

A

A

1

1

2

3

36

4

5

2

1

2

3

4

5

3

1 12

2 12

3 12

4

5

6

7

8

1

1 2020 0.210 / ¹

2 2020 ² 2018 30%

50

3

3 2020

	1, 6					
/ ²	2022	0.230	2023	0.253	2024	0.290
³	2020	2022 33.0%	2020	2023 52.9%	2020	2024 75.9%
	117.53		135.16		155.43	
	75 ⁴		75		75	
⁵	2022	100.60	2023	116.70	2024	135.37

1

2 = × 100%

3 2021 2021

2020

2020

4 5 Adecco ADP Manpower Randstad Recruit

5

6

2

A

×

×

(S)	
S ≥ 80	100%
70 ≤ S < 80	80%
60 ≤ S < 70	70%
S < 60	0%

3

20%

2020 2022

2020 2022

4

5

1

2020

2022 2024

2

1

2

3

1

2

2022 1 27