

# A Study on the Consciousness of Residence Settlements by the Relocation of Public Institutions

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## Abstract

Although Korea has been rapidly growing for the past 40 years due to an unbalanced development strategy centered on the Seoul metropolitan area, it is suffering from the polarization of the nation's territory: namely, from overpopulation in the capital area and its subsequent stagnation. Accordingly, more aggressive policies for the development of the metropolitan area and localization of self-reliant areas will be needed.

The success of the innovative city depends not only on residents' stable settlement accompanied by the relocation of public institutions but also on the constant demand creation. Therefore, based on the premise that family migration rate and housing settlement of the previous agency employees will act as important variables in the plan for relocating public institutions, the ratio of family ownership and relocation of employees to the innovative city was reviewed. The analysis results are summarized as follows.

First, analysis of migration patterns by gender of respondents shows that there are many cases where married men choose to move their entire family over single body share, while the proportion of their total household share over single body share significantly diminishes as for married women.

Second, if the subjects to move is single, they prioritizes better surroundings around their corporations and working areas including well developed infrastructure such as cultural facilities, hospital, and transportation.

Third, married people, especially for married couples who chose to move to the whole family out of innovative cities, cited the improvement of education standards as the most necessary requirement. The relocation of Busan-based institutions seems to have moved from the capital city, and its employees are reluctant to change their children's educational environment and express concerns about disadvantages from worse school district and decline of educational quality, compared to those in the metropolitan area.

Fourth, the survey respondents mentioned their satisfaction with all public domains in their previous residence with those in innovative cities. The survey found that the higher their satisfaction level of the previous residence is, the less likely they are to reside in the innovation cities.

The elimination of household and childcare burdens derived from this study, the expansion of jobs derived from innovative cities, and the improvement of educational standards seem to be visible solutions that can attract residents to settle down and create continuous housing demand. The problems that innovative cities need to address are limited by securing funds to actually carry out, as well as the government's policies, the will of local governments, private companies and organizations. Therefore, the government and local governments will have to come up with specific alternatives, taking into account the marital status, age group and family environment of workers at innovative city relocation agencies. In order to become a self-reliant localization hub of innovative cities, organic cooperation and continuous efforts by the government, local governments, private companies and organizations are needed.

**Keywords:** Innovation City, Public Institution, Residence Settlement, Residential Environment, Innovation City of Busan

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## 1. Introduction

The relocation of public institutions was expected to contribute to the larger economic development of underdeveloped region by encouraging population influx to innovative cities.

However, the cities had been developed in relatively short time in accordance to several political consideration by the government rather than in consideration of regional demand and traits, which caused other municipal problems in the existing areas by failing to contemplate several deeply layered problems such as influence on the existing areas and issues on the existing structures of the area[1].

This study, based on the problems above, analyzes a survey for employees who worked for public institutions before they relocate to the city in terms of demographical elements like gender, age, marital status, and dependants. Furthermore, it suggests several plans of positive influx of population the innovative cities in Busan by examining some elements affecting the settlement in the cities.

## **2. Theoretical Backgrounds**

### **2.1. Innovative City**

The innovative city is a made-up cluster of innovations required to achieve regional growth and reinforcement of national competitiveness not only by offering new growth engine for regional cities but also by making a hub for regional growth through the relocation of public organizations. In this case, the relocation is so for the public organizations stipulated in the Law on Balanced National Development except for the ones stipulated on the same law section 18 and its enforcement ordinance section 15. In its regional perspective, the relocation is so for 3 metropolitan cities and 7 provinces except for Chungchungnam-do(province) where a multi-administrative city will be built[2].

On account that the innovative city is composed of innovation subjects(i.e. organizations, universities, and research institutes)[3], a number of facilities making interactive cooperation and networking possible, and many a residential infrastructure, most important are composition of community environment and external and internal network, increased social capital and institutional improvement.

Therefore, the innovative city is not only a city enabling fusion of the interactions among public organizations, business sector, research institutes, and universities but a intelligent-network city equipped with tele-communication infrastructure and ubiquitous network making technological innovation and open network possible. In addition, the innovative city is characterized as integrative in that it offers profound educational environment to reinforce innovative capacity and provides residents with eco-friendly atmosphere in which people and nature are reconciled[4].

### **2.2. The Expected Effects of Innovative City**

The government anticipated the relocation of public organizations to catalyze the distinct development of region and to raise regional competitiveness, whereby it would contribute to the reinforced national competitiveness.

To maximize the benefits of relocation while securing the basic principle of equitable distribution of public organizations, the government categorized the organization in terms of their functions and made the relocation contribute to the development of regions by considering regional industrial structure, traits and distinct regional policies designed to cultivate strategic industry. Table 1 shows functional group and its expected effects in individual cities.

Table 1. Features and Expectations of Industrial Specialization by each Innovative City [5]

Cities	Functional Group and Its Expected Effects
Busan Innovative City	<ul style="list-style-type: none"> <li>-Located in the crosse section of continent and ocean.</li> <li>-Public organizations related to maritime fisheries, financing and video industry are to be relocated to Munhyn, Daeyeon, Dongsam and Haeundae.</li> <li>-Supposed to be nurtured as a hub for international convention and trade.</li> </ul>
Daegu Innovative City	<ul style="list-style-type: none"> <li>--Situated in a geologically favorable south eastern part of Korea.</li> <li>-Public organizations related to education and academic affairs are to be relocated.</li> <li>-Supposed to be developed as a central city of education and academic affairs.</li> </ul>
Gwangju-Jeonnam Innovatice City	<ul style="list-style-type: none"> <li>-A city that Gwanju Metropolitan City and Jeonranam-do cooperate to build.</li> <li>-Public organizations related to energy, telecommunication, culture and art.</li> <li>-Supposed to be made as that which has industrial clusters of energy and telecommunication and has as outstanding capacity as it is called cultural capital.</li> </ul>
Ulsan Innovative City	<ul style="list-style-type: none"> <li>-A famous city with existing industries.</li> <li>-Expected to establish cooperative system for green energy and long-term energy policy in Jung-gu(district).</li> </ul>
Gwangwon Innovative City	<ul style="list-style-type: none"> <li>-Supposed to support 4 strategical industries such as medical devices, bio-material, new material and tourism.</li> <li>-Supposed to create a thrust to make health and bio-tech cluster.</li> </ul>
Chungnam Innovative City	<ul style="list-style-type: none"> <li>-Planned to make an administration city in Gongju City.</li> <li>-Will be located as an administrative center complex city along with the relocation of the designated public organization.</li> <li>-Expected to contribute to the balanced development of regions.</li> </ul>
Chungbuk Innovative City	<ul style="list-style-type: none"> <li>-Supposed to support some policies on telecommunication technology in regard to IT·BT and human resourse development.</li> <li>-Expected to achieve the image of a technopolis.</li> </ul>
Jeonbuk Innovative City	<ul style="list-style-type: none"> <li>-Expected to build a globally prominent cluster in charge of land development, agriculture and biotech cluster by putting organizations related to biotech, food research and land development together into the city.</li> </ul>
Gyeongbuk Innovative City	<ul style="list-style-type: none"> <li>-Supposed to create a complex of dairies and agriculture, logistics, state-of-art technology that allows many organizations including univerities, companies, research institutes, and city government.</li> </ul>
Gyeongnam Innovative City	<ul style="list-style-type: none"> <li>-To be nurtured as an intelligent robot industry cluster based on the area's outstanding condition of transportation.</li> <li>-Expected to be a core city of domestic infrastructure such as machinery and aerospace.</li> </ul>
Jeju Innovative City	<ul style="list-style-type: none"> <li>-To be a city in charge of international exchange and academic exchange.</li> <li>-By relocating the function of eduction needed to set the city as a international free city, the city is expected to be a hub of international exchange and educational activities.</li> </ul>

### 2.3. Residential Settlement

Residential migration can be defined as an activity of migration which happens in the course that households regulate the consumption of housing.

Because such a migration is a household's process of adaptation to internal or external change of factors such as income level, family composition, residential form and preference to housing, the desire to change, eventually is caused by a variety of elements like socio-economic change of environment, the degree of preference to housing, a shift of family composition, whereby a desire to eliminate derivative complaints on the a gap between the level of housing and that of desire can cause the migration[6].

Unlike the migration, the concept of residential settlement is not obviously established, which means there are many a different view in the academic field. This situation being considered, it could be irrational that we can establish a standard regarding residential settlement.

Considering it reasonable that the change of residential migration is closely related to the generation of the migration, the concept of residential settlement is not a fixed one but a flexible one[7].

### 2.4. The Satisfaction of Residential Environment

The level of satisfaction could be different depending on personal traits. In this perspective, the level of satisfaction can be an important standard when examining socio-morphological quality as well as the physical perspectives of residential environment[8].

Provided that house-a basic unit of settlement- is an important part of interest in terms of economic perspectives like investment and value maintenance other than physical, financial and administrative perspectives, expectation theory could be useful to examine the level of satisfaction of economic value on the housing[9]. Furthermore, futuristic value also should be considered in estimating the level of satisfaction.

The estimation from an evaluator about the development possibility of the residential area are profoundly linked to the psychological satisfaction of residence. Therefore, it is also related to the choice of housing and intention to settle in the place with increased preference to and attachment to the area. The higher the expectation from individuals is on the housing and its quality, the more likely they are to experience higher satisfaction of the settlement[10].

### 2.5. Preference and Attachment to Residential Area

'Preference' is a feeling that favors something in its lexical meaning. As a positive feeling that has been made in the course of communication which satisfies several conditions, preference means a favorable feeling toward counterparts in the personal relation [11].

Scholars states the conditions for preference to be formed are summed up with the followings: proximity, personal traits, familiarity, compensation, cognitive balance, similarity, and physical attraction. 'Attachment' means a behaviour to maintain relations to beloved others in developmental psychology. Because attachment once formed does not come to be changed easily, it would make consistent effects afterwards [12]. Objects to which attachment is formed lead to a desire to be proximate with. Therefore, preference and attachment can be seen as a sense of bondage possessed by folks living in an area and exchanging social impact. The preference and attachment as such an important element can be estimated through the analysis of residents' attitudes.

## 2.6 Study on Previous Studies

The previous studies related to this research topic have been studied in two major directions. First, it is the study on the activation of the institutional and policy aspects related to the innovative cities. However, these kinds of previous studies are insufficient to explain innovative cities. Therefore, the empirical understanding of the innovative city in the completion stage will be an efficient way to improve the innovative city in the future from the policy perspective. Second, it is the study on housing and residential satisfaction related to urban development. As the interest in the quality of housing increases, the empirical factors and alternatives to the housing movement of former public institution workers in innovative cities are insufficient while the study on the residential satisfaction is being conducted. Therefore, the study on the housing movement of former public institution workers, especially on dependants and housing settlement of former public institution workers, will be focused on the possibility of the improvement for housing and settlement with family dependants.

## 3. Relocated Public Organizations and Their Employees' Residential Status

### 3.1. Innovative City

#### 3.1.1. Nationwide Status

According to An Initiative on the Advancement of Public Enterprises in accordance with the 'Public Institution Advancement Policy' under the Lee Myung Bak administration in 2008, 153 organizations were designated for the object of relocation in accordance to new designation for integration and adjunct institution: 115 organizations to innovative cities, 19 to self-determined cities and 19 to Sejong.

The number of public organizations to be relocated to 10 innovative cities nationwide was 115, which was estimated that the policy could create a condition that would promote the development of designated cities by utilizing the competence of public organizations because they were dispersed in accordance to various functions[13].

Table 2. Relocated Organization by Functional Group

City and Province	Function Group	Relocated Organization
Busan (13)	Marine fisheries, finance industry, video and film industry	Korea Hydrographic and Oceanographic Agency, Korea Asset Management Corporation, Korea Institute of Ocean science & Technology, Korea Film Council, Korea Media Rating Board, Game Rating & Administration Committee and etc.
Daegu (11)	Education and Academic activity, Gas industry	Korea Gas Corporation, National Information Society Agency, Korea Student Aid Foundation, Korea Industrial Complex Corporation, Korea Appraisal Board, Korea Education & Research Information Service, Korea Advancing Schools Foundation, Korea Credit Guarantee Fund and etc.
Gwangju-Jeonnam (16)	Electric Power	Korea Electric Power Corporation, Korea Communications Agency, Korea Rural Economic Institute, Korea Power Exchange, Korea Agro-Fisheries & Food Trade Corporation, Korea Creative

Ulsan (9)	Energy, Labor Welfare, Industrial Safety	Content Agency and etc. Korea East-West Power Corporation, Korea Energy Economics Institute, Korea National Oil Corporation, Human Resources Development Service of Korea, Korea Energy Agency, Korea Occupational Safety & Health Agency, Korea Workers' Compensation & Welfare Service and etc.
Gwangwon (12)	Mining Industry, Health and Bio Industry, Tourism	Korea Resources Corporation, Mine Reclamation Corp, Korea Tourism Organization, Health Insurance Review & Assessment Service, National Health Insurance Service, Korea Veterans Health Service, Korea National Park Service and etc.
Chungbuk (11)	Telecommunication, Human Resource Development, Science and Technology	Korea Information Society Development Institute, Korean Educational development Institute, Korea Institute for Curriculum and Evaluation, Korean Agency for Technology and Standards, National IT Industry Promotion Agency, Korea Employment Information Service, National Human Resources Development Institute and etc.
Jeonbuk (12)	Land Development, Agriculture, Food Research	National Pension Service, Rural Development Administration, National Institute of Agricultural Sciences, Korea National College of Agriculture and Fisheries, Korea Land and Geospatial Information Corporation, Korea Electrical Safety Corporation, Korea Food Research Institute and etc.
Gyeongbuk (11)	Transportation, Agricultural Technology, Food and Seed Research	Korea Expressway Corporation, National Agricultural Products Quality Management Service, Animal and Plant Quarantine Agency, Korea Seed & Variety Service, Korea Legal Aid Corporation, Korea Transportation Safety Authority, Korea Construction Management Corporation and etc.
Gyeongnam (11)	Housing, Support of SME companies, Pension	Korea Land & Housing Corporation, Korea South-East Power Corporation, Korea Housing Management, Korea Testing Laboratory, Korea Elevator Safety Agency, Korea SMEs and Startups Agency, Defense Agency for Technology and Quality and etc.
Jeju (8)	International Exchange, Educational Support, Tax Administration	Ministry of Land, Infrastructure, and Transport, National Tax Officials Training Institute, National Customer Satisfaction Center, NTS Liquors Licence Support center, National Institute of Meteorological Research, Korea Foundation and etc.

**3.1.2. Status in Busan**

Busan Innovative City has public organizations associated with 3 function group of video industry, financing, and marine fisheries in Donsam-dong, Munhyun-dong, and Haeundae Centum City respectively. Given that the region is the center of fisheries and port logistics, the policy of innovative city reinforces the function of the city as a continental and marine gateway by basing the newly relocated organizations in the city.

Table 3. Relocated organizations by location

Function Group	Relocated Organizations	Location
Marine Fisheries Cluster (4)	-Korea Institute of Ocean -Science & Technology	1125, Dongsam-dong, Yeongdo-gu (616,000m <sup>2</sup> )
	-Korea Maritime Institute	
	-Korea Hydrographic and Oceanographic Agency	
	-National Fishery Products Quality Management Service	
Finance Industry (4)	-Korea Asset Management Corporation	1227-2, Munhyeon-dong, Nam-gu (102,000m <sup>2</sup> )
	-Korea Housing Finance Corporation	
	-Korea Securities Depository	
	-Korea Housing & Urban Guarantee Corporation	
Video and Film Industry (3)	-Korean Film Council	. 1466, Woo-dong, Heaundae-gu (Cineport Complex 61,000m <sup>2</sup> )
	-Korea Media Rating Board	
	-Game Rating and Administration Committee	
Others (2)	-Korea Southern Power Corporation	1227-2, Munhyeon-dong, Nam-jgu (102,000m <sup>2</sup> )
	-Korea Youth Counseling & Welfare Institute	

**3.2. Employees’ Residential Status**

**3.2.1. National Residence Status**

This chapter examines employees’ residential status after public organizations located in Seoul were relocated to the innovative cities in June, 2018. 40,548 employees were supposed to be relocated according to the plan. In June, 2018, 38,384 employees were successfully relocated. The other thing to be considered is the number of related companies and that of employees. A study on settlement status of related companies shows that 639 companies were either relocated or newly founded and their employees amount to 11,304 persons. It is a rising number compared to that in December, 2016, when the number of companies were 271 and their employees were 6,965.

**3.2.2. Residential Status in Busan**

The 2016 study shows that among the 2,297 relocated persons 981 persons were the transfer with their dependants and 631 were single or unmarried, which was only 70.2%. The relocated persons with dependants were only 42.7%.

The 2017 study shows a little increase to 2,515 persons. Among them, 1,153 were the persons with dependants and single or unmarried were 699. Compared to that in 2016, the relocated persons with dependants increased by approximately 3%.

The 2018 study shows that among the 2,947 relocated persons, 1,407 persons were the transfer with their dependants which was only 47.7% among all the persons relocated. It is less than 50% of the total number of people, which made the city a ghost town on weekends and even coined a new word named ‘innovative goose.’

## 4. Empirical Analysis

### 4.1. Survey Configuration and Analysis Method

This study composed survey items with the following Table 4.

The first step examines demographical information such as age, gender, marital status, the form of settlement, and the time of migration in order to identify the employees’ general traits. In order to figure out the employee’s residential environment, the second step examines their forms of settlement, forms of housing, sale price of house in the designated region, general estimation of residential environment, traffic environment and its improvement. The third level is associated with the employees’ family-related matters: spouses’ occupations and economic activities, the reasons why spouses are reluctant to move, children’s school status and educational environment. The survey questions in this level are to identify with how family-related problems affect the migration. The last step is related to the employees’ residential satisfaction and the items to be improved regarding settlement requirements, or several improvements to induce the relocation and settlement accompanied with families by examining settlements to be improved, intention to constantly reside in the city, and improvements to be made to help families move to innovative cities.

This study performs its analysis by using a statistical analysis program named SPSS V21.0 with which the study performed a frequency analysis on subjects’ demographical traits and their residential environment. Besides, the study added frequency analysis and cross analysis chi-square test to compare the forms of migration to several elements like housing, education, family life, and settlement requirements. In addition, analysis of variance by ages and satisfaction with settlement condition of innovative cities was conducted in parallel with ANOVA(analysis of variance) to analyze mean comparison between groups in accordance with intention of settlement and respondents’ traits. To compare the whole average the level of awareness of the class, the average of scale 'measure-weighted average' with weighted frequency was used and the average of weighted score was composed of 5.0 points as its full point.

Table 4. Contents of the survey

Distinction	The Number of Question	Contents of Questions
1. General questions	5 questions	<ul style="list-style-type: none"> <li>·Employees’ gender and age</li> <li>·Employees’ marital status and the number of children</li> <li>·Forms of migration to the innovative cities</li> <li>·Current form of residence and housing</li> <li>·Evaluation on the value of real-estate sale</li> </ul>
2. Items on residence	6 questions	<ul style="list-style-type: none"> <li>·Evaluation on residential environment in the innovative city</li> <li>·Improvement of the cities’ transportation and traffic</li> </ul>
3. Items on family	5 questions	<ul style="list-style-type: none"> <li>·Spouse’s status of economic activity</li> </ul>



		and occupation
		·Reasons why spouses do not want to migrate
		·Children’s school status and evaluation of educational environment
		·Settlement requirements urgent to be improved
4. Items on satisfaction	5 questions	·General satisfaction with settlement requirements
		·Intention to settle permanently
		·Most important things for the migration of entire family
Total		21 questions

### 4.2. The Results of Empirical Analysis

The purpose of this study is to survey the consciousness of relocation of residential workers to innovative cities who moved to local areas according to the public organization relocation plan. Based on the results, it is also planned to analyze how the results of the study above might cause some effects to improve the settlement rate. The study, through the analysis of the results, examines whether there would be any other support measures to improve the rate of family relocation and housing settlement among employees of innovative city relocation institutions other than the supports from the government and city of Busan. In sum, this study is to help the employees settle smoothly and promote the proactive population influx to the Busan Innovative City. What follows below are the result of survey and examination of these above issues.

First, among the relocated employees who reside in Busan, 61.3 percent are the case that they moved alone with no family members, 1.9 percent are the case of partial family migration, and 36.8 percent are that of migration with entire families. Single migration and partial family migration are more than that with entire families.

Table 5. Demographical Features

Distinction		Number	Volume (%)
Gender	Male	243	78.4
	Female	67	21.6
Marital status and Number of Children	Unmarried	130	41.9
	Married and no children	24	7.7
	Married with one child	48	15.5
	Married with 2 children	99	31.9
Forms of Settlement	Others	9	2.9
	Movement with no dependants	190	61.3
	Movement with part of family	6	1.9
	Movement with entire family	114	36.8
Total		310	100.0

Second, as for the forms of residential environment, the most common type was company housing (40.6%). Self-owned housing(32.3%), lease on deposit basis(20.3%), and monthly rent(3.9%) were shown in their order. Apartment were 69 percent, which was most used. As for the price of housing, houses in Busan Innovative City were relatively moderate in their price as responded. The price of housing in Busan was responded as 'moderate' compared to that in other areas.

Table 6. Housing Residential Types of Workers in the Relocation Agency

Distinction	Number of Workers	Volume(%)	
Type of Residence	Company housing	126	40.6
	Self-owned	100	32.3
	Lump-sum housing	63	20.3
	Monthly rent	12	3.9
	Others	9	2.9
	Total	310	100.0

Third, In the analysis of family consciousness of workers in the transfer agency of innovative cities, the spouse's business, turnover, and work place movement were the highest in the 20s (4.25), followed by the 30s (3.77), 50s (3.09), and 40s (2.71). The expansion of infrastructure facilities such as entertainment facilities and hospitals was the highest in the 50s (3.63), followed by the 30s (3.38), the 40s (3.18), and the 20s (2.62). In the case of special housing supply opportunities and benefits expansion, 20s(3.75) were the highest, followed by 40s(2.86), 30s(2.84), and 50s(2.27). In order to continuously reside and attract population of unmarried workers in their 20s to the innovative cities, it is necessary to move their spouse's business, job turnover, work place, special supply of housing and expansion of benefits.

Table 7. Analysis of Priority by Age for the Migration of the Entire Family to the Innovative City

Factors	Distinction	Average	standard deviation	F (p)
Improvement of educational level	20s	1.937	1.210	43.904 (0.000)
	30s	2.539	1.149	
	40s	3.842	1.230	
	50s	3.727	0.761	
Expansion of childcare facilities	20s	2.437	0.943	0.223 (0.880)
	30s	2.460	1.216	
	40s	2.394	1.273	
Support on spouse's business, job turnover, and workplace movement	50s	2.272	1.305	26.030 (0.000)
	20s	4.250	0.910	
	30s	3.773	1.185	
	40s	2.710	1.238	
Expansion of	20s	3.090	1.259	4.900
		2.625	1.378	

infrastructure facilities such as entertainment facilities and hospitals	30s	3.382	1.315	(0.002)
	40s	3.184	1.320	
	50s	3.636	1.318	
	20s	3.750	1.157	
special supply of housing and expansion of benefits	30s	2.843	1.694	6.489
	40s	2.868	1.565	(0.000)
	50s	2.272	1.625	

Fourth, in order to derive the priority of considerations for family migration, the five contents of the former agency workers were analyzed. As a result, the support for the spouse's business, turnover, and workplace movement was the first. Next, improvement of infrastructure facilities such as entertainment facilities and hospitals, improvement of educational level, expansion of special supply opportunities and benefits of housing, and expansion of infant and child care facilities were followed in order.

Table 8. The Analysis of Priority for the Movement of Entire Family

Distinction	Average	Standard Deviation
Improvement of educational level	3.051	1.376
Expansion of childcare facilities	2.412	1.205
Support on spouse's business, job turnover, and workplace movement	3.383	1.311
Expansion of infrastructure facilities such as entertainment facilities and hospitals	3.219	1.352
special supply of housing and expansion of benefits	2.932	1.608

## 5. Conclusion

This study presents the following implications and suggestions based on various analyses the employee's perception of residential migration through frequency test, cross analysis, correlation analysis, and ANOVA(Analysis of variance).

First, as this study suggests, the employees prefer the migration with some family members or single migration to that with the entire family.

Ninety-nine percent of public organization completed the transfer to Busan, but the employees of the innovative city chose the migration not accompanied by family members rather than family migration. unmarried workers were relatively more than married workers in the migration not accompanied by family. The government and local government agencies should divide unmarried and married workers in its policy making and prepare policy measures to attract family migration by each worker.

Second, among the employees who moved to the innovative city, the unmarried need to be supported in the areas of their spouses' business, turnover, and workplace movements so that they can marry and settle in Busan with their spouses in the future.

Third, married employees shows higher preference on educational environment when asked about the intention of permanent residence. That is why the municipal government needs to improve the level of education by reinforcing the universities and specialized high school.

Fourth, the employees cited the lack of driver's consciousness on safety driving(random driving) and complex road structure as improvements of the traffic environment in Busan. For continuous population inflow and settlement, it is necessary to improve the traffic environment.

Fifth, a special supply of housing should be made in accordance with the housing factors suited to the employees who transferred to the innovative city.

Although the employees who transferred to the innovative city are given the opportunity to reach the special supply of housing, most of the houses are located in quite a remote area from the workplace and the employees go through the inconvenience to commute by using public transportation. In addition, there are cases where the newly-provided housing does not do good for the employees. As the competition for housing increases in case of that with better conditions, active housing settlement incentive such as giving priorities or additional points to the employees is needed when special supply of housing is made.

Despite these results, the limitations of this study are that there is a limit to generalization in applying the results to the settlement of the former employees of the innovative cities due to the conducted examination limited only to the cases of Busan in its empirical analysis. Besides, in order to establish an innovative city to work as the foundation of balanced national development, the cities need to secure financial stability, set up the will of local government, and various resources to actually carry out the task. When it comes to the independent base cities within innovative cities, further research is needed by adding contents not considered in this study.

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