experience on the decision of wishing vocation Multi-comparison Country Averages S D N 282 Sermany, Korea USA 2.61 1.149

Q2-11 Career effectiveness of part-time job's

55 Germany 1.89 1.031 Japan 2 82 870 >Germany, Korea

239 Korea 2 31 1 660

935 Total 2.57 1.233

Table 6.

Notice: Analysis of variance: F(3.931)=14.598, p<.001 Notice2: Multi-comparison by Tukey method at 5% level+L24