155]	-1.0341 [0.7246]	2.5125 [0.2410]	2.5642 [0.1650]	2.9318 [0.3237]	4.2796*** [0.0453]	1.0462 [0.7439]	0.292 [0.9064]	0.3754 [0.1435]	2.6218 [0.1532]	1.1455 [0.6998]	4.2752* [0.0740]
課長相当職	4.7780* [0.070]	-0.5255 [0.9351]	5.236 [0.2251]	3.8207 [0.2455]	4.3921 [0.1171]	5.9272 [0.1742]	4.6324 [0.1587]	6.7835 [0.1479]	3.281 [0.9395]	3.5316 [0.2745]	4.4571 [0.1103]	7.1491* [0.0973]	7.2730*** [0.0478]
部長相当職	8.7490*** [0.021]	0.7392 [0.9431]	12.2576* [0.0582]	7.6479 [0.1089]	8.3474** [0.0381]	11.3871* [0.0615]	7.8808* [0.0903]	0.0657 [0.1630]	13.8097*** [0.0081]	7.5364 [0.1062]	8.4313** [0.0356]	11.6792* [0.0559]	4.2017 [0.4317]
専門・技術	9.5026*** [0.000]	-2.826 [0.6216]	4.5435 [0.2050]	10.6921*** [0.0000]	10.0681*** [0.0000]	7.1458*** [0.0437]	11.5379*** [0.0000]	4.2254 [0.3109]	7.0913*** [0.0189]	9.9523*** [0.0001]	9.9990*** [0.0000]	8.4839*** [0.0194]	11.2426*** [0.0001]
管理	0.3056 [0.904]	4.6131 [0.4669]	5.0885 [0.2057]	1.9432 [0.5355]	0.5702 [0.8309]	-2.7637 [0.5096]	-1.6722 [0.5992]	7.1121 [0.1286]	4.7367 [0.1709]	1.2457 [0.6835]	0.4983 [0.8514]	-1.4572 [0.7331]	-2.2912 [0.5226]
販売	5.5858** [0.050]	1.2131 [0.8659]	6.6434 [0.1306]	6.7733** [0.0496]	5.4772* [0.0670]	1.6379 [0.7451]	5.3431 [0.1408]	8.3305* [0.0893]	7.5750** [0.0456]	7.2988** [0.0315]	5.4610* [0.0671]	0.9877 [0.8450]	3.8905 [0.3442]
サービス	3.3806 [0.298]	4.0254 [0.5695]	0.977 [0.8343]	0.1424 [0.9711]	3.799 [0.2699]	13.2476** [0.0218]	5.0619 [0.2391]	4.6551 [0.3732]	6.8669 [0.1122]	3.2709 [0.4021]	3.7939 [0.2694]	4.4642 [0.4202]	0.9412 [0.8410]
保安・運輸・通信	0.8848 [0.842]	-8.3988 [0.3641]	-2.9349 [0.6567]	1.7344 [0.7441]	1.9756 [0.6774]	0.0662 [0.9934]	2.9724 [0.6044]	-1.4601 [0.8449]	1.4206 [0.8155]	1.7236 [0.7443]	1.9663 [0.6780]	-0.8958 [0.9086]	0.1211 [0.9845]
生産工程・労務	-0.9662 [0.692]	-0.8842 [0.9003]	0.1675 [0.9689]	-3.1563 [0.2999]	-0.8464 [0.7428]	3.0687 [0.4445]	-1.3192 [0.6551]	6.1876 [0.2239]	2.3249 [0.5133]	-3.4683 [0.2443]	-0.8384 [0.7444]	5.7241 [0.1541]	-3.1679 [0.3386]
その他	-2.1939 [0.624]	-1.9057 [0.8618]	1.1598 [0.8812]	-1.7894 [0.7555]	-2.5247 [0.5989]	-2.6257 [0.7044]	-3.3474 [0.5388]	1.8198 [0.8228]	1.8217 [0.7806]	-2.9884 [0.5882]	-2.5217 [0.5966]	0.0825 [0.9908]	-4.4427 [0.4650]
(基理: 事務)	9.2154*** [0.000]	9.5674*** [0.0047]	7.6429*** [0.0005]	8.6152*** [0.0000]	9.3780*** [0.0000]	10.7166*** [0.0000]	9.9444*** [0.0000]	8.0692*** [0.0022]	8.5458*** [0.0000]	9.4166*** [0.0000]	9.3868*** [0.0000]	8.7272*** [0.0003]	9.8274*** [0.0000]
自己啓発実施の有無	48.0703*** [0.000]	-7.1354 [0.7793]	43.6994*** [0.0064]	44.6989*** [0.0005]	49.1936*** [0.0000]	54.5687*** [0.0011]	51.2609*** [0.0001]	30.3668 [0.1047]	49.6466*** [0.0007]	49.5842*** [0.0001]	48.6921*** [0.0000]	41.3005*** [0.0109]	47.0122*** [0.0009]
Observations	5691	613	1649	4040	5346	1651	4042	1209	2336	4308	5376	1383	3355
R-squared	0.063	0.0817	0.0858	0.0593	0.0648	0.0942	0.0614	0.0763	0.0841	0.0647	0.0677	0.0797	0.06
Log Lik	-27859.077	-2855.412	-7829.087	-19921.685	-26310.112	-7899.511	-19977.055	-5691.474	-11153.573	-21301.181	-26443.883	-6487.118	-16644.263
事業所数	1550	165	447	1081	1445	469	1103	325	632	1158	1454	392	918
Chi-square test	0	0	0	0	0	0	0	0	0	0	0	0	0

附表2-27 O f f ー J T 受講時間の規定要因についての分析 (固定効果 OLS 推計、係数)
データ：マッチングサブデータ、正社員サンプル

VARIABLES	(1) 全体	(2) #HRM>=4	(3) #HRM>=3	(4) #HRM>=2	(5) #HRM>=1	(6) #HRM<=1	(7) #HRM<=2	(8) #HRM>=4	(9) #HRM>=3	(10) #HRM>=2	(11) #HRM>=1	(12) #HRM<=1	(13) #HRM<=2
男性ダミー	4.6862*** [0.019]	5.9354** [0.0905]	5.2095* [0.0517]	5.4106** [0.0184]	4.9274** [0.0178]	1.6798 [0.4343]	3.8128* [0.0178]	5.4683* [0.0511]	5.5045** [0.0249]	5.2407** [0.0176]	4.7656** [0.0201]	0.7342 [0.7096]	2.809 [0.1724]
年齢	-2.6147*** [0.000]	-3.6409*** [0.0116]	-3.4970*** [0.0011]	-2.7846*** [0.0013]	-2.7605*** [0.0002]	-0.6572 [0.2719]	-0.5148 [0.4001]	-3.2527*** [0.0040]	-3.1691*** [0.0010]	-2.8322*** [0.0005]	-2.6999*** [0.0002]	0.0588 [0.9142]	-0.5912 [0.3003]
年齢の2乗 / 100	2.6542*** [0.002]	3.5167*** [0.0472]	3.4996*** [0.0082]	2.7642*** [0.0093]	2.7752*** [0.0022]	0.5561 [0.4353]	0.44 [0.5498]	3.1400** [0.0243]	3.1661*** [0.0076]	2.8185*** [0.0049]	2.7146*** [0.0023]	-0.1696 [0.7945]	0.5355 [0.4327]
勤続年数	0.4998 [0.232]	1.4861* [0.0538]	1.1207* [0.0595]	0.6334 [0.1983]	0.5835 [0.1848]	0.6334 [0.1848]	0.6334 [0.1848]	1.1573* [0.0595]	0.9297* [0.0841]	0.6014 [0.2015]	0.1016 [0.2055]	-0.5473 [0.9692]	-0.5449 [0.1857]
勤続年数の2乗 / 100	-0.9184 [0.369]	-2.5896 [0.1628]	-2.0866 [0.1495]	-1.1124 [0.3206]	-1.0659 [0.3206]	0.146 [0.9009]	1.2247 [0.2519]	-1.8409 [0.2168]	-1.7162 [0.1902]	-1.0478 [0.3626]	-0.9977 [0.3451]	0.2057 [0.8471]	1.6399 [0.3451]
勤続年数3年未満ダミー	16.4733*** [0.000]	34.7698*** [0.0000]	26.9284*** [0.0000]	20.6438*** [0.0000]	17.7729*** [0.0000]	-1.9802 [0.5146]	-0.0557 [0.9842]	28.6748*** [0.0000]	23.4875*** [0.0000]	19.5865*** [0.0000]	17.4388*** [0.0000]	-0.9403 [0.7266]	-2.1769 [0.4286]
専修・短大・高専卒	0.8393 [0.713]	-1.244 [0.7661]	-0.4641 [0.8843]	0.9945 [0.7072]	0.7228 [0.7617]	0.5533 [0.7477]	3.4053 [0.1255]	-0.2897 [0.9313]	0.8298 [0.7061]	0.9572 [0.7061]	0.7297 [0.7560]	-0.0589 [0.9787]	1.8902 [0.3872]
大学卒	2.7771 [0.167]	2.6242 [0.4686]	2.5912 [0.3533]	2.4863 [0.2850]	2.7752 [0.1861]	3.0985 [0.1433]	1.718 [0.3869]	3.1516 [0.2787]	2.9418 [0.2463]	2.8105 [0.2078]	2.7225 [0.1890]	0.7865 [0.6925]	0.6648 [0.7275]
大学院卒 (基準：中・高卒)	10.8801*** [0.006]	12.4490*** [0.0426]	11.5109*** [0.0205]	10.5771*** [0.0157]	10.7772*** [0.0085]	-7.4003 [0.3595]	2.7391 [0.6415]	11.9833*** [0.0198]	11.4250*** [0.0127]	10.2966*** [0.0157]	10.6940*** [0.0082]	11.6107 [0.1353]	-10.6787 [0.1775]
係長、主任、職長相当職	4.8705 [0.107]	4.8705 [0.1534]	4.2265 [0.1137]	3.7262 [0.1028]	3.4234* [0.0980]	0.0249 [0.9908]	4.517 [0.8971]	4.517 [0.1029]	4.0547* [0.0961]	3.9899* [0.0685]	3.3668* [0.0991]	-1.8239 [0.3779]	-0.2922 [0.8880]
課長相当職	5.6949* [0.056]	7.0354 [0.1784]	7.6271* [0.0620]	6.3205* [0.0683]	5.9293* [0.0902]	1.2893 [0.0556]	-0.374 [0.9020]	7.3506* [0.1178]	5.8432 [0.1178]	6.6086** [0.0466]	5.8867* [0.0546]	-0.8506 [0.7668]	2.7359 [0.3492]
部長相当職 (基準：夜職なし)	8.8092*** [0.038]	9.8063 [0.2003]	8.4743 [0.1530]	9.4415* [0.0366]	9.2905** [0.0592]	0.695 [0.8698]	5.419 [0.1955]	11.4425* [0.0647]	9.6318* [0.0784]	9.6570** [0.0425]	9.0905** [0.0384]	-0.1614 [0.9679]	1.946 [0.6187]
専門・技術	9.4342*** [0.000]	10.7959*** [0.0059]	10.0791*** [0.0012]	10.4614*** [0.0001]	9.5695*** [0.0001]	2.9235 [0.2887]	8.4662*** [0.0016]	12.1379*** [0.0002]	10.4455*** [0.0003]	10.0382*** [0.0001]	9.5405*** [0.0001]	2.7375 [0.2722]	6.1208** [0.0194]
管理	-0.3969 [0.888]	-0.4843 [0.9171]	-0.5207 [0.8894]	-0.7358 [0.8184]	-0.5827 [0.8412]	3.8272 [0.2463]	0.8595 [0.7794]	-0.296 [0.9391]	-0.0616 [0.9858]	-0.7416 [0.8096]	-0.5213 [0.8562]	3.7473 [0.2420]	0.1712 [0.9537]
販売	5.4716 [0.123]	8.148 [0.2139]	6.8622 [0.1472]	5.3129 [0.1901]	5.5995 [0.1293]	6.5651 [0.1038]	2.7107 [0.4781]	6.7267 [0.1781]	6.4505 [0.1405]	5.7047 [0.1456]	5.6689 [0.1221]	3.1344 [0.3887]	3.0619 [0.4014]
カービス	4.8495 [0.269]	11.069 [0.1919]	6.9743 [0.2868]	5.0095 [0.3426]	4.9447 [0.2800]	3.7532 [0.3346]	3.506 [0.3660]	10.8694 [0.1213]	6.1842 [0.2821]	4.7004 [0.3557]	4.859 [0.2792]	5.0939 [0.1310]	2.0053 [0.5984]
保安・運輸・通信	-0.5157 [0.920]	-2.1312 [0.8184]	-2.5153 [0.9528]	0.3605 [0.9904]	-0.065 [0.9904]	-1.3685 [0.4202]	3.7836 [0.3660]	-0.4968 [0.9490]	0.1388 [0.9833]	-0.4193 [0.9424]	-0.0368 [0.9945]	-1.0597 [0.8173]	-1.9938 [0.6688]
生産工程・労務	-1.3756 [0.632]	-6.0177 [0.2433]	-4.0293 [0.3154]	-3.1733 [0.3466]	-1.6277 [0.5887]	6.3723** [0.0429]	2.7151 [0.3369]	-2.8127 [0.4989]	-2.2792 [0.5275]	-2.0575 [0.5216]	-1.4312 [0.6295]	3.8046 [0.1538]	0.5439 [0.8449]
その他 (基準：事務)	-5.3369 [0.376]	-12.5509 [0.2851]	-8.0286 [0.3208]	-6.5517 [0.3462]	-5.7111 [0.3603]	0.7315 [0.9082]	1.4596 [0.8200]	-7.7031 [0.3939]	-7.6124 [0.3217]	-6.0105 [0.3663]	-5.3762 [0.3815]	-2.1666 [0.7228]	-0.514 [0.9272]
自己啓発実施の有無	9.4110*** [0.000]	9.6310*** [0.0002]	10.3382*** [0.0000]	10.2069*** [0.0000]	9.8063*** [0.0000]	2.6841 [0.1734]	6.3827*** [0.002]	9.2990*** [0.0000]	10.0725*** [0.0000]	9.9916*** [0.0000]	9.7640*** [0.0000]	2.104 [0.2457]	5.9052*** [0.0008]
Constant	56.1465*** [0.000]	73.1396*** [0.0041]	71.5723*** [0.0002]	59.2611*** [0.0001]	58.5877*** [0.0000]	16.6855 [0.1517]	14.9335 [0.1999]	65.8900*** [0.0009]	65.1708*** [0.0001]	60.1629*** [0.0000]	57.5872*** [0.0000]	2.8284 [0.7877]	18.0321 [0.1004]
Observations	4809	2508	3371	4112	4606	697	1438	3228	3797	4315	4670	494	1015
事業所数	1372	700	948	1156	1306	216	424	911	1069	1218	1329	154	304
R-squared	0.0854	0.0854	0.0731	0.0673	0.0483	0.0731	0.0483	0.0816	0.0756	0.071	0.0666	0.0405	0.0486
Log Lik	-23813.388	-12953.07	-17095.608	-20618.73	-22898.741	-2802.331	-6298.463	-16423.01	-19142.155	-21565.385	-23186.731	-1862.796	-4240.974
Chi-square test	0	0	0	0	0	0.08	0	0	0	0	0	-0.998	0

※ #HRM は、「職業能力評価」と「自己選択的異動」のいずれかか分類される HRM 制度の数を表す。#HRM はすべての HRM 制度の数を表す。

附表 2-28 O f f ー J T 受講時間の規定要因についての分析 (固定効果 OLS 推計、係数)
 データ: マッチングサブデータ、非正社員サンプル

VARIABLES	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
	全体	#HRM>=4	#HRM>=3	#HRM>=2	#HRM>=1	#HRM<=1	#HRM<=2	#HRM>=4	#HRM>=3	#HRM>=2	#HRM>=1	#HRM<=1	#HRM<=2
男性ダミー	-1.707 [0.256]	1.2407 [0.7483]	-2.3278 [0.4606]	-2.3642 [0.1853]	-1.7613 [0.2615]	0.746 [0.7959]	-0.8574 [0.5896]	-3.3166 [0.4027]	-2.456 [0.3085]	-2.4474 [0.1695]	-1.7571 [0.2618]	1.0344 [0.7119]	0.1375 [0.9421]
年齢	-0.8549** [0.012]	1.3936 [0.1788]	-0.6579 [0.3317]	-0.8035** [0.0463]	-0.8767** [0.0126]	-0.4196 [0.6482]	-0.6721* [0.0737]	-0.8178 [0.4263]	-0.5978 [0.2642]	-0.7679* [0.0556]	-0.8739** [0.0126]	-0.3957 [0.6592]	-0.9450** [0.0348]
年齢の 2 乗 / 100	0.9106** [0.022]	-1.6337 [0.1633]	0.5749 [0.4821]	0.8465* [0.0805]	0.9308** [0.0233]	0.4417 [0.6512]	0.7864* [0.0661]	0.7141 [0.5568]	0.5583 [0.3877]	0.8020* [0.0957]	0.9285** [0.0234]	0.4312 [0.6506]	1.0479** [0.0373]
勤続年数	0.1939 [0.529]	-1.3749 [0.1942]	-0.5323 [0.5250]	0.0146 [0.9739]	0.1819 [0.5673]	0.7865 [0.1112]	0.5649* [0.0679]	-0.3689 [0.7006]	-0.0102 [0.9868]	-0.0308 [0.9448]	0.1795 [0.5713]	1.0390** [0.0355]	0.7313** [0.0444]
勤続年数の 2 乗 / 100	-0.8421 [0.314]	4.3605 [0.2456]	0.8791 [0.7541]	-0.74 [0.6152]	-0.8547 [0.3382]	-2.0996* [0.0785]	-1.5754** [0.0485]	0.1328 [0.9674]	-0.9832 [0.6329]	-0.6534 [0.6564]	-0.8489 [0.3403]	-2.6567** [0.0254]	-1.8728** [0.0401]
勤続年数 3 年未満ダミー	-0.1772 [0.913]	-2.802 [0.5387]	-3.5362 [0.3147]	-1.0414 [0.6104]	-0.3525 [0.8330]	1.2698 [0.6587]	2.226 [0.2031]	-2.4444 [0.5874]	-1.3029 [0.6316]	-1.1151 [0.5843]	-0.3434 [0.8368]	1.7852 [0.5230]	2.5183 [0.2272]
専修・短大・高専卒	0.9788 [0.437]	1.2901 [0.7224]	-0.2195 [0.9339]	1.1167 [0.4480]	0.8692 [0.5058]	1.9464 [0.4374]	1.9194 [0.1444]	-2.1995 [0.5435]	0.2532 [0.8970]	0.7631 [0.5965]	0.8602 [0.5091]	2.8597 [0.2751]	1.6629 [0.2954]
大学・大学院卒 (基準: 中・高卒)	-0.5003 [0.779]	-6.9901* [0.0947]	-3.9093 [0.3013]	-0.7914 [0.6990]	-0.5012 [0.7853]	0.4896 [0.8973]	1.9731 [0.2950]	-4.7087 [0.3017]	-1.9591 [0.4774]	-0.9377 [0.6462]	-0.5459 [0.7636]	0.9224 [0.8028]	1.2682 [0.5814]
役職ありダミー	3.8701* [0.083]	9.0561* [0.0960]	5.6912 [0.3327]	5.0472* [0.0847]	3.6032 [0.1233]	0.5273 [0.8731]	3.0518 [0.1504]	7.5958 [0.2647]	4.0184 [0.3807]	5.1970* [0.0754]	3.6081 [0.1222]	0.4214 [0.8953]	2.947 [0.2008]
専門・技術・管理	6.0724** [0.019]	9.7574** [0.0452]	11.8960** [0.0271]	6.9275** [0.0299]	5.6495** [0.0372]	2.5779 [0.5546]	1.9365 [0.4846]	11.0931* [0.0797]	11.4295** [0.0051]	6.8828** [0.0306]	5.6382** [0.0372]	1.3402 [0.7539]	-0.1572 [0.9615]
販売・サービス	2.5453 [0.102]	7.5732 [0.1013]	3.0704 [0.3382]	2.1682 [0.2364]	2.6036 [0.1026]	3.9865 [0.1739]	2.8393* [0.0904]	5.068 [0.2013]	3.6808 [0.1178]	2.3325 [0.1952]	2.6047 [0.1019]	2.5279 [0.4091]	1.5072 [0.4501]
保安・運輸・通信・生産工程・労務、その他 (基準: 事務)	1.3511 [0.488]	-0.061 [0.9913]	1.9187 [0.6690]	4.4655* [0.0616]	1.4956 [0.4574]	-5.2026 [0.1262]	1.2913 [0.5126]	1.9786 [0.7201]	0.3897 [0.9067]	4.4104* [0.0593]	1.4901 [0.4583]	-6.6301* [0.0693]	1.7572 [0.4425]
自己啓発施設の有無	5.8542*** [0.000]	-0.0791 [0.9818]	4.8640* [0.0849]	5.1914*** [0.0008]	5.7446*** [0.0000]	7.5282** [0.0262]	5.7121*** [0.0002]	5.3491 [0.1884]	3.8582* [0.0712]	5.3514*** [0.0005]	5.7397*** [0.0000]	6.3760* [0.0707]	7.6597*** [0.0000]
Constant	19.0497*** [0.009]	-19.6115 [0.3514]	23.2358** [0.0874]	19.4951** [0.0194]	19.8152*** [0.0084]	6.0484 [0.7760]	9.5824 [0.2503]	26.4776 [0.1924]	17.587 [0.1053]	19.1925** [0.0210]	19.7534*** [0.0085]	4.4271 [0.8310]	15.3593 [0.1265]
Observations	505	76	200	388	486	117	305	146	261	396	488	109	244
R-squared	0.124	0.4054	0.1717	0.1323	0.1157	0.2623	0.1467	0.1892	0.1502	0.1372	0.1156	0.2812	0.1813
Chi-square test	0	0.023	0.001	0	0	0.008	0	0.027	0	0	0	0.008	0
Log Lik	-1703.951	-236.874	-707.545	-1319.081	-1647.495	-370.98	-969.166	-533.261	-904.236	-1345.781	-1653.292	-341.928	-779.538
非業所数	161	26	67	126	154	35	94	45	84	129	155	32	77

附表2-29 正社員、男女別、Of-JT受講確率と受講時間の推定結果（限界効果）
データ：マッチングデータ

	Of-JT 受講確率 (ロジット、限界効果)				Of-JT 受講時間 (TOBIT、限界効果)					
	男性 (1)	女性 (2)	男性 (3)	女性 (4)	男性 (5)	女性 (6)	男性 (7)	女性 (8)		
年齢	-0.0198** [0.0143]	-0.0165* [0.0514]	-0.0165* [0.0517]	-0.0162* [0.0572]	-0.0156 [0.2684]	-0.0203 [0.1661]	-1.3723*** [0.0068]	-1.2829*** [0.0017]	-1.5264*** [0.0024]	-1.5371*** [0.0022]
年齢の2乗/100	0.0182* [0.0168]	0.0161 [0.1168]	0.016 [0.1178]	0.0156 [0.1294]	0.0124 [0.4843]	0.0206 [0.2697]	1.3357*** [0.0038]	1.2244** [0.0112]	1.6889*** [0.0062]	1.6960*** [0.0058]
勤続年数	0.0109*** [0.0157]	0.0083* [0.0770]	0.0081* [0.0831]	0.0084* [0.0755]	0.0061 [0.5285]	0.0061 [0.5508]	0.5048*** [0.0093]	0.3759* [0.0617]	0.1453 [0.3961]	0.1717 [0.5787]
勤続年数の2乗/100	-0.0246** [0.0269]	-0.0234** [0.0443]	-0.0231** [0.0474]	-0.0234** [0.0450]	-0.0227 [0.3948]	-0.0267 [0.3365]	-0.9770** [0.0435]	-0.8703* [0.0797]	-0.4417 [0.5129]	-0.5005 [0.6054]
勤続年数3年未満ダミー	0.0748** [0.0177]	0.0799** [0.0133]	0.0795** [0.0138]	0.0814** [0.0117]	0.0659 [0.2564]	0.0762 [0.2087]	6.0301*** [0.0004]	6.1686*** [0.0005]	7.3026*** [0.0004]	7.5022*** [0.0003]
専修・短大・高専卒	0.0121 [0.6646]	0.0159 [0.5798]	0.0159 [0.5798]	0.0144 [0.6166]	-0.0455 [0.2418]	-0.0412 [0.3042]	0.9278 [0.5439]	1.2649 [0.4287]	-0.7948 [0.5178]	-0.8168 [0.4909]
大学卒	0.0494** [0.0166]	0.0508** [0.0161]	0.0540** [0.0105]	0.0503** [0.0172]	0.0002 [0.9971]	0.0129 [0.7789]	2.2102** [0.0139]	2.3869*** [0.0094]	1.4315 [0.3569]	1.4832 [0.3217]
大学院卒 (基準：中・高卒)	0.0641 [0.1467]	0.051 [0.2746]	0.0532 [0.2505]	0.0492 [0.2936]	0.3769*** [0.0000]	0.3638*** [0.0002]	4.4935 [0.0772]	3.931 [0.1189]	14.4212** [0.0269]	12.3349** [0.0452]
係長、主任、職長相当職	0.0702*** [0.0008]	0.0693*** [0.0014]	0.0701*** [0.0013]	0.0697*** [0.0013]	0.1678*** [0.0001]	0.1494*** [0.0007]	2.5191** [0.0149]	2.5403** [0.0165]	6.0348*** [0.0001]	5.8435*** [0.0001]
課長相当職	0.0748*** [0.0096]	0.0792*** [0.0066]	0.0793*** [0.0066]	0.0793*** [0.0066]	0.085 [0.3645]	0.0843 [0.3857]	3.5828** [0.0101]	3.7977*** [0.0082]	6.3922 [0.2545]	5.9355 [0.2520]
部長相当職 (基準：役職なし)	0.0101 [0.8177]	0.0379 [0.3849]	0.0374 [0.3924]	0.0377 [0.3874]	0.1317 [0.3852]	0.1635 [0.3056]	2.1377 [0.2680]	3.1766 [0.1130]	9.681 [0.1460]	12.6732* [0.0832]
専門・技術	0.1034*** [0.0000]	0.1063*** [0.0000]	0.1048*** [0.0000]	0.1054*** [0.0000]	0.0287 [0.6190]	0.0205 [0.7327]	7.0679*** [0.0000]	7.2161*** [0.0000]	2.8864 [0.2235]	3.5489 [0.1357]
管理	0.0975*** [0.0005]	0.0884*** [0.0021]	0.0902*** [0.0017]	0.0894*** [0.0018]	0.2229*** [0.0407]	0.2570*** [0.0157]	3.7227*** [0.0024]	3.3978*** [0.0062]	1.8868 [0.5051]	2.852 [0.4287]
販売	0.0664** [0.0356]	0.0567* [0.0782]	0.0596* [0.0642]	0.0585* [0.0689]	0.1023 [0.1150]	0.1069 [0.1201]	4.2727** [0.0103]	3.8766** [0.0204]	2.823 [0.2132]	2.57 [0.2559]
サービス	0.0325 [0.4196]	0.0385 [0.3460]	0.038 [0.3527]	0.0374 [0.3618]	0.0222 [0.7388]	0.0039 [0.9538]	0.1737 [0.9376]	0.6954 [0.7637]	2.8928 [0.3057]	2.2399 [0.4111]
保安・運輸・通信	-0.022 [0.6259]	0.009 [0.8449]	0.0145 [0.7501]	0.0099 [0.8296]	-0.0506 [0.8582]	0.0812 [0.7180]	0.1308 [0.9437]	1.7706 [0.3645]	-0.9999 [0.8933]	5.111 [0.4916]
生産工程・労務	0.0193 [0.5063]	0.0276 [0.3525]	0.0306 [0.3019]	0.0272 [0.3601]	-0.0197 [0.8071]	-0.0401 [0.6241]	0.6492 [0.6167]	1.0399 [0.4366]	-1.2288 [0.5915]	-1.8312 [0.4011]
その他 (基準：事務)	-0.1369** [0.0576]	-0.1448* [0.0573]	-0.1460* [0.0559]	-0.1469* [0.0531]	-0.0193 [0.8776]	-0.0072 [0.9578]	-6.9850*** [0.0017]	-7.0108*** [0.0029]	-3.6488 [0.1616]	-3.1008 [0.2844]
自己啓発実施の有無	0.2507*** [0.0000]	0.2328*** [0.0000]	0.2331*** [0.0000]	0.2331*** [0.0000]	0.2687*** [0.0001]	0.2623*** [0.0000]	10.6287*** [0.0000]	9.7399*** [0.0000]	8.4129*** [0.0000]	7.2409*** [0.0000]
50-99	0.0056 [0.8339]	-0.0108 [0.6962]	-0.0142 [0.6105]	-0.01 [0.6918]	0.1189** [0.0247]	0.1091** [0.0460]	0.4702 [0.7058]	-0.2014 [0.7717]	4.3019** [0.0376]	4.2748** [0.0357]
100-299	0.0914*** [0.0002]	0.0582** [0.0270]	0.0560** [0.0340]	0.0594** [0.0238]	0.1897*** [0.0001]	0.1473*** [0.0044]	2.9944** [0.0123]	1.2065 [0.2648]	3.7401** [0.0032]	3.6812** [0.0441]
300-999	0.1507*** [0.0000]	0.1016*** [0.0006]	0.1009*** [0.0005]	0.1026*** [0.0005]	0.1461*** [0.0073]	0.0577 [0.3409]	5.0188*** [0.0001]	5.0188*** [0.0049]	4.0329* [0.0525]	0.5814 [0.7297]
1000- (基準：30-49) 大規模企業ダミー	0.1407*** [0.0000]	0.1026*** [0.0046]	0.1015*** [0.0052]	0.0996*** [0.0064]	0.2805*** [0.0001]	0.2295*** [0.0005]	8.0821*** [0.0001]	6.0853*** [0.0021]	10.5778*** [0.0006]	7.5521*** [0.0088]
	0.0913*** [0.0000]	0.0342 [0.1472]	0.0343 [0.1454]	0.0362 [0.1246]	0.1265*** [0.0004]	0.0233 [0.6103]	3.8561*** [0.0004]	1.5164 [0.1707]	0.2317 [0.0081]	0.0299 [0.9838]

建設業	-0.0318 [0.3452]	-0.0228 [0.5179]	-0.0249 [0.4814]	-0.0222 [0.5278]	-0.0416 [0.5625]	0.0072 [0.9249]	-2.7925** [0.0166]	-2.1900** [0.0678]	-2.3151* [0.0525]	-3.7654** [0.0498]	-1.9974 [0.3148]	-1.8665 [0.3487]
電気・ガス・熱供給・水道業、運輸	0.0181 [0.5765]	0.0303 [0.3628]	0.0227 [0.5006]	0.0286 [0.3916]	0.0653 [0.3294]	0.0719 [0.3175]	0.2576 [0.8558]	0.8148 [0.5659]	0.4777 [0.7325]	2.1832 [0.4002]	2.8033 [0.2793]	2.857 [0.2702]
情報通信	-0.0001 [0.9990]	-0.0176 [0.6961]	-0.0185 [0.6815]	-0.0173 [0.7012]	0.0367 [0.6317]	0.0104 [0.9004]	1.6391 [0.4485]	0.7666 [0.7182]	0.7128 [0.7367]	3.6151 [0.3326]	1.932 [0.5692]	1.8449 [0.5860]
卸・小売業、飲食店	-0.0581* [0.0689]	-0.0915*** [0.0061]	-0.0915*** [0.0059]	-0.0910*** [0.0064]	0.0083 [0.8742]	-0.0627 [0.2619]	0.2336 [0.8730]	-0.8037 [0.5799]	-0.8075 [0.7744]	-0.1986 [0.9228]	-2.8956 [0.1293]	-2.8348 [0.1380]
金融保険・不動産業	-0.0236 [0.5812]	-0.0467 [0.3011]	-0.0478 [0.2896]	-0.0433 [0.3382]	0.057 [0.3878]	0.0092 [0.8971]	-2.9690** [0.0645]	-3.3174*** [0.0321]	-3.3974*** [0.0290]	-0.2876 [0.8865]	-1.9291 [0.3292]	-1.9627 [0.3193]
医療・福祉、教育・学習支援業	0.0295 [0.6182]	0.031 [0.6231]	0.0349 [0.5754]	0.0322 [0.6070]	0.3056*** [0.0000]	1.0106 [0.0002]	0.8688 [0.7345]	1.2202 [0.7079]	1.2202 [0.6510]	4.904 [0.1001]	1.8882 [0.4876]	2.1467 [0.4325]
宿泊、その他のサービス業 (基準：製造業)	0.0142 [0.6037]	-0.0016 [0.9546]	-0.0005 [0.9860]	0.0011 [0.9694]	0.0371 [0.4523]	0.0405 [0.4371]	1.9642 [0.2748]	1.2353 [0.4767]	1.2834 [0.4588]	-1.5515 [0.3421]	-1.6044 [0.1116]	-1.4854 [0.3487]
非正社員比率	-0.0010*** [0.0043]	-0.0005 [0.1564]	-0.0006 [0.1428]	-0.0006 [0.1392]	-0.0001 [0.8732]	0.0011 [0.1094]	-0.0533*** [0.0016]	-0.0307* [0.0760]	-0.0318* [0.0658]	-0.0163 [0.4398]	0.0289 [0.1732]	0.0314 [0.1400]
女性比率(%)	-0.0006 [0.3290]	-0.0010* [0.0954]	-0.0010* [0.0838]	-0.0010* [0.0961]	0.0006 [0.4824]	0.0008 [0.3435]	-0.022 [0.4454]	-0.0319 [0.2887]	-0.0328 [0.2745]	0.0253 [0.3736]	0.0412 [0.1355]	0.0376 [0.1754]
離職率(%)	0 [0.9930]	0.0012 [0.4187]	0.0011 [0.4559]	0.0011 [0.4467]	-0.0028 [0.2514]	-0.0012 [0.6330]	-0.0813 [0.1985]	-0.0148 [0.8210]	-0.0178 [0.7857]	-0.1004 [0.1956]	-0.0551 [0.4756]	-0.0545 [0.4792]
都道府県別失業率	0.0016 [0.8527]	-0.0036 [0.6738]	-0.0044 [0.6111]	-0.0042 [0.6270]	-0.0087 [0.5887]	-0.0186 [0.2750]	-0.0431 [0.9102]	-0.2314 [0.5695]	-0.2631 [0.5182]	-0.0051 [0.9920]	-0.3131 [0.5397]	-0.2928 [0.5669]
部下育成能力の評価	0.0452* [0.0520]	0.0452* [0.0602]	0.0435* [0.062]	0.0458** [0.0489]	0.0435** [0.084]	0.0666 [0.1084]	1.5874 [0.1343]	1.5142 [0.1525]	1.5142 [0.1525]	2.5124* [0.0505]	2.5279* [0.0505]	2.5279* [0.0505]
職業能力評価	-0.0007 [0.9680]	-0.0007 [0.9826]	-0.0004 [0.9826]	-0.0015 [0.9351]	0.0006 [0.9826]	0.028 [0.4328]	0.5471 [0.5115]	0.5653 [0.4968]	0.5653 [0.5115]	1.1774 [0.3063]	1.263 [0.2741]	1.263 [0.2741]
目標管理制度(%)	0.0781*** [0.0005]	0.0781*** [0.0067]	0.0628*** [0.0076]	0.0790*** [0.0005]	0.1460*** [0.0003]	0.1460*** [0.0003]	2.3199*** [0.0259]	1.6706 [0.1184]	1.6706 [0.1184]	5.3726*** [0.0000]	5.3726*** [0.0000]	5.3822*** [0.0000]
キャリア・コンサルティング	-0.0039 [0.9065]	-0.0039 [0.8206]	-0.0076 [0.8206]	-0.0666 [0.1674]	-0.0666 [0.8206]	0.0091 [0.8732]	1.6015 [0.2841]	1.4875 [0.2841]	1.4875 [0.3197]	0.7718 [0.6724]	4.6424** [0.0447]	4.6424** [0.0447]
教育訓練休暇制度	0.8000*** [0.0002]	0.8000*** [0.0071]	0.819*** [0.0278]	0.0792*** [0.6392]	0.0792*** [0.6392]	0.0445 [0.8772]	3.1517*** [0.0745]	3.1517*** [0.0745]	3.2233*** [0.0009]	2.8080** [0.5564]	2.8080** [0.4851]	2.4530* [0.4851]
自己申告制度(%)	0.0532*** [0.0213]	0.0511** [0.0273]	0.0511** [0.0273]	0.0522** [0.0238]	0.0589 [0.1754]	0.0589 [0.1754]	1.9265* [0.0513]	1.8380* [0.0625]	1.8380* [0.0625]	0.9844 [0.5034]	0.9844 [0.5215]	0.9844 [0.5215]
社内公募制度(%)	0.0292 [0.1404]	0.0292 [0.1404]	0.0256 [0.1981]	0.0179 [0.3857]	0.0179 [0.1384]	0.0555 [0.1384]	1.0816 [0.2427]	0.9235 [0.2427]	0.9235 [0.3191]	2.0919* [0.0921]	1.9967 [0.1083]	1.9967 [0.1083]
専門職制度(%)	-0.0279 [0.2233]	-0.0279 [0.2227]	-0.0279 [0.2227]	-0.0297 [0.1939]	-0.0297 [0.6540]	0.0179 [0.6540]	-0.0033 [0.9818]	-0.0033 [0.9818]	0.2236 [0.9975]	1.6498 [0.2091]	1.6855 [0.2001]	1.6855 [0.2001]
フレックス制度(%)	0.0350* [0.0675]	0.0338* [0.0775]	0.0338* [0.0775]	0.0358* [0.0616]	0.0874*** [0.0138]	0.0874*** [0.0138]	1.9656*** [0.0175]	1.9211*** [0.0194]	1.9211*** [0.0194]	2.3360*** [0.0413]	2.4056** [0.0413]	2.4056** [0.0413]
短時間勤務制度(%)	0.0164 [0.4562]	0.0164 [0.4562]	0.0183 [0.4063]	0.0175 [0.4278]	0.0327 [0.4417]	-0.0327 [0.5831]	0.5532 [0.5831]	0.6205 [0.5381]	0.6205 [0.5381]	-0.9346 [0.4763]	-0.8689 [0.5081]	-0.8689 [0.5081]
長期休暇制度(%)	0.0036 [0.9453]	-0.0005 [0.9930]	-0.0005 [0.9930]	-0.0018 [0.9723]	-0.0018 [0.9723]	-0.023 [0.8117]	-0.3422 [0.8759]	-0.4686 [0.8759]	-0.4686 [0.8301]	0.1927 [0.9565]	0.1927 [0.9565]	0.1942 [0.9562]
在宅勤務制度(%)	0.1376*** [0.0091]	0.1376*** [0.0091]	0.1101** [0.0374]	0.1101** [0.0374]	0.1101** [0.0374]	7.9247*** [0.0136]	7.9247*** [0.0136]	7.9247*** [0.0136]	7.9247*** [0.0136]	7.9247*** [0.0136]	7.9247*** [0.0136]	7.6878* [0.0831]
目標管理*教育訓練休暇	4053 [-2411.571]	3904 [-2280.985]	3904 [-2278.01]	3904 [-2279.158]	1340 [-786.415]	1297 [-738.927]	3777 [-12957.15]	3640 [-12487.669]	3640 [-12484.951]	1268 [-3458.412]	1229 [-3283.475]	1229 [-3283.475]
専門職*キャリアコン	0.114 [0.000]	0.13 [0.000]	0.131 [0.000]	0.131 [0.000]	0.153 [0.000]	0.177 [0.000]	0.022 [0.000]	0.024 [0.000]	0.024 [0.000]	0.039 [0.000]	0.048 [0.000]	0.048 [0.000]
自己申告**キャリアコン	0.000 [0.000]	0.000 [0.000]	0.000 [0.000]	0.000 [0.000]	0.000 [0.000]	0.000 [0.000]	0.000 [0.000]	0.000 [0.000]	0.000 [0.000]	0.000 [0.000]	0.000 [0.000]	0.000 [0.000]
Observations	4053	3904	3904	3904	1340	1297	3777	3640	3640	1268	1229	1229
Log Lik	-2411.571	-2280.985	-2278.01	-2279.158	-786.415	-738.927	-12957.15	-12487.669	-12484.951	-3458.412	-3283.475	-3283.475
Pseudo R-squared	0.114	0.13	0.131	0.131	0.153	0.177	0.022	0.024	0.024	0.039	0.048	0.048
Chi-square test	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000

附表2-30 正社員、男女別、Off-JT受講確率の推計結果（固定効果分析）
データ：マッチングデータベース

VARIABLES	OFF-JT受講確率(ロジット固定効果分析)													
	男性							女性						
	(1) 全体	(2) #HRM>=3	(3) #HRM<=2	(4) 大企業	(5) 中小企業	(6) 業種	(7) 業種以外	(8) 全体	(9) #HRM=3	(10) #HRM<=2	(11) 大企業	(12) 中小企業	(13) 業種	(14) 業種以外
年齢	-0.0039 [0.945]	-0.0017 [0.9816]	-0.0611 [0.5173]	0.0973 [0.359]	-0.0482 [0.496]	-0.0482 [0.496]	-0.0727 [0.313]	0.0435 [0.734]	0.0846 [0.5982]	-0.1025 [0.7446]	-0.014 [0.945]	0.0904 [0.627]	0.0904 [0.7446]	-0.1927 [0.261]
年齢の2乗 / 100	-0.0155 [0.823]	-0.0123 [0.8916]	0.0512 [0.6553]	-0.1327 [0.301]	0.0363 [0.672]	0.0363 [0.672]	0.0643 [0.464]	-0.038 [0.821]	-0.1108 [0.5992]	0.1364 [0.7492]	0.023 [0.927]	-0.1101 [0.662]	-0.1101 [0.662]	0.292 [0.201]
勤続年数	-0.0086 [0.783]	0.0017 [0.9665]	-0.0307 [0.5843]	-0.0175 [0.747]	-0.027 [0.511]	-0.027 [0.511]	0.0423 [0.278]	-0.039 [0.655]	-0.0064 [0.9508]	-0.2035 [0.5161]	-0.0577 [0.690]	-0.0894 [0.511]	-0.0894 [0.511]	0.11 [0.347]
勤続年数の2乗 / 100	0.009 [0.905]	-0.0328 [0.7310]	0.0913 [0.5187]	-0.0046 [0.971]	0.0838 [0.412]	0.0838 [0.412]	-0.081 [0.384]	-0.0227 [0.926]	-0.0495 [0.8659]	0.3036 [0.7506]	0.0579 [0.882]	0.1623 [0.696]	0.1623 [0.696]	-0.4404 [0.170]
勤続年数3年未満ダミー	0.4674* [0.052]	0.5389* [0.0786]	0.1955 [0.6363]	0.8260* [0.052]	0.2896 [0.344]	0.2896 [0.344]	0.8768*** [0.004]	0.6304 [0.212]	0.5589 [0.3486]	0.3458 [0.8081]	-0.0829 [0.924]	1.0008 [0.165]	1.0008 [0.165]	1.0906* [0.097]
専修・短大・高専卒	-0.2175 [0.266]	-0.2482 [0.2930]	-0.217 [0.5518]	-0.2459 [0.466]	-0.1895 [0.446]	-0.1895 [0.446]	-0.1636 [0.496]	-0.0312 [0.937]	0.2751 [0.5496]	-1.5936 [0.1853]	0.031 [0.961]	-0.0327 [0.954]	-0.0327 [0.954]	0.1286 [0.783]
大学卒	0.1781 [0.229]	0.1175 [0.5066]	0.3516 [0.2156]	-0.0707 [0.767]	0.3336* [0.090]	0.3336* [0.090]	0.3560** [0.042]	-0.3209 [0.484]	-0.0147 [0.9785]	-1.6629 [0.2348]	-0.4154 [0.527]	-0.3592 [0.625]	-0.3592 [0.625]	-0.2499 [0.669]
大学院卒 (基準：中・高卒)	0.1075 [0.705]	-0.2164 [0.4842]	1.4575* [0.0979]	-0.525 [0.169]	0.9590* [0.068]	0.9590* [0.068]	0.6365* [0.081]	0.9685 [0.428]	1.3959 [0.2653]	1.0429 [0.432]	14.2989 [0.432]	14.2989 [0.995]	14.2989 [0.995]	15.4011 [0.994]
係長・主任、職長相当職	0.3791*** [0.009]	0.5356*** [0.0015]	-0.0667 [0.8208]	0.1713 [0.431]	0.5985*** [0.003]	0.5985*** [0.003]	0.2834* [0.099]	0.5918 [0.211]	0.533 [0.3386]	1.2477 [0.4782]	0.1623 [0.809]	1.0361 [0.164]	1.0361 [0.164]	0.2359 [0.681]
課長相当職	0.7051*** [0.001]	0.9949*** [0.0001]	-0.1517 [0.7312]	0.6646** [0.046]	0.7636*** [0.008]	0.7636*** [0.008]	0.4807* [0.054]	0.6644 [0.509]	0.6136 [0.5529]	15.308 [0.9987]	0.7887 [0.637]	0.2868 [0.864]	0.2868 [0.864]	-0.7886 [0.537]
部長相当職 (基準：役職なし)	0.8081*** [0.009]	1.2285*** [0.0014]	-0.1826 [0.7486]	0.4746 [0.341]	1.0588** [0.010]	1.0588** [0.010]	0.3785 [0.304]	-0.9084 [1.000]	-0.7016 [0.9998]	-0.9084 [1.000]	-1.8654 [1.000]	-0.9084 [1.000]	-0.9084 [1.000]	-0.9883 [1.000]
専門・技術	0.4719*** [0.007]	0.4750** [0.0179]	0.3796 [0.3065]	0.7499*** [0.005]	0.3085 [0.197]	0.3085 [0.197]	0.5468*** [0.008]	-1.0897* [0.058]	-1.0085 [0.1236]	-2.0518 [0.2834]	-0.6133 [0.503]	-1.2665 [0.132]	-1.2665 [0.132]	-1.0987 [0.123]
管理	0.1595 [0.426]	0.1132 [0.6317]	0.199 [0.6220]	0.4804 [0.111]	-0.1373 [0.616]	-0.1373 [0.616]	0.141 [0.553]	15.4391 [0.989]	15.6849 [0.9903]	16.9062 [0.995]	16.9062 [0.995]	14.2815 [0.995]	14.2815 [0.995]	16.8278 [0.990]
販売	0.7542*** [0.006]	0.8467*** [0.0083]	0.496 [0.4082]	0.8815* [0.055]	0.6637* [0.062]	0.6637* [0.062]	0.6400** [0.043]	0.4787 [0.497]	1.8109 [0.1144]	-31.274 [0.9959]	1.4364 [0.223]	-0.3849 [0.732]	-0.3849 [0.732]	0.9375 [0.330]
サービス	0.2763 [0.560]	0.3795 [0.5379]	0.0425 [0.9554]	0.2454 [0.770]	0.3094 [0.602]	0.3094 [0.602]	0.4967 [0.461]	-0.4554 [0.571]	-0.7461 [0.4651]	-1.2204 [0.5526]	-0.2379 [0.864]	-0.9203 [0.415]	-0.9203 [0.415]	-16.3706 [0.994]
保安・運輸・通信	-0.4689 [0.199]	-0.5013 [0.2424]	-0.5347 [0.4527]	-0.8662* [0.098]	-0.0016 [0.998]	-0.0016 [0.998]	-0.9041 [0.152]	13.8823 [0.996]	19.2808 [0.9982]	19.2808 [0.995]	13.8128 [0.995]	13.8128 [0.995]	13.8128 [0.995]	
生産工程・労務	0.2148 [0.281]	0.1785 [0.4510]	0.1751 [0.6488]	0.3988 [0.217]	0.0557 [0.832]	0.0557 [0.832]	0.1592 [0.467]	-0.6558 [0.1408]	-1.1247 [0.2337]	1.4482 [0.4864]	-0.5077 [0.785]	-0.5858 [0.504]	-0.5858 [0.504]	-0.7769 [0.321]
その他 (基準：事務)	-0.4457 [0.372]	-0.3637 [0.5380]	-0.9319 [0.3571]	-1.0163 [0.296]	-0.1614 [0.789]	-0.1614 [0.789]	-0.3598 [0.538]	-0.1408 [0.883]	0.2641 [0.8214]	-16.8094 [0.9969]	-17.0294 [0.997]	0.7597 [0.575]	0.7597 [0.575]	1.4256 [0.454]
自己啓発実施の有無	1.2574*** [0.000]	1.3683*** [0.0000]	1.0285*** [0.0000]	1.1815*** [0.000]	1.3672*** [0.000]	1.3672*** [0.000]	1.2802*** [0.000]	1.0650*** [0.000]	1.0489*** [0.0011]	1.3607 [0.1522]	1.2158*** [0.000]	0.7897* [0.071]	0.7897* [0.071]	0.8652*** [0.013]
Observations	2028	1540	488	944	1084	1084	1466	332	263	69	170	162	162	228
Log Lik	-694.224	-513.336	-171.633	-319.808	-364.386	-364.386	-496.717	-101.582	-79.406	-14.205	-49.144	-48.562	-48.562	-66.792
Pseudo R-squared	0.121	0.141	0.104	0.137	0.13	0.13	0.128	0.163	0.18	0.421	0.227	0.16	0.16	0.194
Chi-square test	0.000	0.000	0.003	0.000	0	0	0.000	0.004	0.010	0.191	0.049	0.422	0.422	0.021
事業所数	499	372	127	210	289	289	355	121	96	25	57	64	64	83

注：業種とは、電気ガス、情報通信、医療・福祉、宿泊その他、の4業種をさす。

附表2-3-1 正社員、男女別、O f f - J T 受講時間の推計結果 (固定効果分析)
データ：マッチングサブデータ

VARIABLES	O F F - J T 受講時間 (固定効果 OLS)													
	男性							女性						
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
	全体	#HRM=3	#HRM<=2	大企業	中小企業	業種	業種以外	全体	#HRM=3	#HRM<=2	大企業	中小企業	業種	業種以外
年齢	-2.3066** [0.017]	-3.1437** [0.0306]	-0.13766 [0.6630]	-5.3074*** [0.009]	0.0942 [0.929]	0.0942 [0.929]	-2.7228** [0.013]	-3.0854* [0.054]	-3.411 [0.1772]	-0.6491 [0.4506]	-2.0225 [0.619]	-2.0225 [0.619]	-2.0225 [0.619]	-4.4592** [0.033]
年齢の2乗 / 100	2.2829** [0.049]	3.1753* [0.0726]	0.2567 [0.8020]	5.4998** [0.027]	-0.4031 [0.751]	-0.4031 [0.751]	2.8526** [0.031]	3.2274 [0.113]	3.1522 [0.3269]	0.6867 [0.5551]	1.5549 [0.761]	1.5549 [0.761]	1.5549 [0.761]	4.8564* [0.071]
勤続年数	0.1721 [0.753]	0.7494 [0.3336]	-0.7792 [0.1600]	1.3072 [0.207]	-0.3855 [0.544]	-0.3855 [0.544]	0.5773 [0.347]	1.2326 [0.267]	2.2519 [0.1655]	-0.2994 [0.6333]	0.6479 [0.788]	0.6479 [0.788]	0.6479 [0.788]	2.2784 [0.136]
勤続年数の2乗 / 100	-0.3243 [0.804]	-1.6009 [0.3883]	2.1343 [0.1197]	-2.9111 [0.225]	1.4938 [0.338]	1.4938 [0.338]	-1.2177 [0.403]	-2.9755 [0.328]	-4.8693 [0.6759]	0.716 [0.762]	-1.8566 [0.762]	-1.8566 [0.762]	-1.8566 [0.762]	-5.3685 [0.177]
勤続年数3年未満ダミー	13.2694*** [0.001]	22.3808*** [0.0001]	-1.2256 [0.7501]	31.5481*** [0.000]	5.3866 [0.233]	5.3866 [0.233]	14.3311*** [0.001]	20.2619*** [0.002]	32.5910*** [0.0005]	1.9672 [0.5768]	19.4666 [0.139]	19.4666 [0.139]	19.4666 [0.139]	22.4404** [0.014]
専修・短大・高専卒	1.936 [0.568]	-0.1295 [0.9782]	5.0946 [0.1299]	8.8373 [0.195]	-0.2962 [0.937]	-0.2962 [0.937]	6.3427* [0.089]	3.8941 [0.423]	8.4711 [0.8597]	-0.4867 [0.8597]	19.1335* [0.066]	19.1335* [0.066]	19.1335* [0.066]	8.0087 [0.201]
大学卒	4.1356 [0.107]	3.2894 [0.3561]	3.7867 [0.1429]	3.3147 [0.477]	3.6029 [0.232]	3.6029 [0.232]	9.2738*** [0.001]	2.493 [0.663]	9.4819 [0.2421]	-10.8986*** [0.0014]	12.8355 [0.267]	12.8355 [0.267]	12.8355 [0.267]	4.5151 [0.547]
大学院卒 (基準：中・高卒)	8.0534* [0.095]	7.6047 [0.2107]	5.8164 [0.3946]	5.4697 [0.451]	7.155 [0.326]	7.155 [0.326]	8.9845* [0.092]	25.2639* [0.068]	38.6990** [0.0350]	-33.0363** [0.0013]	37.0426 [0.107]	37.0426 [0.107]	37.0426 [0.107]	42.4296** [0.018]
係長、主任、職長相当職	2.0287 [0.425]	2.6079 [0.4459]	0.6162 [0.8211]	1.33 [0.753]	3.2776 [0.293]	3.2776 [0.293]	-1.661 [0.547]	8.9411 [0.114]	11.7822 [0.1385]	4.3449 [0.2070]	3.7549 [0.728]	3.7549 [0.728]	3.7549 [0.728]	3.2021 [0.692]
課長相当職	4.5035 [0.225]	6.4975 [0.1961]	-0.8483 [0.8300]	6.2383 [0.336]	3.1629 [0.472]	3.1629 [0.472]	2.3828 [0.548]	13.0113 [0.243]	21.8156 [0.1605]	-0.2507 [0.9720]	-3.9807 [0.868]	-3.9807 [0.868]	-3.9807 [0.868]	-9.7561 [0.543]
部長相当職 (基準：役職なし)	9.6636* [0.066]	8.9226 [0.2200]	7.6702 [0.1553]	-4.1941 [0.669]	14.4190** [0.018]	14.4190** [0.018]	8.2948 [0.147]	19.0548 [0.068]	28.8051 [0.0350]	2.3355 [0.7899]	-0.843 [0.981]	-0.843 [0.981]	-0.843 [0.981]	18.9422 [0.363]
専門・技術	11.4190*** [0.000]	11.6943*** [0.0029]	0.9302*** [0.0021]	13.3591*** [0.007]	10.4527*** [0.005]	10.4527*** [0.005]	10.8621*** [0.001]	-11.7100* [0.086]	-15.6967* [0.0884]	-6.2246 [0.1758]	-1.5007 [0.918]	-1.5007 [0.918]	-1.5007 [0.918]	-2.7373 [0.756]
管理	0.1391 [0.968]	-0.5509 [0.9039]	1.6222 [0.6742]	5.1889 [0.362]	-3.2175 [0.449]	-3.2175 [0.449]	0.4519 [0.904]	-2.6432 [0.818]	-7.2546 [0.6254]	-2.0026 [0.8755]	11.7858 [0.595]	11.7858 [0.595]	11.7858 [0.595]	11.2153 [0.532]
販売	4.8877 [0.289]	5.7613 [0.3504]	5.7453 [0.2506]	1.6942 [0.850]	7.1649 [0.169]	7.1649 [0.169]	4.1764 [0.382]	1.3668 [0.891]	2.66 [0.8689]	-0.7493 [0.8719]	5.9036 [0.758]	5.9036 [0.758]	5.9036 [0.758]	5.3973 [0.653]
サービス	3.9871 [0.527]	10.0691 [0.3072]	1.0424 [0.8466]	21.1827* [0.098]	-4.8239 [0.490]	-4.8239 [0.490]	-0.4607 [0.963]	-2.5969 [0.793]	-6.2842 [0.6606]	5.2318 [0.3695]	-6.7024 [0.773]	-6.7024 [0.773]	-6.7024 [0.773]	-11.8354 [0.545]
保安・運輸・通信	0.2525 [0.966]	-3.5415 [0.6735]	7.3804 [0.2105]	0.7377 [0.938]	0.3716 [0.961]	0.3716 [0.961]	2.405 [0.811]	-1.0425 [0.964]	0 [.]	3.2839 [0.6642]	-19.4947 [0.763]	-19.4947 [0.763]	-19.4947 [0.763]	0 [.]
生産工程・労務	-1.2642 [0.729]	-4.5821 [0.3610]	4.3838 [0.2486]	-2.0873 [0.744]	-0.7688 [0.861]	-0.7688 [0.861]	2.619 [0.468]	2.8291 [0.774]	1.5004 [0.9194]	-0.3095 [0.9521]	13.1108 [0.643]	13.1108 [0.643]	13.1108 [0.643]	4.1481 [0.706]
その他 (基準：事務)	-5.1449 [0.528]	-9.7289 [0.3869]	5.0798 [0.5421]	-2.1383 [0.893]	-4.8368 [0.596]	-4.8368 [0.596]	-7.4946 [0.410]	-4.595 [0.698]	-7.0349 [0.6697]	-5.4566 [0.4589]	3.4394 [0.894]	3.4394 [0.894]	3.4394 [0.894]	3.9469 [0.825]
自己啓発実施の有無	0.5027*** [0.000]	11.2860*** [0.0000]	7.9020*** [0.0006]	12.1528*** [0.000]	8.5452*** [0.001]	8.5452*** [0.001]	11.8279*** [0.000]	6.1703 [0.105]	6.9207 [0.1752]	6.3533*** [0.0152]	9.8554 [0.168]	9.8554 [0.168]	9.8554 [0.168]	5.596 [0.259]
Constant	57.1869*** [0.001]	73.1353*** [0.0051]	15.752 [0.3445]	116.5597*** [0.000]	8.3894 [0.673]	8.3894 [0.673]	58.7355*** [0.003]	60.2371** [0.031]	61.2326 [0.1545]	19.7614 [0.2046]	42.3919 [0.533]	42.3919 [0.533]	42.3919 [0.533]	77.0203** [0.029]
Observations	3620	2541	1079	1445	2175	2175	2411	1189	830	359	456	456	456	763
Log Lik	-17960.682	-12915.799	-4738.446	-7301.494	-10585.46	-10585.46	-11720.145	-5220.553	-3763.377	-1133.293	-2114.275	-2114.275	-2114.275	-3393.978
Chi-square test	0	0	0	0	0	0	0	0	0	0	0.258	0.258	0.258	0
事業所数	1308	904	404	482	826	826	831	772	534	238	278	278	278	487
R-squared	0.054	0.0642	0.0516	0.117	0.033	0.033	0.077	0.089	0.1326	0.2671	0.116	0.116	0.116	0.115

注：業種とは、電気ガス、情報通信、医療・福祉、宿泊その他、の4業種をさす。

附表 2-3-2 非正社員、年齢階層別、Off-JT 受講確率の規定要因（ロジット分析、固定効果）

データ：マッチングデータ

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
	-50, rate	-50, rate	-50, rate	-35, rate	-35, rate	-35, rate	35-50, rate	35-50, rate	35-50, rate	35-65, rate
男性ダミー	-0.0931** [0.027]	-0.1273*** [0.004]	-0.1277*** [0.004]	-0.1597** [0.031]	-0.1644** [0.028]	-0.1622** [0.027]	-0.1605*** [0.001]	-0.1463*** [0.000]	-0.1522*** [0.000]	-0.0077 [0.903]
年齢	-0.0358*** [0.001]	-0.0586*** [0.007]	-0.0559** [0.011]							
年齢の 2 乗 / 100	0.0431*** [0.001]	0.0773** [0.011]	0.0730** [0.017]							
勤続年数	0.0081 [0.384]	-0.0028 [0.876]	-0.0029 [0.870]	0.0434 [0.371]	0.0421 [0.403]	0.043 [0.381]	-0.0112 [0.596]	-0.0022 [0.916]	-0.0025 [0.904]	0.0047 [0.625]
勤続年数の 2 乗 / 100	-0.0239 [0.266]	0.0483 [0.456]	0.0511 [0.423]	-0.3843 [0.300]	-0.37 [0.357]	-0.3837 [0.333]	0.0759 [0.299]	0.0418 [0.563]	0.049 [0.484]	-0.0162 [0.462]
勤続年数 3 年未満ダミー	0.0622 [0.285]	0.0946 [0.199]	0.0919 [0.206]	0.2135** [0.033]	0.2136** [0.032]	0.2153** [0.028]	0.0061 [0.948]	0.0216 [0.824]	0.0187 [0.840]	-0.0207 [0.753]
専修・短大・高専卒	0.1191** [0.014]	0.1206** [0.022]	0.1280** [0.014]	0.1143 [0.204]	0.1221 [0.193]	0.1216 [0.195]	0.1349** [0.036]	0.1057 [0.103]	0.1217* [0.060]	0.0933 [0.113]
大学・大学院卒	0.0532 [0.408]	0.0468 [0.531]	0.0509 [0.500]	0.1398 [0.229]	0.1632 [0.212]	0.1465 [0.242]	-0.0217 [0.823]	-0.0396 [0.606]	-0.0187 [0.833]	-0.0141 [0.859]
(基準：中・高卒)										
役職ありダミー	-0.1063** [0.031]	-0.1044* [0.094]	-0.1071* [0.074]	0.0387 [0.835]	-0.0265 [0.869]	-0.0157 [0.923]	-0.0906 [0.289]	-0.1366*** [0.001]	-0.1293*** [0.003]	-0.1292*** [0.007]
専門・技術・管理	0.2258** [0.019]	0.3543*** [0.003]	0.3562*** [0.003]	0.3089* [0.080]	0.3839** [0.025]	0.3561** [0.033]	0.3100* [0.057]	0.5061*** [0.001]	0.4846*** [0.002]	0.1912* [0.095]
販売・サービス	0.1753*** [0.002]	0.1688** [0.014]	0.1661** [0.015]	0.2813** [0.040]	0.3071** [0.028]	0.2791** [0.043]	0.0974 [0.162]	0.1226* [0.093]	0.1369* [0.065]	0.1487** [0.016]
保安、運輸・通信、生産工程・労務、その他 (基準：事務)	0.0529 [0.366]	0.0833 [0.344]	0.0875 [0.323]	0.1822 [0.223]	0.2511 [0.118]	0.227 [0.146]	0.065 [0.554]	0.0734 [0.548]	0.0641 [0.599]	0.0293 [0.655]
自己啓発実施の有無	0.3573*** [0.000]	0.2596*** [0.000]	0.2572*** [0.000]	0.3031*** [0.001]	0.2915*** [0.002]	0.2717*** [0.004]	0.2807*** [0.000]	0.2252*** [0.004]	0.2139*** [0.004]	0.3833*** [0.000]
50-99	-0.0166 [0.804]	0.0081 [0.919]	0.0029 [0.970]	-0.0854 [0.506]	-0.063 [0.637]	-0.0858 [0.509]	0.1379 [0.345]	0.2029 [0.127]	0.1877 [0.132]	0.0342 [0.705]
100-299	0.1286* [0.062]	0.1544* [0.091]	0.1477 [0.100]	0.0757 [0.564]	0.0655 [0.638]	0.0516 [0.706]	0.2922* [0.057]	0.2881** [0.041]	0.2788** [0.035]	0.1539* [0.073]
300-999	0.2354*** [0.007]	0.2557** [0.020]	0.2583** [0.018]	0.1249 [0.408]	0.0688 [0.657]	0.0592 [0.695]	0.4327** [0.013]	0.4458*** [0.003]	0.4523*** [0.002]	0.2836** [0.014]
1000- (基準：30-49)	0.2135 [0.127]	0.3145* [0.095]	0.3251* [0.079]	0.3498* [0.086]	0.3457 [0.115]	0.316 [0.157]				-0.0826 [0.531]
大規模企業ダミー	0.1044** [0.013]	0.0899* [0.070]	0.0855* [0.089]	0.1649** [0.037]	0.1519* [0.078]	0.1542* [0.064]	0.0453 [0.438]	0.0484 [0.374]	0.0538 [0.338]	0.046 [0.349]
建設業	-0.0325 [0.874]	-0.1328* [0.089]	-0.1144 [0.243]				0.0854 [0.759]	-0.0693 [0.514]	-0.0174 [0.909]	0.0443 [0.860]

電気・ガス・熱供給・水道業、運輸	0.0542 [0.524]	-0.0307 [0.828]	-0.0384 [0.777]	-0.0704 [0.604]	-0.1128 [0.475]	-0.108 [0.488]	-0.013 [0.930]	-0.0086 [0.967]	-0.0018 [0.993]	0.1424 [0.190]
情報通信	-0.1118 [0.172]	-0.1749*** [0.000]	-0.1721*** [0.001]	-0.1947** [0.035]	-0.1615 [0.104]	-0.1694* [0.091]				
卸・小売業、飲食店	-0.0336 [0.586]	-0.1350* [0.073]	-0.1237* [0.100]	-0.1286 [0.249]	-0.1198 [0.308]	-0.1115 [0.345]	-0.0295 [0.753]	-0.1423 [0.211]	-0.1258 [0.270]	0.0431 [0.573]
金融保険・不動産業	-0.0574 [0.479]	-0.1003 [0.280]	-0.0933 [0.309]	-0.0863 [0.573]	-0.1254 [0.401]	-0.145 [0.290]	0.1833 [0.446]	0.099 [0.673]	0.0588 [0.782]	0.0568 [0.691]
医療・福祉、教育・学習支援業	0.0815 [0.468]	-0.0089 [0.934]	-0.0082 [0.939]	0.0717 [0.717]	0.0693 [0.745]	0.0825 [0.694]	0.0128 [0.940]	-0.096 [0.261]	-0.0815 [0.413]	0.1208 [0.461]
宿泊、その他のサービス業 (基準: 製造業)	0.0318 [0.604]	0.0061 [0.939]	-0.0007 [0.993]	-0.007 [0.950]	-0.015 [0.899]	-0.0275 [0.817]	0.1023 [0.374]	0.0445 [0.692]	0.0526 [0.643]	0.0822 [0.283]
非正社員比率	0.0024*** [0.005]	0.0032*** [0.003]	0.0032*** [0.003]	0.0028 [0.127]	0.0022 [0.240]	0.0022 [0.230]	0.0031*** [0.029]	0.0032*** [0.010]	0.0032*** [0.011]	0.0022*** [0.033]
女性比率(%)	-0.0009 [0.305]	0 [0.996]	0 [0.983]	-0.0007 [0.699]	-0.0003 [0.867]	-0.0005 [0.787]	-0.0008 [0.634]	0.0005 [0.775]	0.0007 [0.668]	-0.0022*** [0.038]
離職率(%)	0.0009 [0.509]	0.0001 [0.944]	-0.0002 [0.927]	-0.0017 [0.613]	-0.0008 [0.801]	-0.0011 [0.735]	0.0023 [0.259]	0.0021 [0.298]	0.0014 [0.479]	0.0031* [0.054]
都道府県別失業率	-0.0289 [0.112]	-0.0169 [0.450]	-0.0161 [0.472]	0.0044 [0.900]	-0.0034 [0.928]	0.0015 [0.968]	-0.0314 [0.301]	-0.0205 [0.525]	-0.019 [0.561]	-0.0545** [0.020]
部下育成能力の評価		0.072 [0.170]	0.0817 [0.105]		0.0336 [0.727]	0.0297 [0.747]		0.1274** [0.015]	0.1506*** [0.001]	
職業能力評価		0.0443 [0.351]	0.0534 [0.257]		-0.0086 [0.928]	-0.0065 [0.945]		0.0242 [0.661]	0.0335 [0.534]	
目標管理制度(%)		0.1175 [0.114]	0.0951 [0.176]		0.0545 [0.632]	0.023 [0.826]		0.3165*** [0.022]	0.2691** [0.036]	
キャリア・コンサルティング		-0.0419 [0.459]	-0.0434 [0.445]		-0.1547* [0.079]	-0.1585* [0.065]		0.111 [0.365]	0.0917 [0.433]	
教育訓練休暇制度		-0.0243 [0.707]	-0.0286 [0.660]		-0.0612 [0.640]	-0.0546 [0.682]		-0.0294 [0.662]	-0.0488 [0.439]	
自己申告制度(%)		0.1471* [0.075]	0.1575** [0.049]		0.2093 [0.117]	0.206 [0.112]		0.0448 [0.646]	0.0633 [0.503]	
正社員への転換制度(%)		0.0209 [0.653]	0.0246 [0.599]		0.0512 [0.519]	0.0457 [0.559]		0.018 [0.765]	0.0377 [0.527]	
フレックスタイム制度(%)		0.1144 [0.108]			0.0628 [0.597]			0.2092*** [0.045]		
長期休暇制度(%)		-0.0202 [0.743]			-0.1236 [0.159]			0.0205 [0.777]		
Observations	758	497	497	224	219	219	269	264	264	523
Log Lik	-367.653	-223.559	-225.061	-109.749	-104.677	-105.571	-116.95	-100.672	-103.085	-242.392
Pseudo R-squared	0	0.25	0.245	0.224	0.245	0.239	0.247	0.345	0.329	0.227
Chi-square test	0.204	0	0	0.001	0.005	0.006	0.017	0.001	0	0

	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	35-65, rate	35-65, rate	-40, rate	-40, rate	-40, rate	40-65, rate	40-65, rate	40-65, rate	40-50, rate	40-50, rate	40-50, rate
男性ダミー	-0.0004 [0.995]	-0.0059 [0.933]	-0.1360** [0.020]	-0.1405** [0.017]	-0.1396** [0.017]	-0.0118 [0.879]	0.0248 [0.781]	0.0216 [0.810]	-0.1859*** [0.000]	-0.1363** [0.014]	-0.1380*** [0.008]
年齢											
年齢の2乗 / 100											
勤続年数	0.0045 [0.646]	0.0049 [0.614]	-0.0036 [0.913]	-0.0034 [0.921]	-0.0067 [0.845]	0.0056 [0.597]	0.0028 [0.797]	0.0047 [0.660]	-0.0195 [0.509]	-0.0165 [0.550]	-0.0172 [0.531]
勤続年数の2乗 / 100	-0.0175 [0.409]	-0.0172 [0.413]	0.1046 [0.582]	0.0633 [0.737]	0.0783 [0.679]	-0.0182 [0.442]	-0.0157 [0.491]	-0.0184 [0.419]	0.1297 [0.255]	0.1116 [0.289]	0.1166 [0.266]
勤続年数3年未満ダミー	-0.0331 [0.628]	-0.0253 [0.707]	0.1466 [0.120]	0.136 [0.153]	0.1251 [0.193]	-0.007 [0.928]	-0.0234 [0.766]	0.0016 [0.984]	-0.0228 [0.839]	-0.018 [0.868]	-0.0159 [0.880]
専修・短大・高専卒	0.0596 [0.306]	0.069 [0.231]	0.1033 [0.151]	0.079 [0.289]	0.0848 [0.255]	0.1263* [0.067]	0.0943 [0.177]	0.0983 [0.153]	0.2508** [0.011]	0.2272** [0.019]	0.2342** [0.014]
大学・大学院卒 (基準：中・高卒)	-0.0617 [0.384]	-0.0621 [0.387]	0.0602 [0.491]	0.0941 [0.355]	0.0897 [0.363]	0.0227 [0.825]	-0.04 [0.662]	-0.027 [0.777]	0.0517 [0.752]	0.016 [0.899]	0.0491 [0.708]
役職ありダミー	-0.1464*** [0.001]	-0.1417*** [0.002]	0.0299 [0.834]	-0.025 [0.845]	-0.0253 [0.839]	-0.1392*** [0.009]	-0.1583*** [0.001]	-0.1574*** [0.001]	-0.1378* [0.066]	-0.1448*** [0.001]	-0.1449*** [0.001]
専門・技術・管理	0.2730** [0.028]	0.2469** [0.047]	0.2329* [0.097]	0.3254** [0.028]	0.3168** [0.030]	0.1967 [0.138]	0.206 [0.158]	0.1869 [0.191]	0.2525 [0.312]	0.5590*** [0.006]	0.5666*** [0.006]
販売・サービス	0.1757*** [0.007]	0.1806*** [0.004]	0.1645* [0.083]	0.1879* [0.059]	0.1858* [0.057]	0.2053*** [0.005]	0.2489*** [0.002]	0.2292*** [0.003]	0.1800* [0.080]	0.2086** [0.035]	0.2026** [0.032]
保安、運輸・通信、生産工程・労務、その他 (基準：事務)	0.0708 [0.337]	0.0614 [0.408]	0.1062 [0.328]	0.1617 [0.191]	0.1659 [0.177]	0.0682 [0.370]	0.0933 [0.263]	0.0742 [0.369]	0.2791* [0.094]	0.1207 [0.429]	0.0861 [0.546]
自己啓発実施の有無	0.3458*** [0.000]	0.3355*** [0.000]	0.2805*** [0.000]	0.2535*** [0.001]	0.2457*** [0.002]	0.3974*** [0.000]	0.3439*** [0.000]	0.3357*** [0.000]	0.2617*** [0.011]	0.1816* [0.074]	0.1833* [0.063]
50-99	0.0232 [0.803]	0.0113 [0.896]	-0.0687 [0.497]	-0.0519 [0.640]	-0.0645 [0.548]	0.0458 [0.646]	0.0079 [0.936]	0.0057 [0.953]	0.3875* [0.054]	0.3304* [0.088]	0.3396* [0.076]
100-299	0.0917 [0.317]	0.0926 [0.281]	0.1065 [0.334]	0.0985 [0.418]	0.0914 [0.437]	0.1526 [0.103]	0.0623 [0.521]	0.0755 [0.421]	0.4548*** [0.023]	0.3640* [0.068]	0.3878*** [0.042]
300-999	0.1947* [0.094]	0.2098* [0.061]	0.1827 [0.176]	0.1113 [0.419]	0.1094 [0.417]	0.2875*** [0.023]	0.2 [0.133]	0.2226* [0.093]	0.6644*** [0.000]	0.6558*** [0.000]	0.6685*** [0.000]
1000- (基準：30-49)	-0.1522*** [0.019]	-0.1358* [0.080]	0.3232* [0.087]	0.3714* [0.077]	0.3713* [0.074]	-0.0593 [0.716]	-0.1561** [0.036]	-0.1325 [0.146]			
大規模企業ダミー	0.0459 [0.377]	0.0381 [0.457]	0.1303** [0.041]	0.1102 [0.106]	0.1035 [0.130]	0.0599 [0.308]	0.0589 [0.355]	0.0502 [0.423]	0.069 [0.395]	0.0419 [0.539]	0.0638 [0.359]
建設業	-0.0919 [0.367]	-0.0333 [0.819]		0.1401 [0.616]			-0.0539 [0.694]	0.0337 [0.859]	0.1682 [0.691]	-0.1134 [0.106]	-0.0862 [0.391]

電気・ガス・熱供給・水道業、運輸	0.1223 [0.327]	0.1358 [0.277]	-0.0267 [0.837]	-0.0603 [0.711]	-0.0606 [0.704]	0.1167 [0.354]	0.1282 [0.311]	-0.068 [0.621]	-0.0626 [0.590]	-0.0347 [0.816]
情報通信			-0.1914*** [0.007]	-0.1819*** [0.005]	-0.1789*** [0.006]			0.1006 [0.729]		
卸・小売業、飲食店	-0.0647 [0.416]	-0.0319 [0.685]	-0.0642 [0.505]	-0.0683 [0.493]	-0.0586 [0.562]	-0.0858 [0.340]	-0.0505 [0.571]	-0.06 [0.616]	-0.193 [0.136]	-0.1842 [0.151]
金融保険・不動産業	-0.0023 [0.986]	-0.001 [0.994]	-0.0191 [0.892]	-0.0461 [0.772]	-0.0418 [0.788]	-0.1143 [0.209]	-0.1095 [0.251]	0.0625 [0.780]	-0.0952 [0.326]	-0.0994 [0.259]
医療・福祉、教育・学習支援業	0.0586 [0.728]	0.1309 [0.462]	0.0588 [0.693]	0.0649 [0.704]	0.0735 [0.667]	0.1872 [0.401]	0.2818 [0.252]	0.1309 [0.678]	-0.0955 [0.314]	-0.1008 [0.257]
宿泊、その他のサービスマネジメント業	0.0381 [0.613]	0.0408 [0.590]	0.0847 [0.407]	0.0361 [0.745]	0.027 [0.807]	0.0165 [0.836]	0.0138 [0.862]	0.0181 [0.889]	-0.0377 [0.708]	-0.0185 [0.857]
(基準：製造業)	0.0022** [0.039]	0.0024** [0.025]	0.0030** [0.029]	0.0025* [0.084]	0.0025* [0.074]	0.002 [0.128]	0.0024* [0.071]	0.0038* [0.066]	0.0032* [0.065]	0.0032* [0.068]
非正社員比率	-0.0015 [0.211]	-0.0014 [0.219]	0 [0.982]	0.0003 [0.867]	0.0002 [0.906]	-0.0021 [0.141]	-0.0021 [0.152]	-0.0023 [0.365]	-0.0018 [0.377]	-0.0016 [0.445]
女性比率(%)	0.0026 [0.127]	0.0021 [0.209]	-0.0015 [0.542]	-0.0011 [0.664]	-0.0014 [0.579]	0.0028 [0.146]	0.0024 [0.201]	0.0033 [0.236]	0.0021 [0.398]	0.0013 [0.591]
離職率(%)	-0.0540** [0.031]	-0.0589*** [0.018]	0.0088 [0.763]	-0.0067 [0.836]	-0.0046 [0.884]	-0.0564** [0.032]	-0.0681** [0.018]	-0.0434 [0.237]	-0.0445 [0.150]	-0.0394 [0.241]
都道府県別失業率										
部下育成能力の評価	0.1388*** [0.002]	0.1618*** [0.000]	0.0472 [0.492]	0.0472 [0.492]	0.0529 [0.427]	0.1496*** [0.003]	0.1716*** [0.000]	0.1406** [0.026]	0.1592*** [0.005]	
職業能力評価	0.0291 [0.514]	0.043 [0.315]	0.0495 [0.462]	0.0495 [0.462]	0.0537 [0.427]	0.0323 [0.516]	0.0487 [0.306]	0.0967 [0.112]	0.0943 [0.116]	0.0943 [0.116]
目標管理制度(%)	0.2392*** [0.009]	0.2015** [0.023]	0.0753 [0.449]	0.0753 [0.449]	0.0544 [0.565]	0.2327** [0.031]	0.1925* [0.071]	0.184 [0.160]	0.184 [0.160]	0.1642 [0.174]
キャリア・コンサルティング	0.0636 [0.417]	0.0691 [0.390]	0.0691 [0.390]	-0.1498** [0.013]	-0.1523** [0.011]	0.062 [0.504]	0.0753 [0.445]	0.0459 [0.704]	0.0459 [0.704]	0.0463 [0.706]
教育訓練休暇制度	0.0353 [0.622]	0.0209 [0.766]	0.0579 [0.590]	0.0579 [0.590]	0.0611 [0.573]	-0.0149 [0.857]	-0.0242 [0.764]	-0.1188** [0.038]	-0.1188** [0.038]	-0.1261** [0.016]
自己申告制度(%)	0.128 [0.188]	0.1527 [0.102]	0.2169* [0.055]	0.2169* [0.055]	0.2270** [0.038]	0.1507 [0.187]	0.1569 [0.153]	0.0676 [0.560]	0.0676 [0.560]	0.0661 [0.567]
正社員への転換制度(%)	0.0013 [0.978]	0.0188 [0.693]	0.0071 [0.909]	0.0071 [0.909]	0.0033 [0.958]	0.0282 [0.620]	0.0453 [0.424]	0.0804 [0.276]	0.0804 [0.276]	0.0998 [0.196]
フレックスタイム制度(%)	0.2560*** [0.008]	0.2560*** [0.008]	0.0798 [0.385]	0.0798 [0.385]	0.2987*** [0.010]	0.1341 [0.101]	0.1341 [0.101]	0.1341 [0.343]	0.1341 [0.343]	0.1341 [0.343]
長期休暇制度(%)	0.0363 [0.629]	-0.0558 [0.492]	0.0091 [0.915]	0.0091 [0.915]	0.0091 [0.915]	0.0396 [0.652]	0.0396 [0.652]	0.0396 [0.652]	0.0396 [0.652]	0.0396 [0.652]
Observations	512	512	300	292	292	452	439	182	176	176
Log Lik	-215.668	-220.49	-148.652	-138.758	-139.401	-210.361	-189.168	-76.343	-66.535	-67.314
Pseudo R-squared	0.304	0.288	0.185	0.22	0.216	0.241	0.316	0.305	0.377	0.37
Chi-square test	0	0	0.002	0.007	0.004	0	0	0.057	0.09	0.064

附表2-33 非正社員、年齢階層別、O f f ー J T 受講時間の規定要因（トビット分析、固定効果）
データ：マッチングデータ

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
	-50, hour	-50, hour	-50, hour	-35, hour	-35, hour	-35, hour	35-50, hour	35-50, hour	35-50, hour	35-65, hour	35-65, hour	35-65, hour
男性ダミー	-1.3752 [0.1612]	-1.0948 [0.2488]	-1.1772 [0.2267]	-2.2123 [0.1698]	-1.8584 [0.2409]	-1.8724 [0.2352]	-1.6897** [0.0490]	-1.3713* [0.0776]	-1.4697* [0.0575]	0.2136 [0.7849]	0.1991 [0.8074]	0.1165 [0.8869]
年齢	-1.2054*** [0.0076]	-1.2018*** [0.0052]	-1.1676*** [0.0080]									
年齢の2乗/100	1.5430** [0.0117]	1.5557*** [0.0080]	1.4982** [0.0123]									
勤続年数	-0.0842 [0.7758]	-0.076 [0.7858]	-0.0637 [0.8209]	-0.177 [0.8394]	-0.3786 [0.6670]	-0.4554 [0.6167]	0.011 [0.9565]	0.0956 [0.5884]	0.086 [0.6316]	0.1241 [0.2573]	0.0995 [0.3417]	0.1125 [0.2829]
勤続年数の2乗/100	1.0635 [0.3666]	0.87 [0.4251]	0.951 [0.3899]	-2.6892 [0.6826]	-0.1971 [0.9754]	-0.1214 [0.9851]	0.3406 [0.6548]	-0.0646 [0.9212]	0.0219 [0.9734]	-0.3761 [0.1644]	-0.3239 [0.1938]	-0.3431 [0.1722]
勤続年数3年未満ダミー	1.9484 [0.1089]	1.7338 [0.1358]	1.8519 [0.1154]	3.9232 [0.1053]	3.4131 [0.1317]	3.3083 [0.1723]	0.5625 [0.5054]	0.6253 [0.4401]	0.6203 [0.4385]	0.1912 [0.7952]	-0.0022 [0.9976]	0.1302 [0.8567]
専修・短大・高専卒	2.2310*** [0.0098]	1.7613** [0.0241]	1.9550*** [0.0148]	2.8219 [0.1118]	2.3595 [0.1478]	2.4841 [0.1361]	1.0304* [0.0562]	0.8764* [0.0762]	0.9860** [0.0471]	0.9381 [0.1171]	0.6718 [0.2388]	0.7671 [0.1781]
大学・大学院卒	0.5449 [0.6123]	0.2303 [0.8287]	0.523 [0.6311]	1.9607 [0.3302]	1.8108 [0.3962]	1.7744 [0.4054]	-0.2237 [0.7969]	-0.3648 [0.6374]	-0.1577 [0.8479]	-0.4486 [0.6338]	-0.886 [0.3391]	-0.8302 [0.3762]
(基準：中・高卒)												
役職ありダミー	-0.3254 [0.8535]	-0.883 [0.5701]	-1.0608 [0.4717]	3.395 [0.4205]	2.774 [0.4608]	2.2495 [0.5203]	-0.925 [0.4796]	-1.6517* [0.0713]	-1.5442 [0.1061]	0.0197 [0.9891]	-0.1511 [0.9167]	-0.1044 [0.9428]
専門・技術・管理	3.8499** [0.0334]	3.9420** [0.0276]	4.2691** [0.0216]	4.9567 [0.1446]	6.3622* [0.0964]	6.4133* [0.0887]	2.7361* [0.0600]	3.8417** [0.0169]	3.7597** [0.0236]	1.7592 [0.1467]	2.2400* [0.0818]	2.0509 [0.1076]
販売・カービス	2.2797** [0.0152]	2.5603*** [0.0075]	2.5920*** [0.0082]	6.3477** [0.0111]	7.0665*** [0.0069]	6.4797*** [0.0098]	1.0817* [0.0854]	1.0781* [0.0566]	1.2390** [0.0420]	1.7946** [0.0133]	1.8061*** [0.0092]	1.8148** [0.0106]
保安、運輸、通信、生産工程・労務、その他	1.2535 [0.3134]	1.4654 [0.2395]	1.6079 [0.2129]	5.3800* [0.0708]	6.3234** [0.0397]	6.4213** [0.0359]	0.196 [0.8288]	0.352 [0.6791]	0.2021 [0.8122]	0.0526 [0.9476]	0.2857 [0.7229]	0.2074 [0.7984]
(基準：事務)												
自己啓発実施の有無	4.6164*** [0.0000]	3.9203*** [0.0000]	3.9914*** [0.0000]	6.9441*** [0.0003]	6.2757*** [0.0004]	6.0726*** [0.0007]	2.2866*** [0.0002]	1.5106*** [0.0062]	1.4732*** [0.0073]	4.0430*** [0.0000]	3.4075*** [0.0000]	3.3600*** [0.0000]
50-99	-1.5513 [0.2208]	-1.7555 [0.1442]	-1.7004 [0.1672]	-2.3704 [0.3370]	-2.0937 [0.3810]	-2.0133 [0.4169]	0.1123 [0.9161]	0.7602 [0.4188]	0.8846 [0.3542]	0.0142 [0.9884]	0.0791 [0.9309]	0.0016 [0.9986]
100-299	0.8611 [0.5256]	0.347 [0.7910]	0.2996 [0.8192]	0.0207 [0.9931]	-0.7797 [0.7449]	-0.6687 [0.7825]	1.6356 [0.1751]	1.8047* [0.0927]	1.8998* [0.0848]	1.9466* [0.0519]	1.5822 [0.1087]	1.5905* [0.0835]
300-999	1.9355 [0.2092]	1.2234 [0.4049]	1.3505 [0.3691]	-0.1534 [0.9517]	-0.716 [0.7817]	-0.6544 [0.8044]	2.3564* [0.0861]	2.7069** [0.0293]	2.9771** [0.0235]	2.5479** [0.0423]	2.0691* [0.0784]	2.2752** [0.0408]
1000-	7.425 [0.1210]	6.411 [0.1078]	6.6751 [0.1117]	10.7968 [0.1712]	10.2203 [0.1480]	10.2888 [0.1628]						
(基準：30-49)												
大規模企業ダミー	1.0477 [0.1422]	0.559 [0.4309]	0.5143 [0.4794]	1.995 [0.1654]	1.3902 [0.3130]	1.3029 [0.3620]	0.3223 [0.5484]	0.1601 [0.7332]	0.3109 [0.5134]	0.9808 [0.1226]	0.8718 [0.1600]	0.8028 [0.1788]
建設業	-0.1156 [0.9642]	-2.7178 [0.1159]	-2.1575 [0.2802]				0.4182 [0.8534]	-1.4527 [0.1713]	-1.1362 [0.3319]	-0.6835 [0.7471]	-2.2498* [0.0664]	-1.7662 [0.2132]

電気・ガス・熱供給・水道業、運輸	-0.3009 [0.8624]	-0.7259 [0.6951]	-0.9155 [0.6191]	-0.4644 [0.8784]	-1.4426 [0.6184]	-1.8473 [0.5086]	-0.936 [0.3844]	-0.6783 [0.5955]	-0.4308 [0.7585]	1.0231 [0.3813]	1.0442 [0.4120]	1.2502 [0.3376]
卸・小売業、飲食店	-0.2863 [0.8051]	-0.985 [0.3895]	-0.8136 [0.4806]	-0.5742 [0.8006]	-0.5101 [0.8091]	-0.2278 [0.9152]	-0.352 [0.6789]	-1.2028 [0.1519]	-1.1462 [0.1870]	-0.2254 [0.8007]	-1.1785 [0.2015]	-0.869 [0.3377]
金融保険・不動産業	-0.6392 [0.6828]	-1.4991 [0.3310]	-1.4866 [0.3316]	-1.48 [0.5876]	-1.9753 [0.4251]	-2.552 [0.3454]	0.944 [0.5863]	0.7334 [0.6291]	0.3871 [0.7837]	-0.0868 [0.9529]	-0.4733 [0.7174]	-0.4338 [0.7466]
医療・福祉、教育・学習支援業	1.3856 [0.4493]	1.1629 [0.5029]	0.775 [0.6409]	3.5566 [0.3538]	4.3001 [0.2828]	3.4897 [0.3519]	-0.8058 [0.4640]	-1.4870* [0.0636]	-1.5654* [0.0619]	0.48 [0.7544]	0.3926 [0.8123]	0.6264 [0.7152]
宿泊、その他のサービス業 (基準：製造業)	1.5496 [0.2306]	0.6898 [0.5695]	0.4483 [0.7110]	0.6255 [0.7786]	1.0846 [0.6227]	0.0655 [0.9749]	1.9282* [0.0836]	1.0136 [0.2790]	1.2 [0.2297]	1.8473* [0.0632]	1.3825 [0.1459]	1.4793 [0.1223]
非正社員比率	0.0422*** [0.0095]	0.0350** [0.0265]	0.0356** [0.0230]	0.0415 [0.1888]	0.0314 [0.3216]	0.0325 [0.3131]	0.0198* [0.0794]	0.0212** [0.0482]	0.0203* [0.0613]	0.014 [0.2574]	0.0132 [0.2901]	0.0151 [0.2265]
女性比率(%)	0.0064 [0.7509]	0.0042 [0.8330]	0.0088 [0.6736]	0.0176 [0.6269]	0.0146 [0.6931]	0.0188 [0.6129]	-0.0131 [0.3608]	-0.004 [0.7609]	0.0001 [0.9944]	-0.0227 [0.1221]	-0.0163 [0.2967]	-0.0162 [0.3056]
離職率(%)	0 [0.9985]	0.0008 [0.9737]	-0.0046 [0.8529]	-0.0457 [0.3894]	-0.0236 [0.6536]	-0.0429 [0.4231]	0.0382** [0.0489]	0.0370** [0.0436]	0.0336* [0.0676]	0.0393** [0.0342]	0.0304 [0.1084]	0.0266 [0.1561]
都道府県別失業率	-0.2941 [0.3345]	-0.3371 [0.2585]	-0.3527 [0.2444]	-0.3517 [0.5206]	-0.4102 [0.4602]	-0.3497 [0.5357]	-0.226 [0.3882]	-0.1193 [0.6140]	-0.0921 [0.7153]	-0.3951 [0.1523]	-0.4055 [0.1384]	-0.4297 [0.1211]
部下育成能力の評価	0.8462 [0.3558]	1.1087 [0.2256]	1.0293 [0.5552]	0.5981 [0.7425]	0.5981 [0.7425]	1.0293 [0.5552]	1.5305*** [0.0050]	1.8271*** [0.0008]	1.8271*** [0.0008]	2.0977*** [0.0013]	2.0977*** [0.0013]	2.3411*** [0.0003]
職業能力評価	0.9798 [0.1993]	1.1917 [0.1295]	0.9661 [0.9544]	-0.5619 [0.7438]	-0.5619 [0.7438]	0.9661 [0.9544]	0.4314 [0.4171]	0.4785 [0.3733]	0.4785 [0.3733]	0.5728 [0.3028]	0.5728 [0.3028]	0.6712 [0.2253]
目標管理制度(%)	0.4053 [0.6482]	0.0298 [0.9731]	0.0298 [0.9731]	-1.1196 [0.5098]	-1.1196 [0.5098]	-1.7199 [0.3211]	2.2900*** [0.0086]	2.0500** [0.0119]	2.0500** [0.0119]	1.8267** [0.0280]	1.8267** [0.0280]	1.5507* [0.0507]
キャリア・エンゲージメント	0.0013 [0.9991]	0.0475 [0.9677]	0.0475 [0.9677]	-1.6474 [0.4091]	-1.6474 [0.4091]	-1.9832 [0.3243]	1.1089 [0.2459]	1.22 [0.1998]	1.22 [0.1998]	0.5502 [0.4573]	0.5502 [0.4573]	0.7683 [0.2956]
教育訓練休暇制度	-0.2627 [0.7979]	-0.4883 [0.6376]	-0.4883 [0.6376]	-0.61 [0.7881]	-0.61 [0.7881]	-0.61 [0.7994]	-0.4619 [0.4378]	-0.5945 [0.3127]	-0.5945 [0.3127]	0.3744 [0.5935]	0.3744 [0.5935]	0.2599 [0.7110]
自己申告制度(%)	2.7484** [0.0311]	3.2132** [0.0156]	3.2132** [0.0156]	3.8129* [0.0997]	3.8129* [0.0997]	5.0805** [0.0491]	0.27 [0.7107]	0.5467 [0.4365]	0.5467 [0.4365]	0.6301 [0.4307]	0.6301 [0.4307]	0.8605 [0.2744]
正社員への転換制度(%)	-0.5061 [0.4630]	-0.5061 [0.4630]	-0.5061 [0.4630]	-0.4504 [0.7594]	-0.4504 [0.7594]	-0.6999 [0.6417]	-0.4005 [0.3741]	-0.2327 [0.6052]	-0.2327 [0.6052]	-0.3975 [0.4090]	-0.3975 [0.4090]	-0.2462 [0.6111]
フレックスタイム制度(%)	2.4931** [0.0409]	2.4931** [0.0409]	2.4931** [0.0409]	4.3644 [0.1176]	4.3644 [0.1176]	4.3644 [0.1176]	1.4069** [0.0487]	1.4069** [0.0487]	1.4069** [0.0487]	1.9301** [0.0163]	1.9301** [0.0163]	0.8605 [0.6111]
長期休暇制度(%)	0.0415 [0.9646]	0.0415 [0.9646]	0.0415 [0.9646]	-2.0882 [0.1759]	-2.0882 [0.1759]	-2.0882 [0.1759]	0.698 [0.3012]	0.698 [0.3012]	0.698 [0.3012]	0.4046 [0.5682]	0.4046 [0.5682]	0.8605 [0.6111]
Observations	487	478	478	209	205	205	266	261	261	498	487	487
Pseudo R-squared	0.078	0.089	0.085	0.079	0.091	0.085	0.104	0.141	0.135	0.082	0.1	0.096
F test	0.001	0.000	0.000	0.093	0.016	0.011	0.001	0.000	0.000	0.000	0.000	0.000
F stats	2.069	2.173	2.133	1.433	1.691	1.772	2.185	2.654	2.618	2.679	3.319	3.193

	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
	-40, hour	-40, hour	-40, hour	40-, hour	40-, hour	40-, hour	40-50, hour	40-50, hour	40-50, hour
男性ダミ	-1.5509 [0.2306]	-1.9326 [0.1686]	-1.6463 [0.2133]	0.4478 [0.6177]	0.4908 [0.6043]	0.389 [0.6800]	-1.0423 [0.3532]	-0.6314 [0.5989]	-0.5787 [0.6265]
年齢									
年齢の2乗 / 100									
勤続年数	-0.8048 [0.2042]	-0.7367 [0.2738]	-0.8944 [0.1710]	0.1073 [0.3540]	0.0716 [0.5245]	0.0963 [0.3911]	-0.0962 [0.6977]	-0.1066 [0.6041]	-0.1058 [0.6207]
勤続年数の2乗 / 100	5.606* [0.0935]	5.5201 [0.1399]	5.9187* [0.0802]	-0.3498 [0.2144]	-0.2852 [0.2765]	-0.3261 [0.2182]	0.9608 [0.3587]	0.9598 [0.2728]	0.9553 [0.2870]
勤続年数3年未満ダミ	2.3914 [0.2250]	2.9365 [0.1648]	2.0585 [0.3118]	0.3135 [0.6986]	-0.0239 [0.9758]	0.2524 [0.7489]	0.2499 [0.7742]	-0.0174 [0.9825]	0.0626 [0.9369]
専修・短大・高専卒	1.5005 [0.2563]	1.9991 [0.1542]	1.6767 [0.2121]	1.2853* [0.0590]	0.993 [0.1274]	1.0804* [0.0968]	1.9555*** [0.0045]	1.7946*** [0.0022]	1.8310*** [0.0020]
大学・大学院卒 (基準：中・高卒)	0.553 [0.7353]	0.5838 [0.7087]	0.7585 [0.6437]	-0.2151 [0.8363]	-0.6991 [0.4962]	-0.5461 [0.5992]	0.0728 [0.9383]	0 [1.0000]	0.2067 [0.7966]
役職ありダミ	1.5954 [0.5373]	2.1798 [0.4610]	1.1459 [0.6330]	-0.1965 [0.8944]	-0.3403 [0.8183]	-0.3631 [0.8067]	-2.7536*** [0.0032]	-3.0757*** [0.0000]	-3.1108*** [0.0000]
専門・技術・管理	4.6405* [0.0956]	4.0408 [0.1343]	4.8283* [0.0862]	1.5616 [0.2513]	1.9786 [0.1764]	1.909 [0.1911]	1.3155 [0.4122]	3.4437* [0.0990]	3.8856* [0.0868]
販売・カービス	3.9778** [0.0231]	3.4613** [0.0477]	4.1199** [0.0219]	2.5130*** [0.0039]	2.4539*** [0.0041]	2.3282*** [0.0063]	1.8331** [0.0156]	1.6936*** [0.0089]	1.8146*** [0.0074]
保安・運輸・通信・生産工程・労務、その他 (基準：事務)	3.3638 [0.1279]	2.7397 [0.2129]	3.8885* [0.0947]	0.3274 [0.7114]	0.3495 [0.6978]	0.2541 [0.7785]	0.4908 [0.5896]	0.0051 [0.9954]	-0.3308 [0.7051]
自己啓発実施の有無	5.4029*** [0.0003]	6.3121*** [0.0001]	5.3333*** [0.0004]	4.1035*** [0.0000]	3.4183*** [0.0000]	3.4116*** [0.0000]	2.0882*** [0.0051]	1.2747** [0.0374]	1.3073** [0.0318]
50-99	-2.1831 [0.2710]	-2.2561 [0.2762]	-2.1656 [0.2793]	0.3498 [0.7476]	0.1264 [0.9007]	0.1198 [0.9055]	1.7751 [0.2688]	1.6385 [0.2379]	1.9046 [0.1966]
100-299	-0.6535 [0.7491]	0.0793 [0.9694]	-0.5822 [0.7742]	2.2220** [0.0484]	1.6388 [0.1386]	1.7344 [0.1151]	3.1074 [0.1175]	2.4793 [0.1359]	2.8957 [0.1042]
300-999	-0.1061 [0.9620]	1.1098 [0.6296]	-0.0504 [0.9820]	2.8111** [0.0481]	2.1491 [0.1097]	2.4411* [0.0733]	3.9147* [0.0797]	3.9457** [0.0478]	4.4256** [0.0416]
1000- (基準:30-49) 大規模企業ダミ	9.9778 [0.1216]	11.0186 [0.1376]	10.3572 [0.1238]	1.1986 [0.1043]	1.0172 [0.1540]	0.9444 [0.1788]	0.3774 [0.5571]	0.103 [0.8529]	0.3228 [0.5760]
建設業	1.0602 [0.3399]	1.5145 [0.1877]	0.8576 [0.4589]	0.1487 [0.9504]	-1.8456 [0.2091]	-1.2295 [0.4670]	1.6306 [0.6432]	-1.2756 [0.2859]	-1.0365 [0.4439]

電気・ガス・熱供給・水道業、運輸	-1.1362 [0.6680]	-0.2044 [0.9393]	-1.4801 [0.5676]	0.7881 [0.5138]	0.8956 [0.4972]	1.1095 [0.4140]	-0.8215 [0.4747]	-1.1646 [0.2403]	-0.6887 [0.5632]
卸・小売業、飲食店	-0.1122 [0.9509]	0.4714 [0.8109]	0.1163 [0.9499]	-0.6225 [0.5335]	-1.6245 [0.1301]	-1.2683 [0.2260]	-0.567 [0.5579]	-1.7721* [0.0862]	-1.7316* [0.0951]
金融保険・不動産業	-1.2331 [0.6074]	-0.4047 [0.8693]	-1.1164 [0.6413]	-0.7303 [0.6438]	-1.2044 [0.3924]	-1.1279 [0.4405]	0.7712 [0.6734]	-0.3808 [0.7964]	-0.4579 [0.7430]
医療・福祉、教育・学習支援業	2.5448 [0.4018]	2.4141 [0.4264]	2.3422 [0.4263]	1.0834 [0.5732]	1.0047 [0.6411]	1.0572 [0.6309]	0.3807 [0.8121]	-1.347 [0.1728]	-1.5877* [0.0948]
宿泊、その他のサービス業 (基準: 製造業)	1.1948 [0.5388]	1.8947 [0.3434]	0.5642 [0.7667]	1.5349 [0.1452]	1.2642 [0.2181]	1.3278 [0.1956]	1.8779 [0.1361]	0.9766 [0.3475]	1.3623 [0.2229]
非正社員比率	0.0373 [0.1493]	0.0459* [0.0771]	0.0391 [0.1333]	0.0152 [0.2967]	0.013 [0.3846]	0.016 [0.2879]	0.0288** [0.0350]	0.0312** [0.1015]	0.0296** [0.0136]
女性比率(%)	0.0129 [0.6602]	0.0124 [0.6625]	0.0166 [0.5755]	-0.0261 [0.1369]	-0.0201 [0.2798]	-0.0206 [0.2747]	-0.0347* [0.0638]	-0.0279* [0.0770]	-0.0258 [0.1061]
離職率(%)	-0.0327 [0.4382]	-0.0396 [0.3553]	-0.0435 [0.3145]	0.0399* [0.0502]	0.0256 [0.2223]	0.0231 [0.2639]	0.0348 [0.1050]	0.0186 [0.3283]	0.0141 [0.4628]
都道府県別失業率	-0.1594 [0.7537]	-0.152 [0.7560]	-0.1632 [0.7527]	-0.4314 [0.1734]	-0.494 [0.1237]	-0.4911 [0.1310]	-0.3939 [0.1947]	-0.2997 [0.2353]	-0.261 [0.3471]
部下育成能力の評価	0.9028 [0.5179]		1.2309 [0.3711]		2.0870*** [0.0044]	2.3187*** [0.0012]		1.6066** [0.0120]	1.8948*** [0.0045]
職業能力評価	0.6987 [0.5972]		1.0668 [0.4253]		0.8202 [0.1804]	0.9317 [0.1261]		1.3195** [0.0437]	1.2698* [0.0569]
目標管理制度(%)	-0.5116 [0.7251]		-0.7942 [0.5868]		1.8658* [0.0542]	1.5160* [0.0983]		1.9519** [0.0476]	1.8167* [0.0575]
キャリア・コンサルティング	-1.7618 [0.2413]		-2.0107 [0.1853]		0.1905 [0.7948]	0.5071 [0.5033]		-0.0885 [0.8904]	0.0898 [0.8954]
教育訓練休暇制度	1.1582 [0.5191]		1.1759 [0.5214]		-0.0018 [0.9983]	-0.081 [0.9223]		-1.4356** [0.0135]	-1.4885*** [0.0091]
自己申告制度(%)	4.4674** [0.0369]		5.5041** [0.0206]		0.4522 [0.6141]	0.6149 [0.4819]		-0.1627 [0.8334]	0.001 [0.9989]
正社員への転換制度(%)	-0.9163 [0.4325]		-1.0104 [0.3948]		-0.1401 [0.7983]	0.0038 [0.9945]		0.1233 [0.7983]	0.2958 [0.5540]
フレックスタイム制度(%)	3.0913 [0.1248]				2.1584** [0.0201]			0.9186 [0.2580]	
長期休暇制度(%)	-0.5343 [0.7032]				0.1716 [0.8259]			0.783 [0.2597]	
Observations	277	282	277	426	416	416	177	173	173
Pseudo R-squared	0.081	0.068	0.077	0.085	0.1	0.097	0.128	0.16	0.155
F test	0.023	0.090	0.013	0.000	0.000	0.000	0.001	0.001	0.002
F stats	1.602	1.428	1.716	2.593	2.998	2.979	2.282	2.127	2.107

附表 2-3-4 非正社員、年齢階層別、O f f - J T 受講確率の規定要因（ロジット分析、固定効果、係数）
データ：マッチングサブデータ

EQUATION	(1) OFT Rate (-50) #HRM=3	(2) OFT Rate (-50), #HRM=3	(3) OFT Rate (-35)	(4) OFT Rate (35-50)	(5) OFT Rate (35-65)	(6) OFT Rate (35-65), #HRM=3	(7) OFT Rate (35-65), #HRM<=2	(8) OFT Rate (-40)	(9) OFT Rate (40-65)	(10) OFT Rate (40-65), #HRM=3	(11) OFT Rate (40-65), #HRM<=2
男性ダミー	-22.4065 [0.995]	-24.4184 [0.997]	-17.5093 [0.996]	-48.2662 [0.997]	0.1371 [0.875]	-41.5289 [1.000]	2.097 [0.195]	-18.2752 [0.995]	-0.0107 [0.990]	-56.812 [1.000]	2.4588 [0.160]
年齢	0.2702 [0.563]	1.1577 [0.405]				-2.3659 [0.244]	0.8182 [0.379]			-1.3197 [0.574]	1.3437 [0.207]
年齢の 2 乗 / 100	-0.4402 [0.513]	-2.0326 [0.346]				2.2206 [0.230]	-0.6818 [0.464]			1.15 [0.591]	-1.1676 [0.259]
勤続年数	0.3397 [0.470]	-0.2416 [0.807]	1.0569 [0.395]	-1.0482 [0.666]	0.351 [0.179]	0.6493 [0.687]	0.7750* [0.081]	1.5718 [0.133]	0.3481 [0.224]	1.5332 [0.518]	0.5527 [0.227]
勤続年数の 2 乗 / 100	-0.0573 [0.982]	6.8493 [0.264]	1.6095 [0.881]	8.4926 [0.573]	-1.1558 [0.265]	0.06 [0.992]	-2.8726 [0.128]	-9.5433 [0.162]	-1.2305 [0.281]	-3.7242 [0.664]	-2.0552 [0.284]
勤続年数 3 年未満ダミー	2.1899 [0.207]	1.1956 [0.733]	3.7837 [0.362]	19.2145 [0.998]	0.7636 [0.430]	7.9091 [0.373]	2.2967 [0.132]	3.5129 [0.272]	1.0143 [0.333]	24.0133 [0.997]	1.8713 [0.242]
専修・短大・高専卒	0.5361 [0.536]	-1.8911 [0.470]	-1.2069 [0.494]	1.0919 [0.558]	1.2699* [0.065]	-2.3411 [0.571]	3.5453** [0.017]	0.1292 [0.928]	1.0078 [0.167]	-2.4124 [0.604]	3.7736** [0.022]
大学・大学院卒	0.2488 [0.815]	-20.9385 [0.997]	-0.5207 [0.833]	22.9012 [0.999]	1.5191 [0.146]	0.449 [1.000]	3.0861* [0.063]	0.1579 [0.923]	1.4373 [0.175]	-3.8685 [1.000]	3.1935* [0.060]
(基準：中・高卒) 役職ありダミー	-0.2012 [0.911]	31.4577 [1.000]	-3.0732 [0.440]	5.0732 [1.000]	-3.0968 [0.127]	-0.1712 [1.000]	-3.6646 [0.820]	-0.0928 [0.958]	-30.698 [1.000]	21.5373 [1.000]	-13.6921 [0.997]
専門・技術・管理	23.3411 [0.995]	61.5901 [0.996]	20.8733 [0.995]	26.7419 [1.000]	3.8605 [0.233]	53.3025 [1.000]	-9.18 [0.997]	19.7976 [0.995]	18.5816 [1.000]		0.3764 [1.000]
販売・サービス	0.2598 [0.811]	-0.8696 [0.683]	2.4604 [1.000]	0.0433 [0.985]	2.1328** [0.021]	5.2382 [0.389]	2.8759* [0.078]	-15.7911 [0.998]	1.8008** [0.045]	7.0588 [0.411]	2.4133 [0.171]
保安、運輸・通信、生産工程・労務、その他 (基準：事務)	0.5479 [0.807]	-48.5822 [0.999]	1.9965 [1.000]	39.9531 [1.000]	1.7637* [0.097]	-16.0464 [1.000]	2.333 [0.156]	-15.9797 [0.998]	1.3364 [0.216]	-15.1243 [1.000]	2.0962 [0.231]
自己啓発施設の有無	0.634 [0.445]	4.9983 [0.134]	-0.049 [0.977]	40.4532 [0.996]	1.9158*** [0.005]	30.258 [0.997]	1.3669 [0.130]	0.9561 [0.575]	1.6608** [0.019]	27.5107 [0.996]	1.3261 [0.137]
Observations	88	47	32	36	118	42	76	46	104	34	70
Log Lik	-21.702	-6.46	-6.926	-3.443	-33.797	-5.287	-16.415	-9.077	-29.764	-4.803	-15.425
Chi-square test	0.009	0.024	0.372	0.045	0.011	0.022	0.036	0.072	0.051	0.1	0.092
Number of estno	24	14	9	12	29	11	18	13	27	10	17
Pseudo R-squared	0.392	0.658	0.462	0.744	0.266	0.704	0.417	0.504	0.248	0.659	0.395

附表 2-35 非正社員、年齢階層別、Off-JT 受講時間の規定要因 (OLS 分析、固定効果、係数)
データ：マッチングサブデータ

	(1) OffJT Hour (-50) #HRM>=3	(2) OffJT Hour (-50) #HRM>=3	(3) OffJT Hour (-50) #HRM<=2	(4) OffJT Hour (-35) #HRM>=3	(5) OffJT Hour (-35) #HRM<=2	(7) OffJT Hour (35-50) #HRM>=3	(8) OffJT Hour (35-50) #HRM>=3	(9) OffJT Hour (35-50) #HRM<=2	(10) OffJT Hour (35-65) #HRM>=3	(11) OffJT Hour (35-65) #HRM>=3	(12) OffJT Hour (35-65) #HRM<=2
男性ダミー	-0.1882*** [0.010]	-0.0975 [0.446]	-0.2649*** [0.003]	-0.2122 [0.152]	0.0026 [0.989]	-0.3097* [0.065]	-0.545 [0.180]	-0.29 [0.117]	-0.0286 [0.707]	-0.2362 [0.218]	0.0683 [0.442]
年齢	0.0071 [0.764]	0.0021 [0.958]	0.0183 [0.532]	-0.2373 [0.958]	-0.1359 [0.582]	-0.2215 [0.545]	-0.2215 [0.576]	0.0901 [0.545]	0.0678 [0.337]	0.0678 [0.337]	0.0358 [0.429]
年齢の 2 乗 / 100	-0.0123 [0.707]	0.0005 [0.993]	-0.0292 [0.489]	0.4711 [0.324]	0.2647 [0.552]	0.2465 [0.595]	0.2465 [0.595]	-0.0995 [0.571]	-0.0743 [0.310]	-0.0743 [0.310]	-0.0318 [0.489]
勤続年数	0.0124 [0.570]	-0.0199 [0.718]	0.0118 [0.636]	0.0322 [0.688]	0.0866 [0.595]	0.0259 [0.395]	0.0233 [0.829]	0.0109 [0.725]	0.0162 [0.182]	0.0123 [0.674]	0.019 [0.198]
勤続年数の 2 乗 / 100	-0.0478 [0.567]	0.1914 [0.605]	-0.0383 [0.661]	0.0939 [0.894]	-2.1686 [0.310]	-0.0805 [0.432]	0.1852 [0.786]	-0.0451 [0.647]	-0.0391 [0.231]	-0.0074 [0.938]	-0.0509 [0.173]
勤続年数 3 年未満ダミー	0.0961 [0.260]	0.0476 [0.752]	0.1217 [0.251]	0.0903 [0.687]	-0.0714 [0.314]	0.1943 [0.115]	0.1906 [0.537]	0.1721 [0.198]	0.0417 [0.549]	0.0978 [0.500]	0.076 [0.377]
専修・短大・高専卒	0.0843 [0.119]	0.0564 [0.596]	0.1347*** [0.026]	0.1211 [0.312]	0.1006 [0.644]	0.0341 [0.651]	-0.1416 [0.488]	0.1117 [0.116]	0.1151*** [0.041]	0.039 [0.696]	0.1545*** [0.030]
大学・大学院卒 (基準：中・高卒)	0.03 [0.682]	-0.0673 [0.621]	0.121 [0.156]	0.048 [0.775]	-0.1304 [0.690]	-0.0103 [0.934]	-0.098 [0.755]	0.1751 [0.238]	0.0805 [0.386]	-0.0613 [0.754]	0.2337*** [0.041]
役職ありダミー	-0.0333 [0.767]	0.1533 [0.561]	-0.0518 [0.647]	-0.2303 [0.398]	0.1425 [0.826]	0.1684 [0.339]	0.6084 [0.351]	0.0431 [0.776]	-0.0731 [0.462]	-0.0785 [0.802]	-0.0884 [0.419]
専門・技術・管理	0.4119*** [0.000]	0.5864*** [0.002]	0.18 [0.203]	0.5069*** [0.028]	0.6743*** [0.020]	0.2622 [0.177]	0.3631 [0.533]	-0.0516 [0.796]	0.1315 [0.296]	0.4557 [0.196]	-0.0099 [0.947]
販売・サービス	0.0607 [0.374]	0.2012* [0.095]	-0.0403 [0.620]	0.048 [0.853]	0.3299 [0.289]	0.0734 [0.346]	0.1648 [0.430]	-0.0528 [0.511]	0.1323*** [0.037]	0.2206* [0.090]	0.0694 [0.370]
保安、運輸・通信、生産工程・労務、その他 (基準：事務)	0.1006 [0.291]	0.018 [0.915]	0.2042* [0.085]	0.1387 [0.556]	-0.077 [0.765]	0.0803 [0.536]	0.1462 [0.680]	0.0409 [0.788]	0.0703 [0.383]	0.0329 [0.858]	0.045 [0.636]
自己啓発実施の有無	0.1260** [0.037]	0.014 [0.902]	0.1744*** [0.015]	0.0302 [0.805]	-0.1878 [0.390]	0.2350*** [0.011]	0.3674 [0.107]	0.1235 [0.209]	0.2188*** [0.000]	0.2169* [0.070]	0.1844*** [0.014]
Constant	0.0173 [0.967]	0.1773 [0.787]	-0.2306 [0.684]	0.0702 [0.833]	3.2276 [0.312]	-0.0259 [0.887]	4.8996 [0.559]	-1.9861 [0.533]	0.0305 [0.755]	-1.3407 [0.423]	-1.0248 [0.356]
Observations	338	147	191	137	67	201	80	121	378	137	241
Number of esno	143	62	81	81	40	111	45	66	141	54	87
Chi-square test	0	0.051	0	0.646	0.285	0.002	0.43	0.111	0	0.011	0.014
Log Lik	28.545	0.08	48.905	20.441	39.917	60.013	14.639	77.403	-0.626	4.603	9.007
R-squared	0.158	0.21	0.253	0.183	0.553	0.207	0.391	0.304	0.106	0.245	0.121

	(13) OFTT Hour (-40) #HRM<=3	(14) OFTT Hour (-40), #HRM>=3	(15) OFTT Hour (-40), #HRM<=2	(16) OFTT Hour (40-65) #HRM>=3	(17) OFTT Hour (40-65), #HRM<=3	(18) OFTT Hour (40-65), #HRM<=2	(19) OFTT Hour (40-50) #HRM>=3	(20) OFTT Hour (40-50), #HRM>=3	(21) OFTT Hour (40-50), #HRM<=2
男性ダミー	-0.1335 [0.228]	0.1198 [0.438]	-0.3018* [0.095]	-0.0354 [0.682]	-0.4039 [0.112]	0.0764 [0.435]	-0.6201** [0.021]	-1.1136 [0.387]	-0.5366** [0.044]
年齢		-0.2857** [0.016]	-0.0006 [0.997]		0.2365* [0.074]	0.072 [0.332]		0.6446 [0.725]	-0.5977 [0.155]
年齢の2乗 / 100		0.4707** [0.017]	-0.0077 [0.978]		-0.2290* [0.078]	-0.0658 [0.360]		-0.7314 [0.720]	0.6663 [0.153]
勤続年数	0.0926 [0.121]	0.2490** [0.011]	0.0575 [0.640]	0.0147 [0.280]	0.0026 [0.939]	0.015 [0.352]	0.0543 [0.220]	0.0601 [0.857]	0.0544 [0.217]
勤続年数の2乗 / 100	-0.5825 [0.178]	-2.0367** [0.012]	-0.2434 [0.743]	-0.0356 [0.323]	0.0089 [0.935]	-0.0435 [0.281]	-0.1419 [0.320]	0.455 [0.817]	-0.1783 [0.198]
勤続年数3年未満ダミー	0.1279 [0.439]	0.3278 [0.125]	0.0537 [0.883]	0.0446 [0.595]	0.0577 [0.751]	0.0563 [0.563]	0.3794** [0.037]	0.2036 [0.740]	0.4028** [0.033]
専修・短大・高専卒	0.1213 [0.225]	0.3247* [0.054]	0.1867 [0.274]	0.1298* [0.051]	0.103 [0.462]	0.1637** [0.045]	0.0275 [0.795]	-0.2697 [0.644]	0.1144 [0.234]
大学・大学院卒 (基準：中・高卒)	0.0294 [0.820]	-0.1069 [0.553]	0.0748 [0.724]	0.1392 [0.199]	0.033 [0.888]	0.3022** [0.023]	0.0917 [0.642]	0.1482 [0.876]	0.1814 [0.441]
役職ありダミー	-0.1035 [0.600]	0.1448 [0.626]	-0.281 [0.336]	-0.122 [0.295]	-0.3075 [0.506]	-0.1094 [0.371]	-0.0106 [0.965]	0 [.]	0.0205 [0.907]
専門・技術・管理	0.5738*** [0.001]	0.7655*** [0.001]	0.3539 [0.374]	0.0892 [0.581]	0.4053 [0.532]	0.0028 [0.987]	0.0327 [0.935]	0 [.]	0.0337 [0.912]
販売・サービス	-0.0838 [0.638]	0.1367 [0.547]	-0.121 [0.725]	0.117 [0.113]	0.22 [0.183]	0.0454 [0.597]	0.0327 [0.735]	-0.0306 [0.934]	-0.1181 [0.218]
保安、運輸・通信、生産工程・労務、その他 (基準：事務)	0.0994 [0.597]	-0.0608 [0.781]	0.3122 [0.439]	-0.0035 [0.971]	-0.0262 [0.912]	-0.002 [0.986]	-0.0555 [0.805]	-0.0287 [0.970]	-0.2094 [0.373]
自己啓発実施の有無	-0.0054 [0.960]	-0.3235* [0.067]	0.1431 [0.346]	0.2232*** [0.002]	0.2313 [0.126]	0.2260*** [0.008]	0.3040** [0.025]	0.929 [0.170]	0.149 [0.252]
Constant	0.0043 [0.986]	3.7584** [0.014]	0.0778 [0.974]	0.0712 [0.531]	-5.7323* [0.085]	-1.9269 [0.311]	-0.1738 [0.486]	-14.5574 [0.724]	13.2071 [0.161]
Observations	184	92	92	331	112	219	154	55	99
Number of esno	105	51	54	138	52	86	98	38	60
Chi-square test	0.006	0.003	0.736	0	0.053	0.038	0.024	0.731	0.061
Log Lik	26.881	35.397	21.741	0.027	8.594	8.849	55.97	20.455	72.388
R-squared	0.222	0.549	0.3	0.107	0.303	0.132	0.293	0.583	0.463

附表2-3-6 HRM制度の適用の規定要因（プロビット分析、限界効果）

データ：事業所票

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
	正社員 manged 部下育成能力 の評価	hyoka 職業能力評価	rmokuhyo 目標管理制度 (#)	caricon キャリア・コン サルディング	leave 教育訓練休暇 制度	sinkoku 自己申告制度 (#)	rkobo 社内公募制度 (#)	rsemonn 専門職制度(#)	rflex フレックス制 度(#)	rshort 短時間勤務制 度(#)	rchoki 長期休暇制度 (#)	rziatiku 在宅勤務制度 (#)
50-99	0.0223 [0.338]	0.0449 [0.115]	0.0431 [0.901]	0.0022 [0.901]	-0.0062 [0.757]	0.0888 [0.005]***	0.0718 [0.028]***	0.0133 [0.665]	0.0093 [0.763]	0.09 [0.008]***	0.0507 [0.145]	0.0352 [0.025]***
100-299	0.0352 [0.128]	0.0457 [0.107]	0.1219 [0.000]***	0.0009 [0.960]	-0.0148 [0.453]	0.147 [0.000]***	0.112 [0.000]***	0.0573 [0.058]*	0.0967 [0.002]***	0.2552 [0.000]***	0.1424 [0.000]***	0.0451 [0.000]***
300-999	0.0039 [0.876]	0.0512 [0.089]*	0.25 [0.000]***	0.0257 [0.161]	-0.0041 [0.842]	0.3129 [0.000]***	0.173 [0.000]***	0.1163 [0.000]***	0.2074 [0.000]***	0.3531 [0.000]***	0.295 [0.000]***	0.0133 [0.350]
1000- (基準:30-49) 大規模企業ダミー	-0.0484 [0.248]	-0.0411 [0.380]	0.1293 [0.006]***	0.0464 [0.072]*	-0.0098 [0.729]	0.2642 [0.000]***	0.1081 [0.015]**	0.1077 [0.020]**	0.2339 [0.000]***	0.355 [0.000]***	0.2811 [0.000]***	0.0308 [0.119]
	0.1287 [0.000]***	0.1664 [0.000]***	0.2918 [0.000]***	0.0943 [0.000]***	0.0735 [0.000]***	0.3579 [0.000]***	0.3812 [0.000]***	0.1833 [0.000]***	0.1853 [0.000]***	0.2028 [0.000]***	0.3814 [0.000]***	0.0362 [0.000]***
建設業	-0.0695 [0.047]**	0.0358 [0.360]	0.0054 [0.892]	-0.0271 [0.217]	-0.0073 [0.786]	0.0641 [0.142]	-0.069 [0.068]*	-0.089 [0.019]**	-0.17 [0.000]***	-0.048 [0.266]	-0.0428 [0.336]	-0.0141 [0.193]
電気・ガス・熱供給・水道業、運輸	-0.1135 [0.001]***	-0.0679 [0.063]*	-0.1135 [0.106]	0.035 [0.109]	0.0908 [0.001]***	0.0425 [0.295]	0.0594 [0.100]*	-0.1158 [0.001]***	0.0425 [0.019]**	0.0635 [0.110]	0.092 [0.025]**	
情報通信	-0.043 [0.218]	0.0636 [0.110]	0.1219 [0.001]***	0.0314 [0.214]	-0.0148 [0.599]	0.1629 [0.000]***	0.1389 [0.001]***	0.0532 [0.195]	0.0657 [0.093]*	0.1762 [0.000]***	0.1331 [0.004]***	0.0243 [0.090]*
卸・小売業、飲食店	0.0006 [0.983]	-0.0277 [0.400]	0.1334 [0.000]***	0.0629 [0.003]***	0.0183 [0.433]	0.1776 [0.000]***	0.1955 [0.000]***	0.0511 [0.124]	0.0068 [0.830]	0.129 [0.000]***	0.142 [0.000]***	0.0076 [0.488]
金融保険・不動産業	0.0055 [0.871]	0.0837 [0.030]**	0.1435 [0.000]***	0.0796 [0.002]***	-0.0152 [0.576]	0.246 [0.000]***	0.1769 [0.000]***	0.0358 [0.365]	-0.0463 [0.206]	0.0199 [0.642]	0.1865 [0.000]***	0.0044 [0.738]
医療・福祉、教育・学習支援業	0.0172 [0.649]	0.129 [0.003]***	0.0888 [0.034]**	0.0853 [0.011]**	0.0907 [0.931]**	0.1685 [0.000]***	0.1096 [0.029]***	0.1124 [0.020]**	0.0704 [0.145]	0.1092 [0.035]**	0.075 [0.175]	0.0763 [0.001]***
宿泊、その他のサービス業	0.0001 [0.997]	0.0089 [0.771]	0.002 [0.948]	0.0173 [0.371]	0.0019 [0.931]	0.1287 [0.000]***	0.0096 [0.763]	-0.024 [0.440]	-0.044 [0.141]	0.0007 [0.984]	0.0299 [0.405]	0.0126 [0.235]
非正社員比率	-0.0003 [0.264]	0.0003 [0.351]	-0.0016 [0.292]	-0.0007 [0.425]	-0.0006 [0.629]	-0.0025 [0.600]	-0.0013 [0.051]*	-0.0015 [0.897]	-0.0026 [0.229]	-0.0028 [0.042]**	-0.0025 [0.574]	-0.0002 [0.126]
女性正社員比率(#)	-0.0002 [0.606]	-0.0014 [0.008]***	-0.0005 [0.292]	0.0002 [0.425]	0.0002 [0.629]	0.0003 [0.600]	0.001 [0.051]*	0.0001 [0.897]	-0.0006 [0.229]	0.0012 [0.042]**	-0.0003 [0.574]	-0.0003 [0.126]
正社員離職率(#)	-0.0018 [0.129]	-0.0007 [0.630]	-0.0049 [0.001]***	-0.0021 [0.020]**	-0.0035 [0.001]***	-0.0092 [0.000]***	-0.0034 [0.023]**	-0.0025 [0.102]	-0.007 [0.000]***	-0.0067 [0.000]***	-0.0108 [0.000]***	-0.0007 [0.207]
都道府県別失業率	-0.0019 [0.815]	-0.0081 [0.406]	-0.0054 [0.586]	-0.0013 [0.819]	0.0044 [0.506]	0.0095 [0.390]	0.0008 [0.931]	-0.009 [0.361]	-0.0143 [0.137]	-0.0049 [0.648]	-0.0128 [0.244]	-0.0021 [0.515]
女性非正社員比率(#)												
非正社員離職率(#)												
Observations	2515	2542	2528	2544	2547	2530	2521	2512	2524	2521	2524	2254
PseudoRsq	0.029	0.028	0.163	0.087	0.038	0.191	0.195	0.06	0.136	0.136	0.216	0.089
Chi2stats	73.127	92.02	528.311	136.907	75.303	664.196	586.945	192.699	414.427	472.914	737.335	57.063
logL	-1221.948	-1593.713	-1353.366	-721.924	-944.363	-1410.353	-1210.82	-1497.443	-1316.219	-1499.621	-1336.062	-293.664

	(13) 非正社員 manged 部下育成能力 の評価	(14) hyokka 職業能力評価	(15) pmokuhyo 目標管理制度 (#)	(16) caricon キャリア・コン サルディング	(17) leave 教育訓練休暇 制度	(18) psinkoku 自己申告制度 (#)	(19) psinkan 正社員転換制 度	(20) pflex フレックス制 度(%)	(21) pctoki 長期休暇制度 (#)
50-99	0.0075 [0.766]	0.0478 [0.122]	0.0064 [0.780]	0.0111 [0.564]	-0.0086 [0.683]	0.0105 [0.620]	-0.0214 [0.496]	-0.0153 [0.408]	0.04 [0.051]*
100-299	0.0262 [0.297]	0.0498 [0.106]	0.0089 [0.699]	0.0026 [0.888]	-0.02 [0.253]	0.0241 [0.514]	0.0205 [0.335]	-0.0349 [0.057]*	0.0349 [0.081]*
300-999	-0.0028 [0.918]	0.0555 [0.092]*	0.0379 [0.126]	0.0343 [0.095]*	-0.0054 [0.808]	0.0493 [0.031]**	0.0198 [0.553]	0.032 [0.118]	0.079 [0.000]**
1000- (基準:30-49) 大規模企業ダミー	-0.0778 [0.091]*	-0.0471 [0.352]	0.0167 [0.634]	0.0679 [0.022]**	-0.0138 [0.644]	0.0234 [0.460]	0.0679 [0.174]	0.0403 [0.179]	0.1049 [0.001]**
	0.144 [0.000]**	0.1868 [0.000]**	0.0421 [0.016]**	0.0888 [0.000]**	0.0818 [0.000]**	0.0507 [0.001]**	-0.0132 [0.596]	0.026 [0.080]*	0.0541 [0.000]**
建設業	-0.0487 [0.220]	0.0638 [0.157]	-0.0529 [0.137]	-0.0142 [0.567]	-0.0152 [0.608]	0.0083 [0.800]	-0.0467 [0.324]	-0.0517 [0.039]**	-0.0395 [0.141]
電気・ガス・熱供給・水道業、運輸	-0.0821 [0.018]**	-0.0763 [0.054]*	0.0303 [0.314]	-0.0763 [0.601]	0.0488 [0.072]*	0.0299 [0.284]	0.0079 [0.843]	-0.0306 [0.159]	0.0304 [0.178]
情報通信	-0.0711 [0.074]*	0.0372 [0.414]	0.0088 [0.809]	-0.006 [0.821]	-0.0218 [0.477]	-0.0004 [0.991]	-0.0438 [0.361]	0.0261 [0.350]	0.0317 [0.252]
卸・小売業、飲食店	0.0017 [0.952]	-0.026 [0.446]	0.0001*** [0.000]**	0.0566 [0.007]**	0.0089 [0.697]	0.0454 [0.056]*	0.1004 [0.004]**	0.0132 [0.514]	0.0346 [0.066]*
金融保険・不動産業	-0.0232 [0.517]	0.0488 [0.233]	0.1001 [0.002]**	0.0724 [0.005]**	-0.0497 [0.053]*	0.1523 [0.000]**	0.1009 [0.016]**	0.0027 [0.910]	0.1359 [0.000]**
医療・福祉、教育・学習支援業	0.0001 [0.998]	0.1063 [0.015]**	0.0354 [0.296]	0.0607 [0.050]**	0.0799 [0.018]**	0.0889 [0.008]**	0.1523 [0.001]**	0.0118 [0.673]	-0.0232 [0.347]
宿泊、その他のサービス業 (基準:製造業)	-0.0093 [0.720]	-0.0021 [0.945]	0.0048 [0.834]	0.0129 [0.496]	-0.0087 [0.681]	0.0436 [0.049]**	0.0626 [0.048]**	-0.011 [0.550]	0.0348 [0.053]*
非正社員比率	-0.0004 [0.255]	0.0007 [0.083]*	0.001 [0.000]**	-0.0005 [0.021]**	-0.0005 [0.076]*	0.0009 [0.000]**	0.0023 [0.000]**	0.0003 [0.186]	0.0006 [0.001]**
女性正社員比率(%)									
正社員離職率(%)									
都道府県別失業率	-0.0024 [0.779]	-0.0106 [0.309]	-0.0028 [0.696]	0.0007 [0.902]	0.0062 [0.369]	0.0088 [0.165]	0.0049 [0.637]	-0.0017 [0.788]	-0.013 [0.014]**
女性非正社員比率(%)	0 [0.975]	-0.0008 [0.025]**	0.0005 [0.066]*	0.0003 [0.117]	0.0003 [0.239]	0 [0.889]	0 [0.999]	-0.0003 [0.216]	0.0002 [0.220]
非正社員離職率(%)	0.0001 [0.846]	-0.0002 [0.727]	-0.0001 [0.846]	-0.001 [0.011]**	-0.0002 [0.052]*	0.0003 [0.440]	0.0002 [0.002]**	-0.0004 [0.304]	-0.0004 [0.253]
Observations	2235	2258	2250	2260	2262	2248	2243	2243	2242
PseudoRsq	0.031	0.032	0.053	0.085	0.033	0.058	0.047	0.032	0.101
Chi2stats	69.532	92.586	96.877	116.052	56.178	90.69	133.032	45.192	128.421
logL	-1075.265	-1417.919	-873.555	-627.097	-818.799	-737.211	-1360.027	-679.158	-572.058

注：正社員の制度については正社員比率がより上、非正社員の制度については非正社員比率がより上の事業所に限定している。