

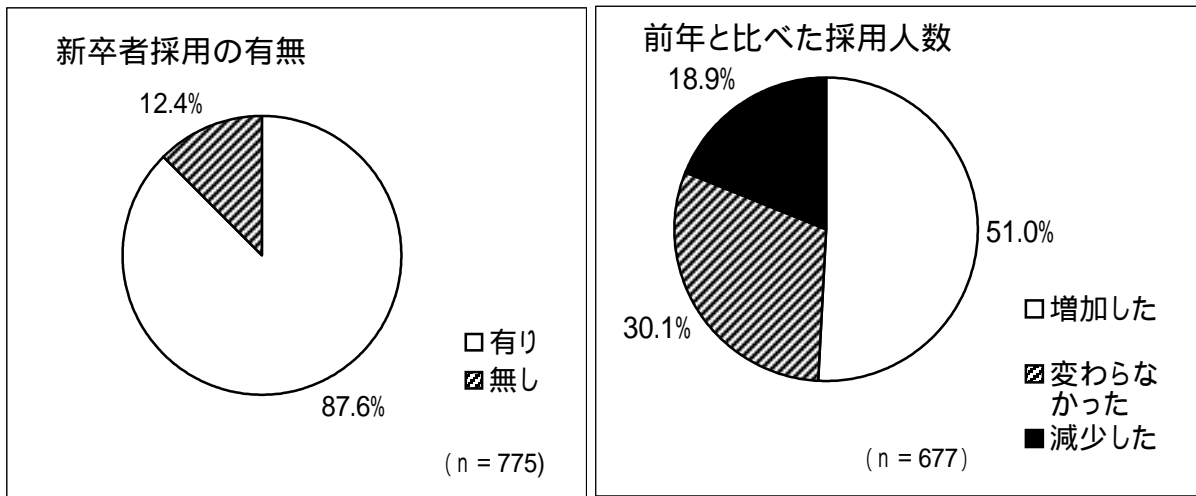
## 2004年度・新卒者採用に関するアンケート調査集計結果

調査対象	日本経済団体連合会、東京経営者協会 法人会員企業 2087社
調査時期	2004年11月
回答企業	775社 (回答率 37.1%)

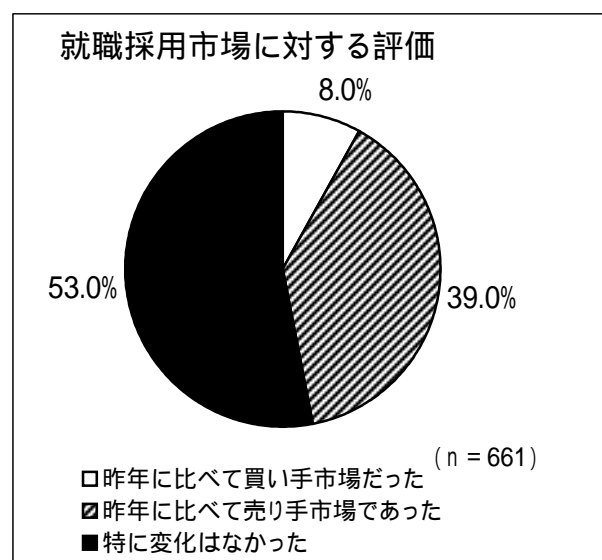
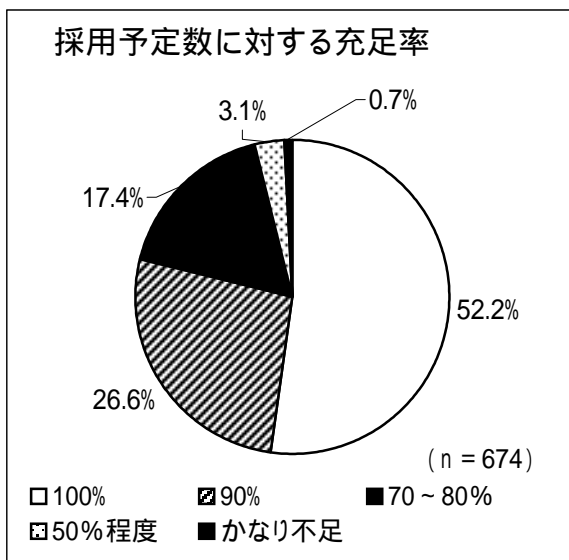
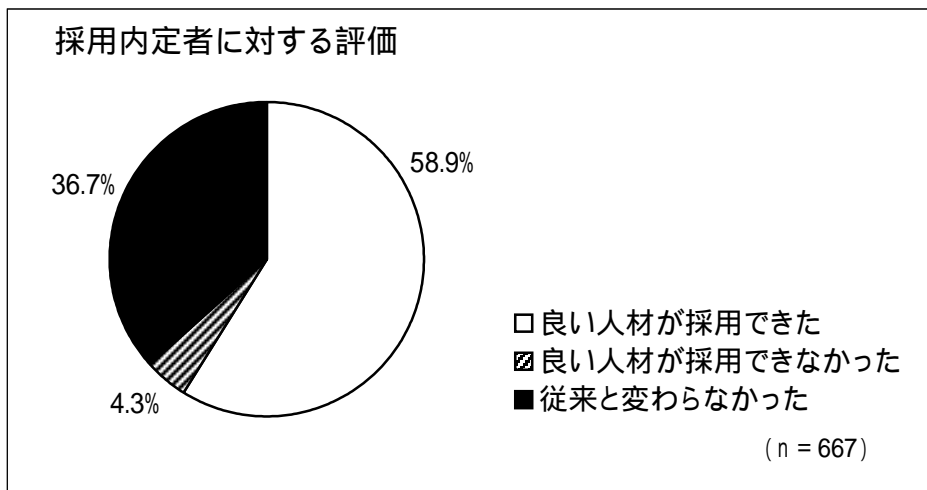
### 1. 回答状況(業種・企業規模)

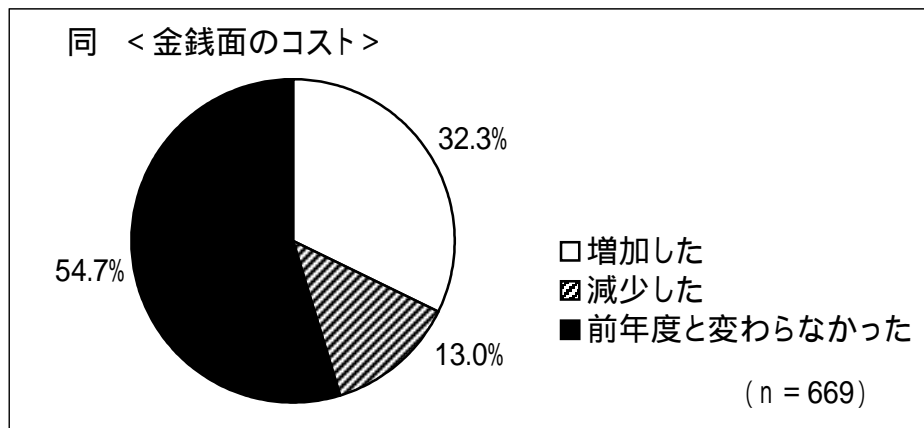
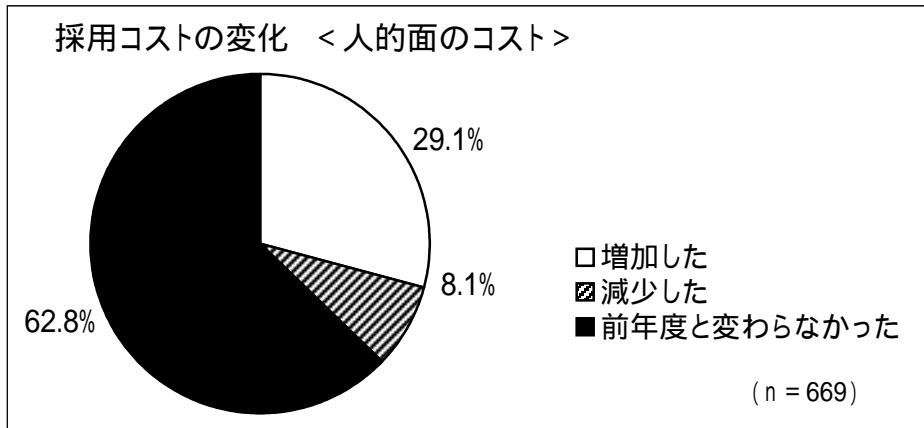
	総計	99以下	100～299	300～499	500～999	1000～2999	3000～4999	5000以上
規模計	754	58	86	68	118	227	74	123
製造業	355	15	42	27	63	111	32	65
非製造業	399	43	44	41	55	116	42	58
鉱業	1				1			
建設業	46	1	2	2	7	19	7	8
電気・ガス・水道業	15		1	1		2	2	9
運輸・通信業	33	2	3	1	7	5	7	8
卸・小売・飲食業	76	6	16	12	10	17	7	8
金融・保険業	63	1	3	1	8	30	8	12
不動産業	13	1	2	3	4	3		
サービス業	52	9	8	6	5	16	2	6
情報関連業	48	7	3	6	9	11	8	4
その他	52	16	6	9	4	13	1	3
無記入	21							

## 2. 2004年度の新卒者採用の有無について

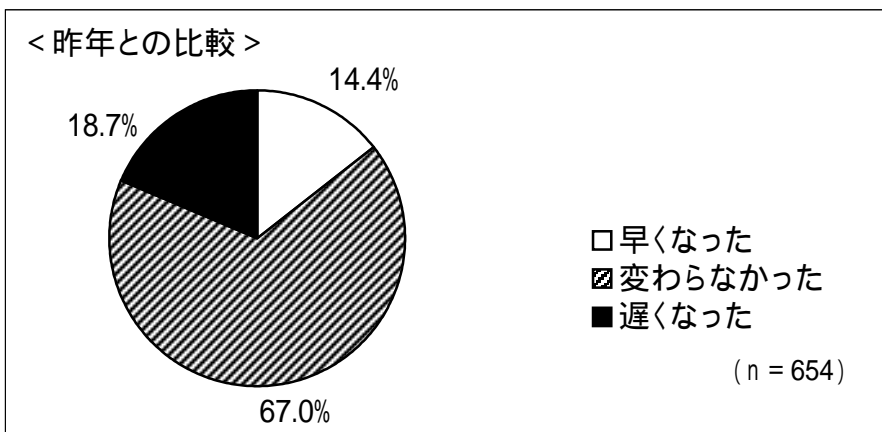
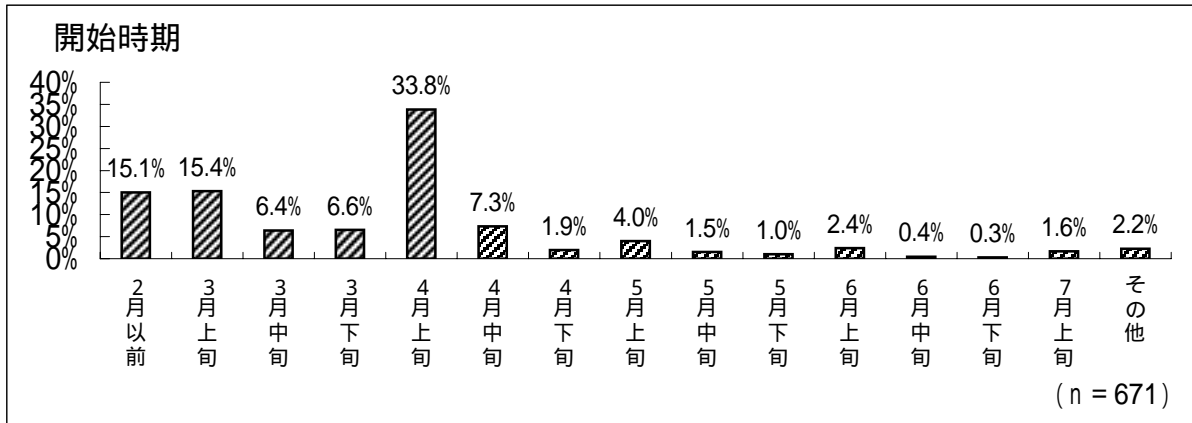


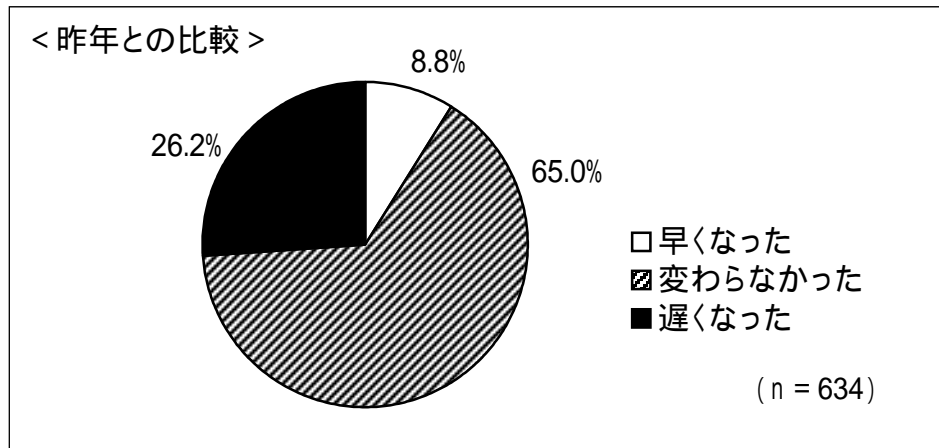
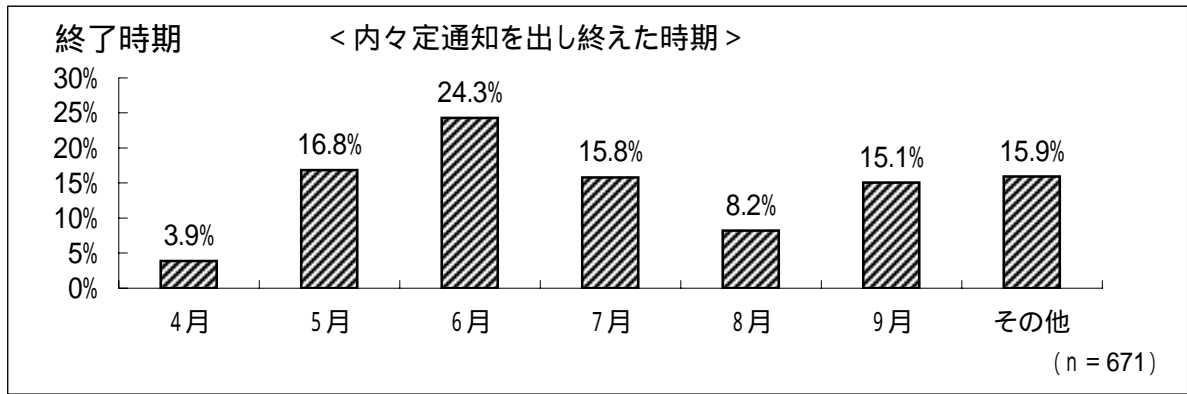
## 3. 今年度の新卒者採用の総合的な評価について



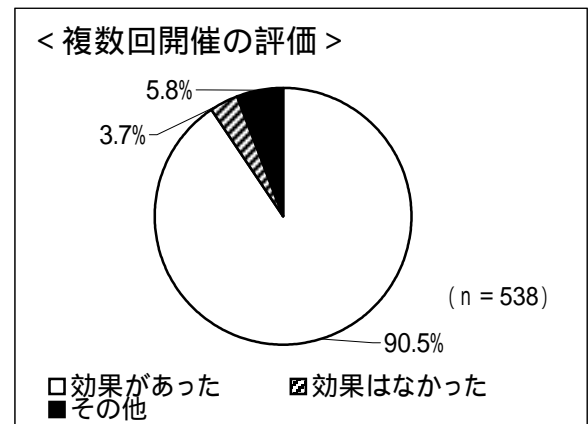
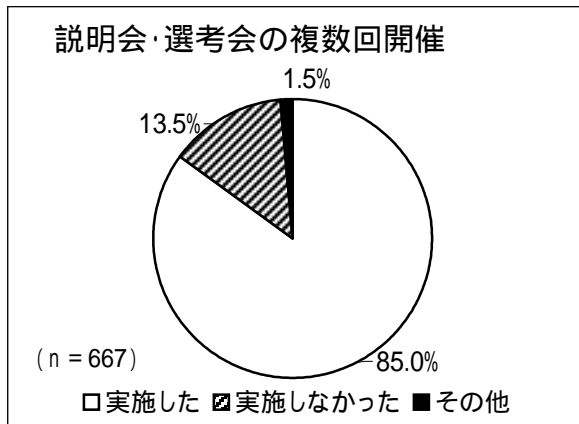
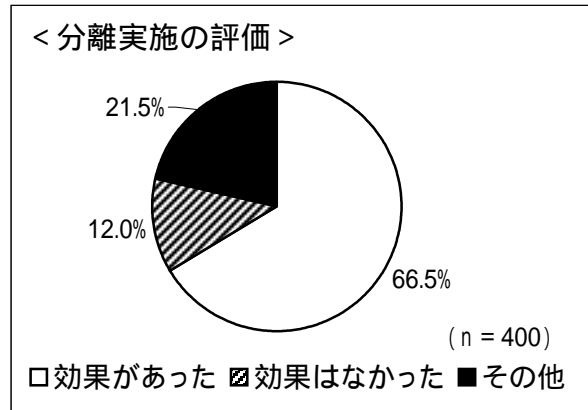
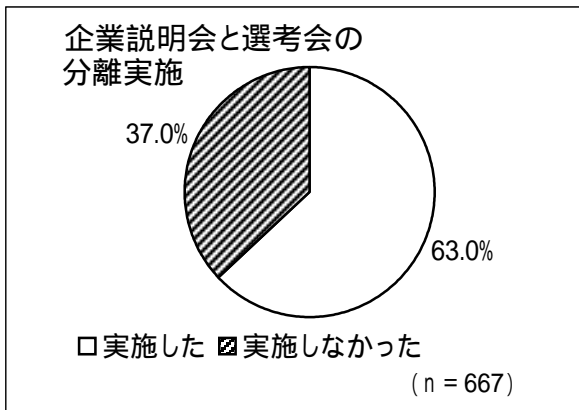


#### 4. 採用活動の開始時期および終了時期について

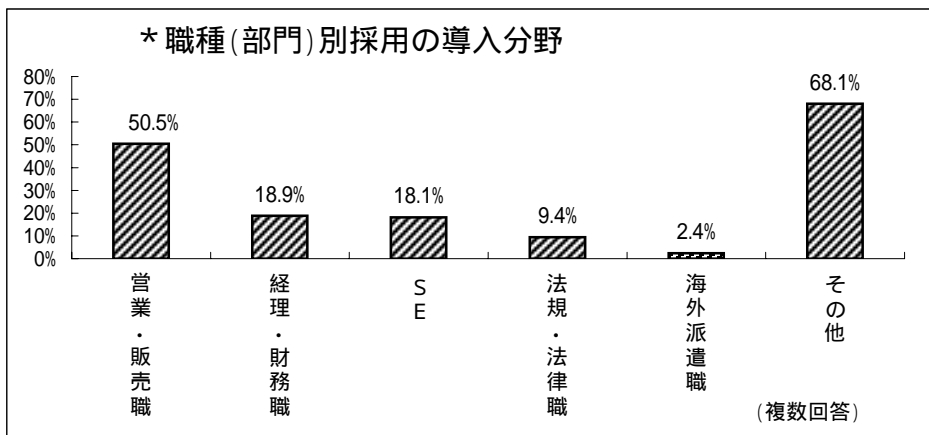
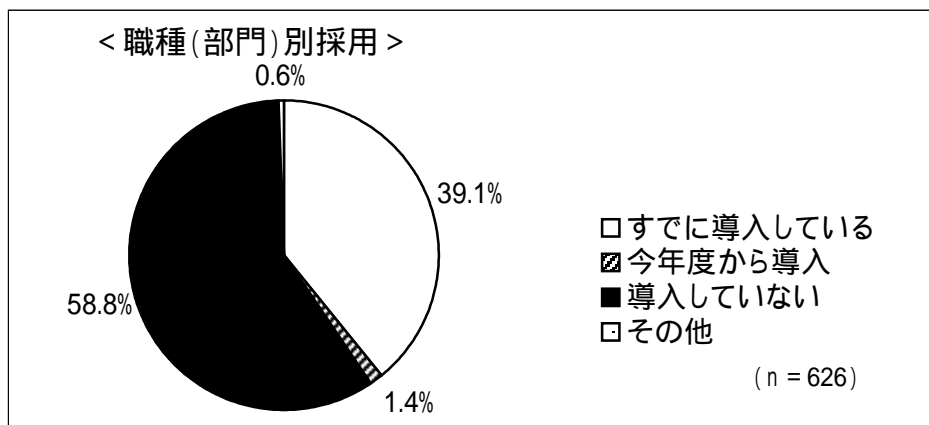
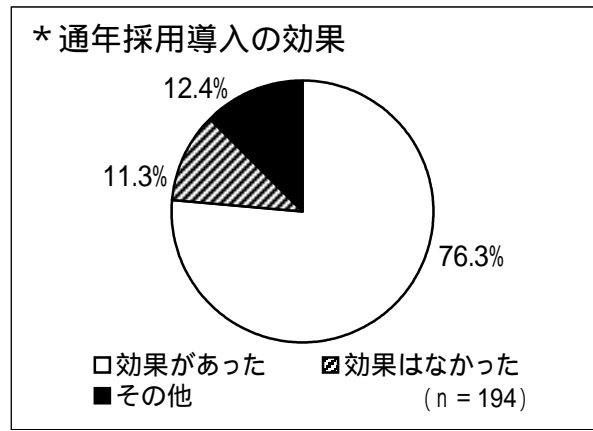
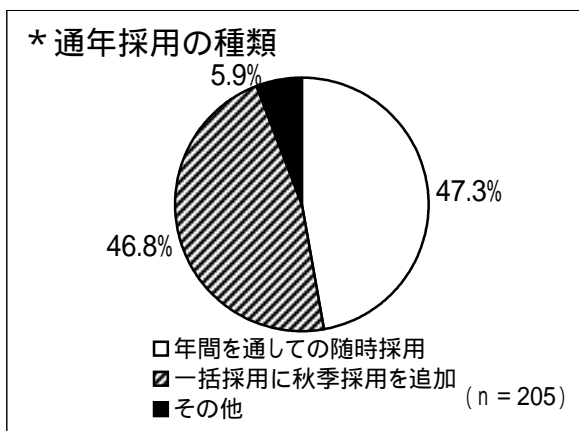
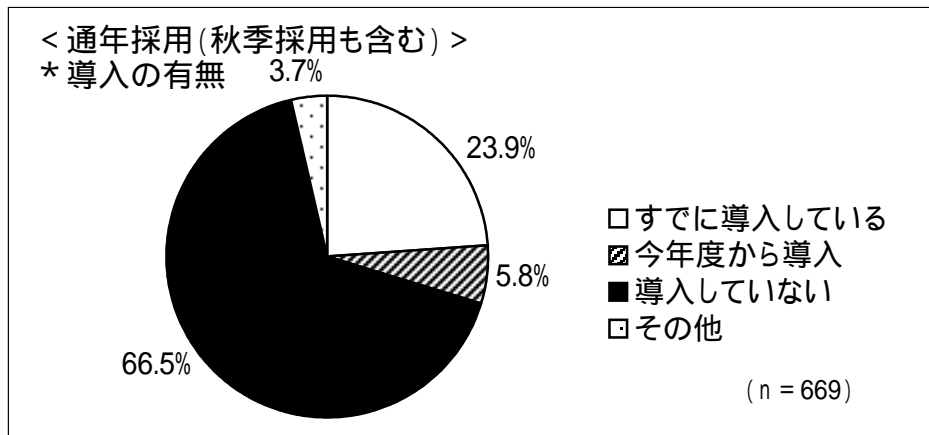


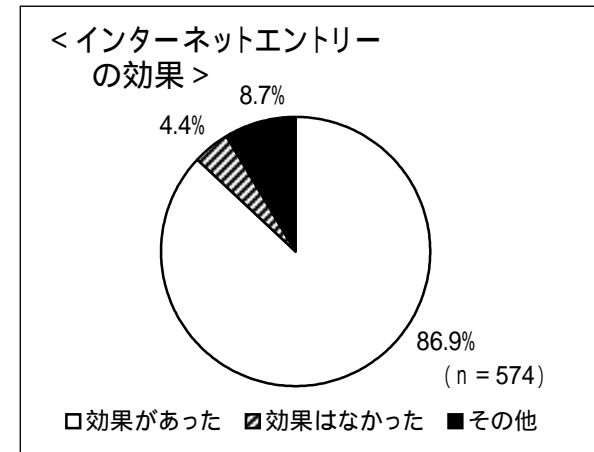
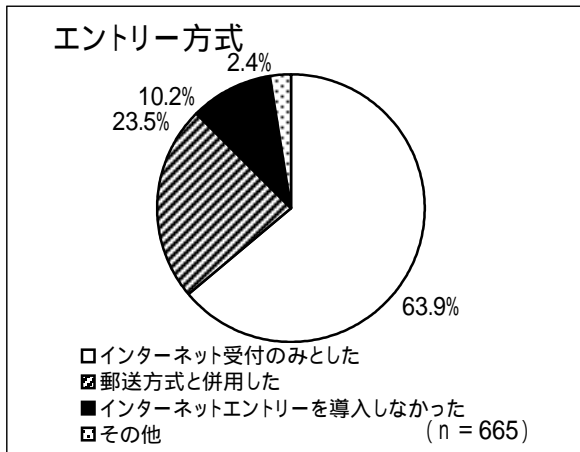
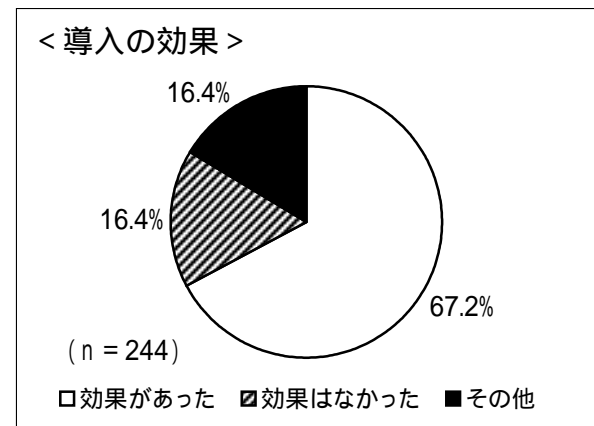
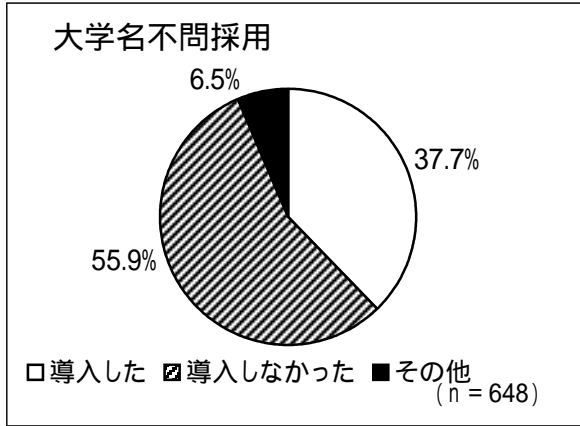
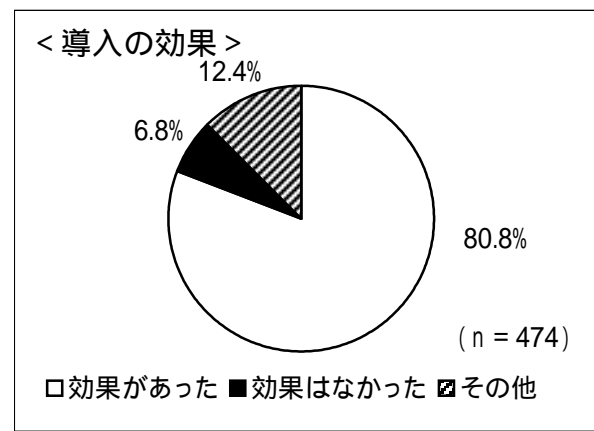
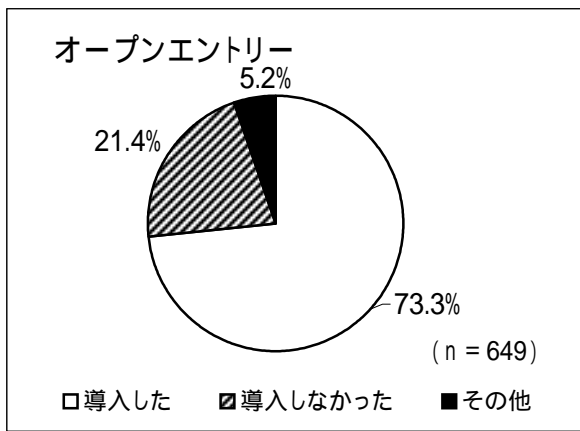
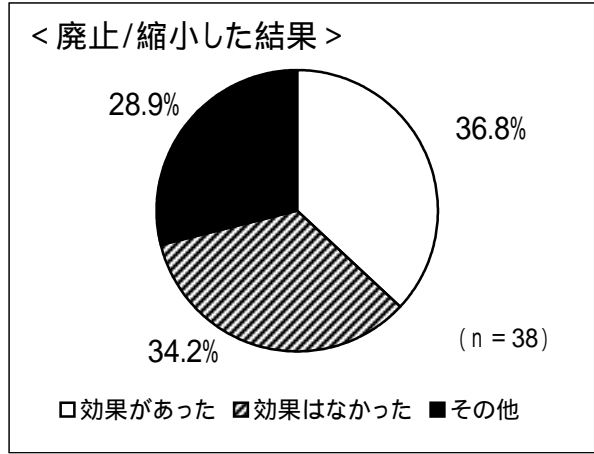
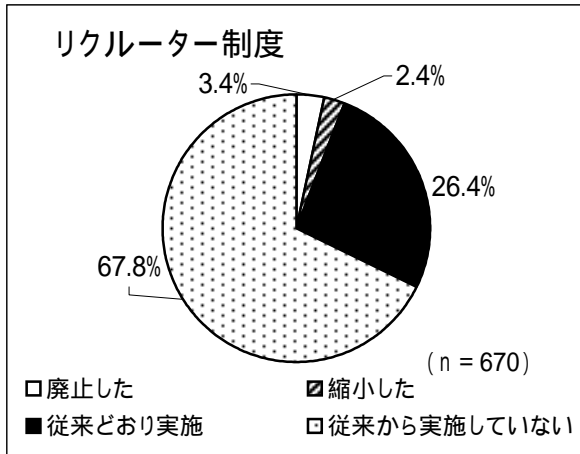


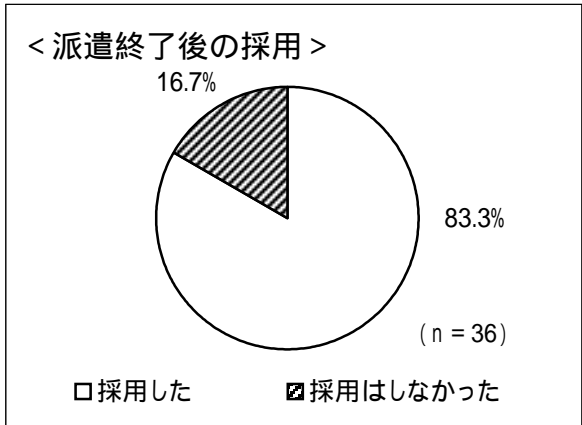
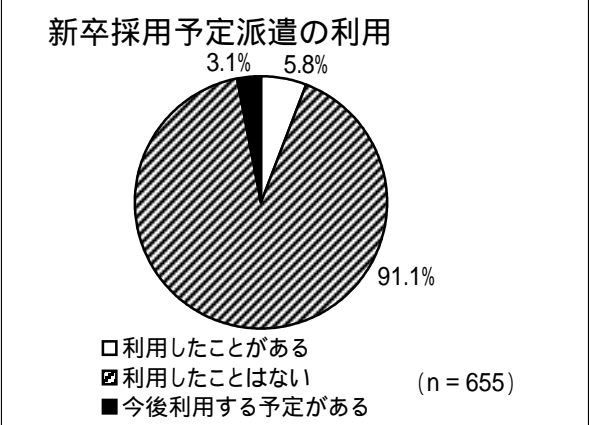
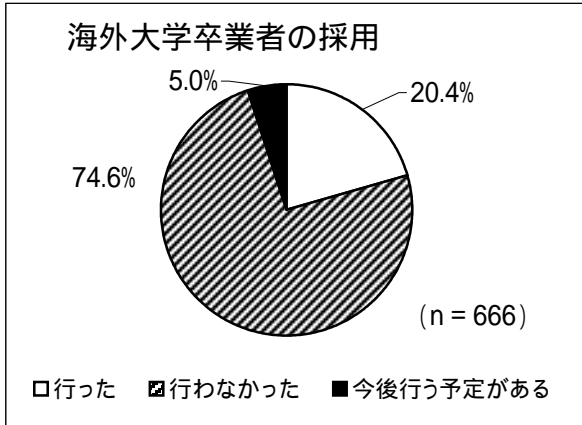
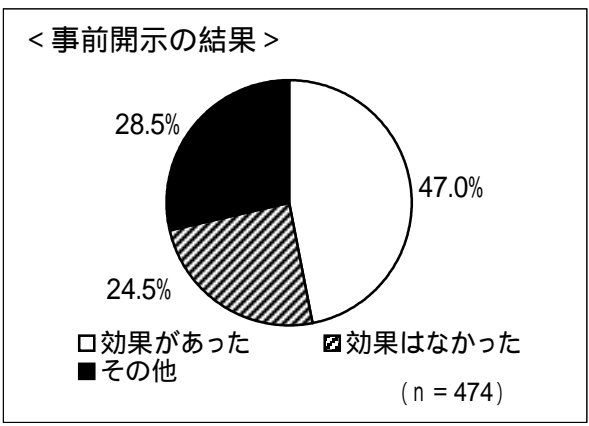
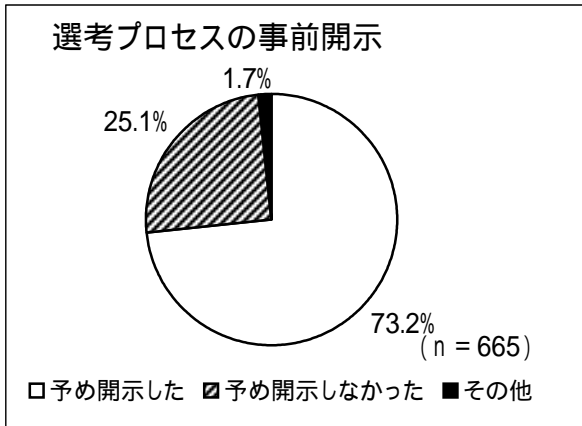
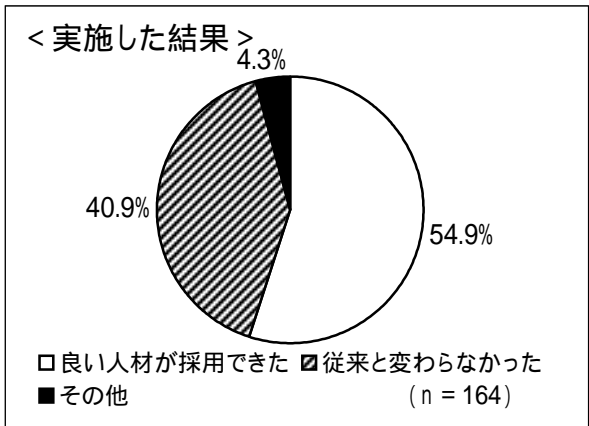
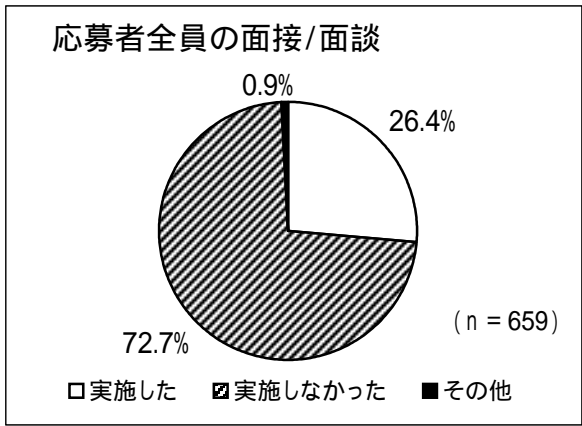
## 5. 特徴ある採用形態・手法の導入状況とその評価について



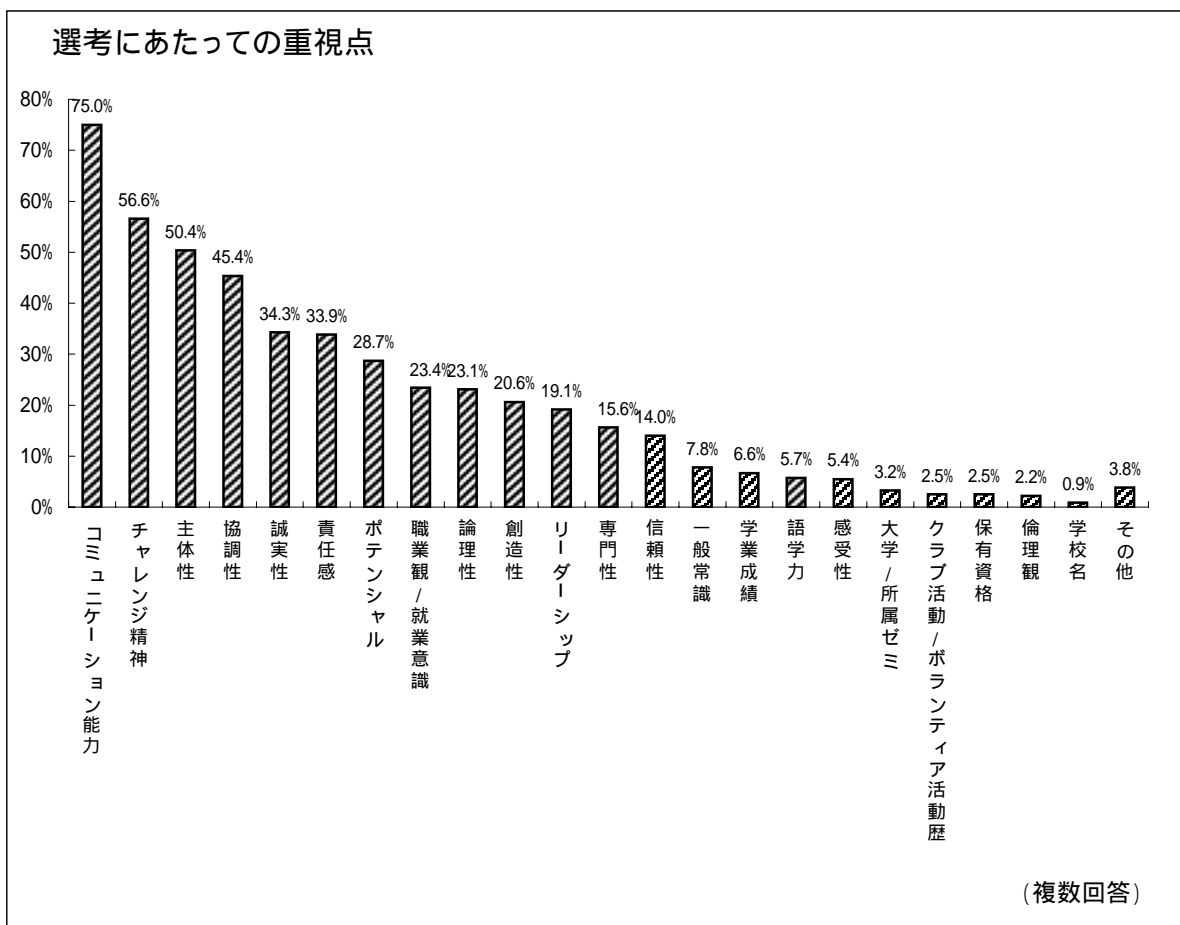
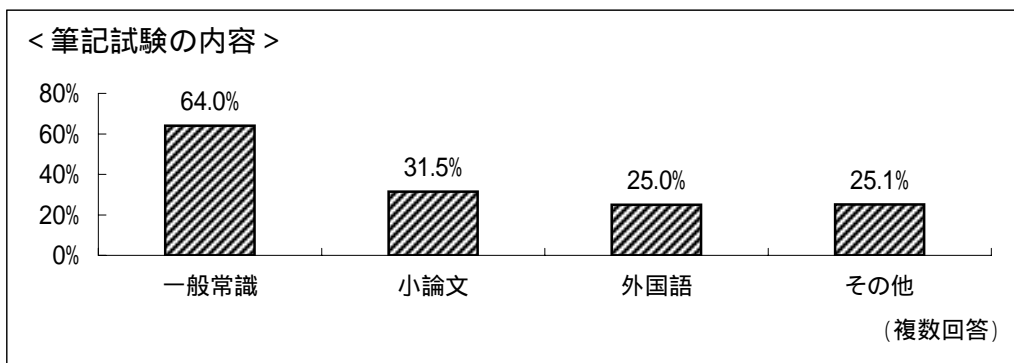
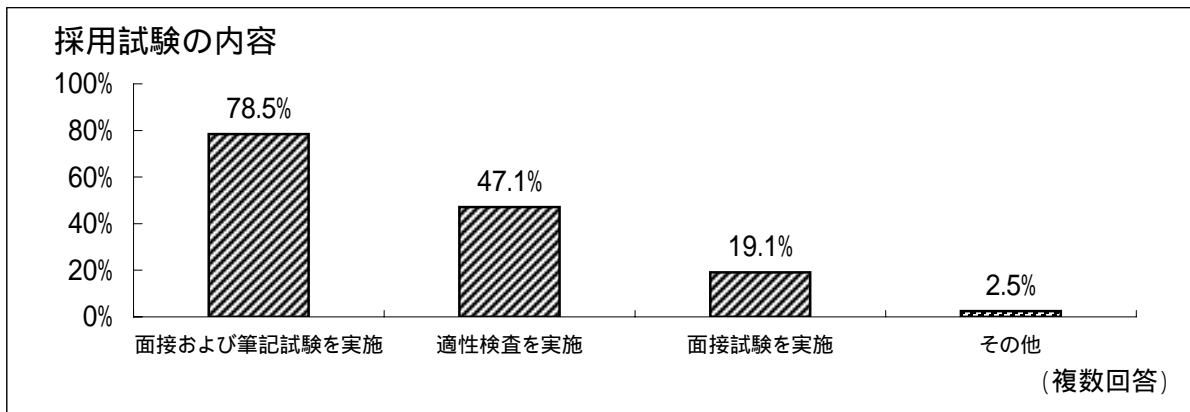
通年採用など春季一括採用以外の採用方法





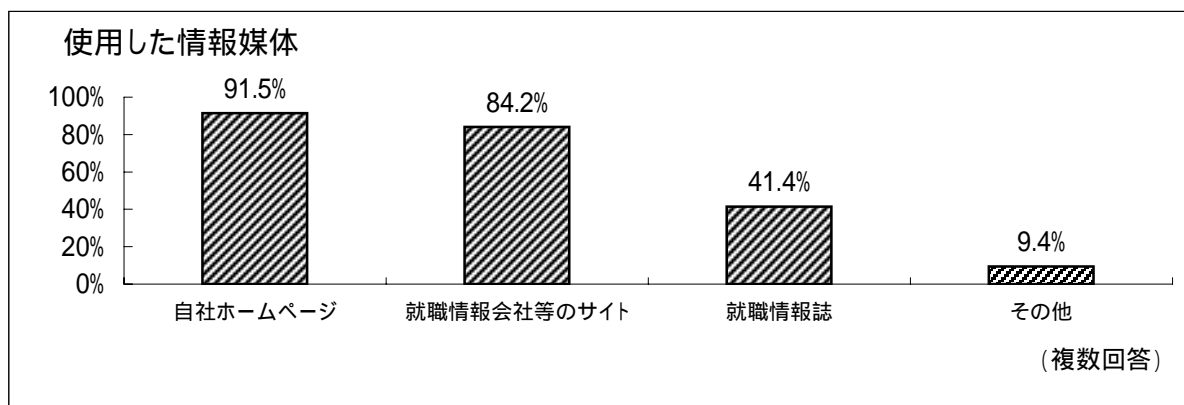
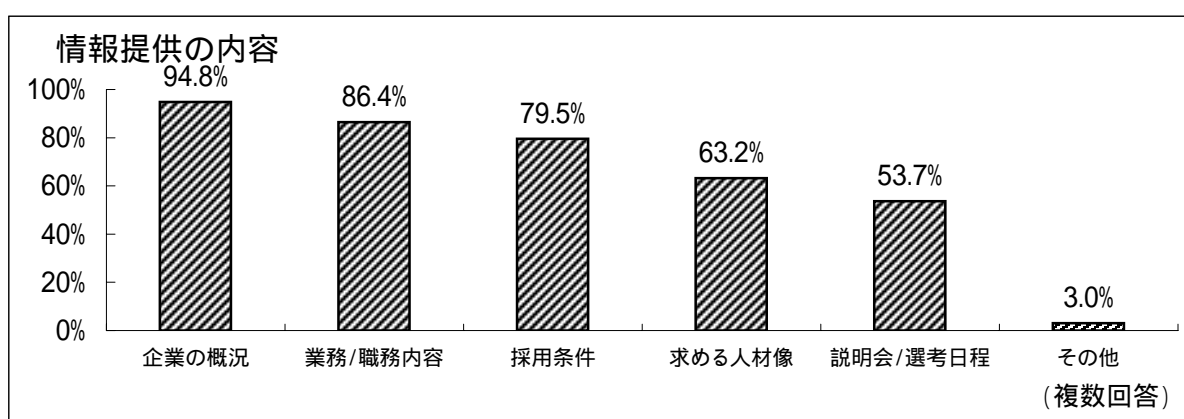
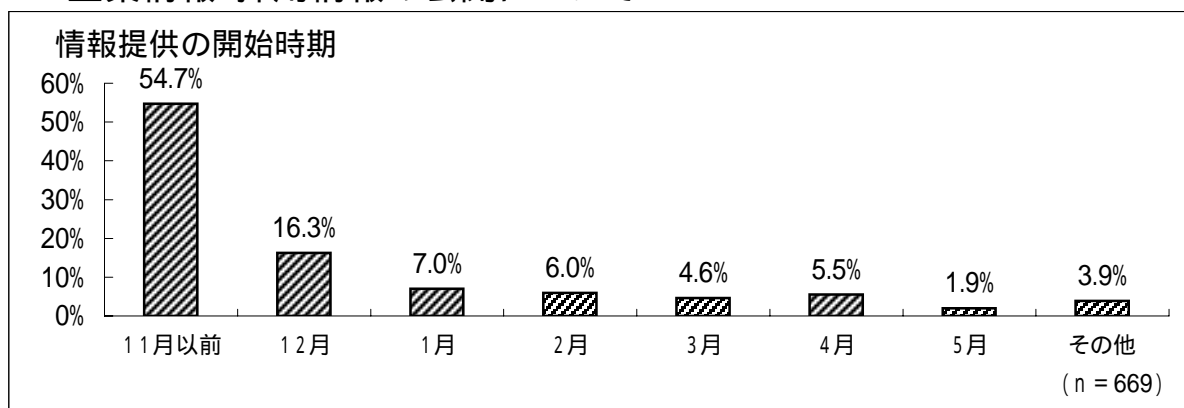


## 6. 採用選考

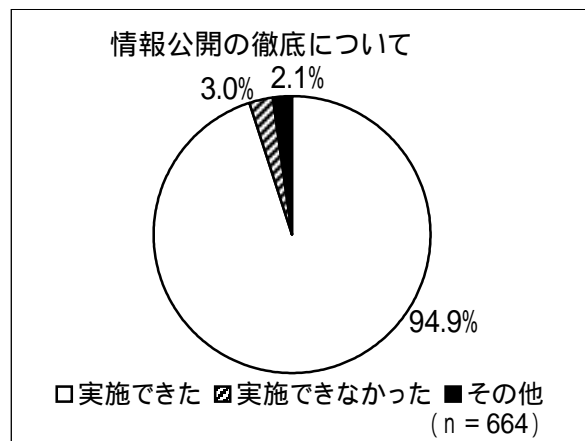
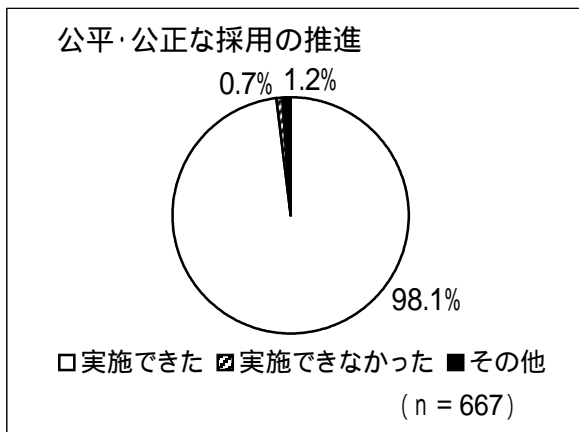
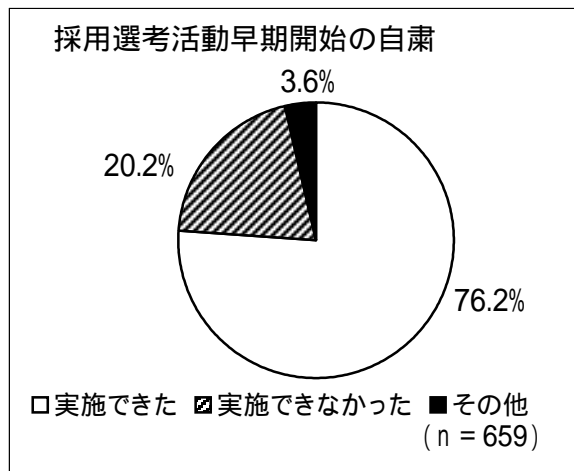
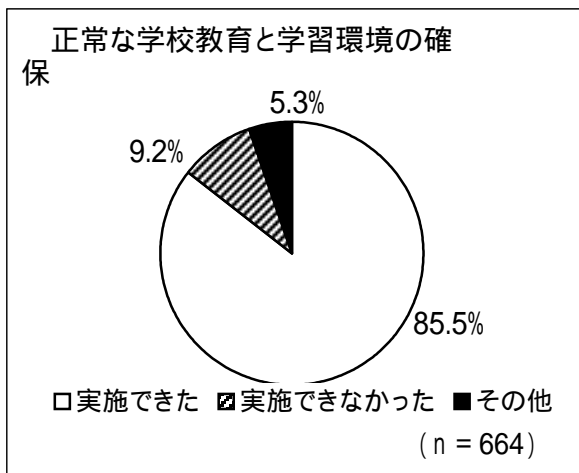




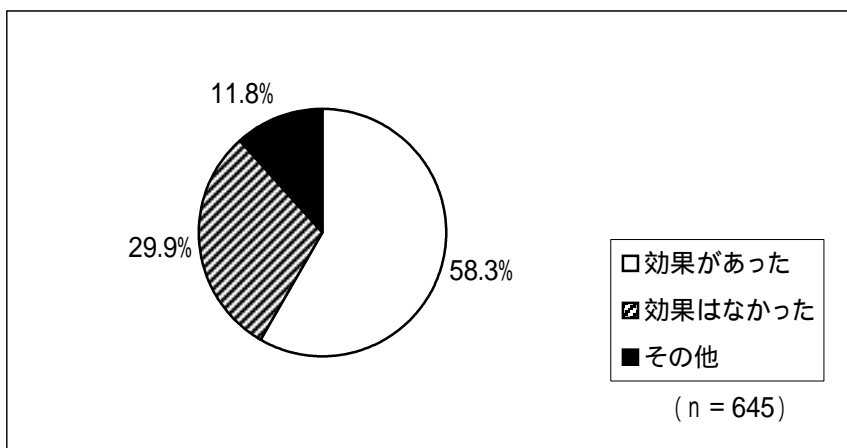
## 7. 企業情報・採用情報の公開について



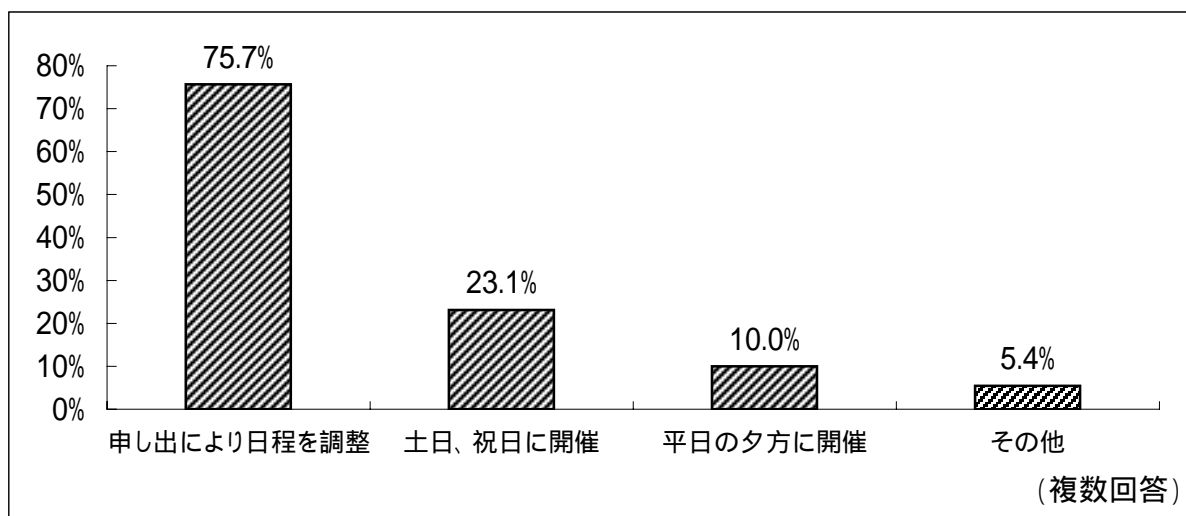
## 8. 倫理憲章に則った採用活動について



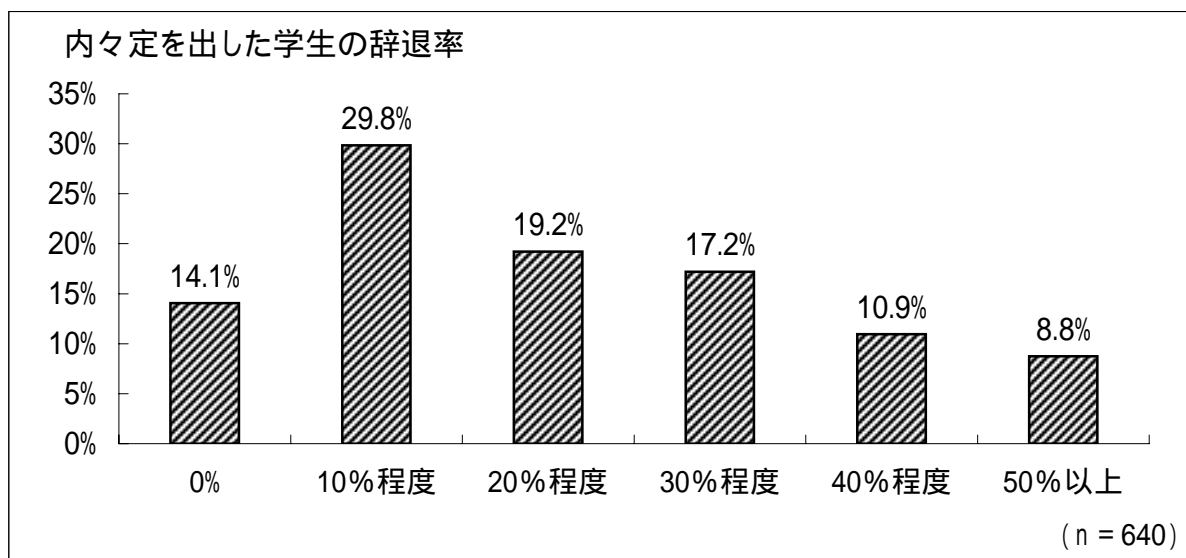
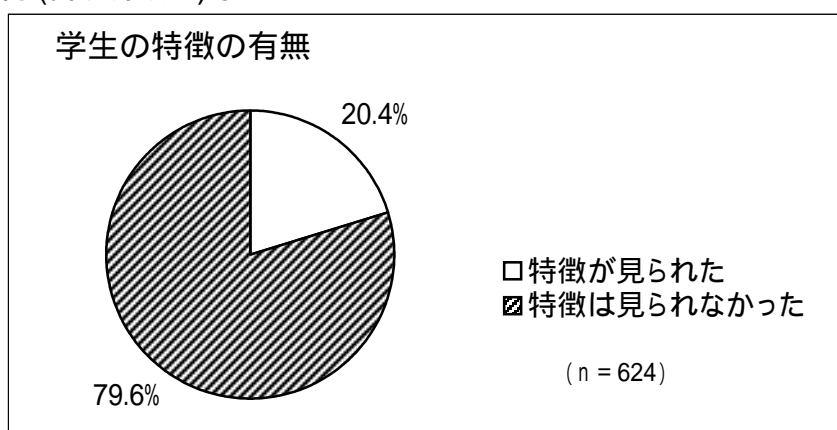
## 9. 採用活動早期化の歯止めについて



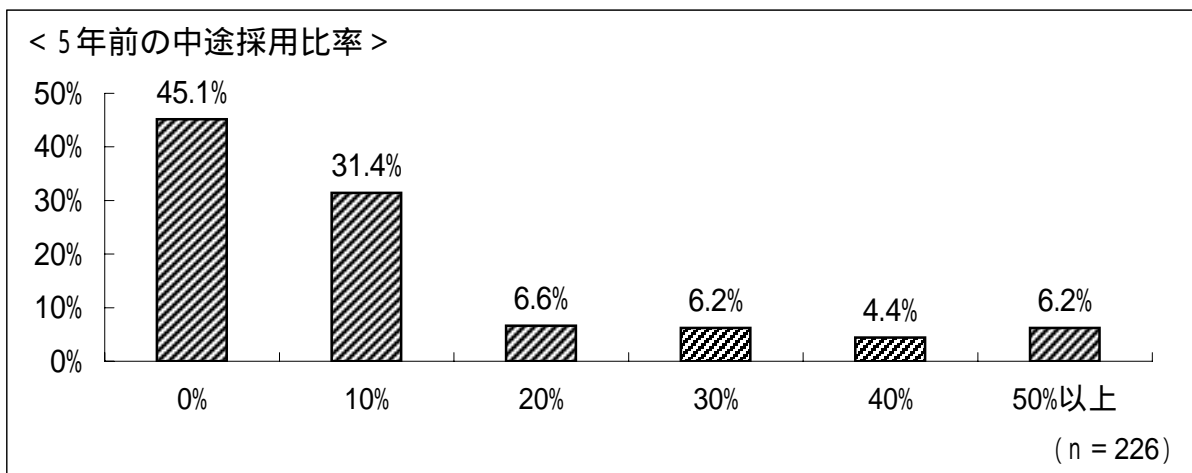
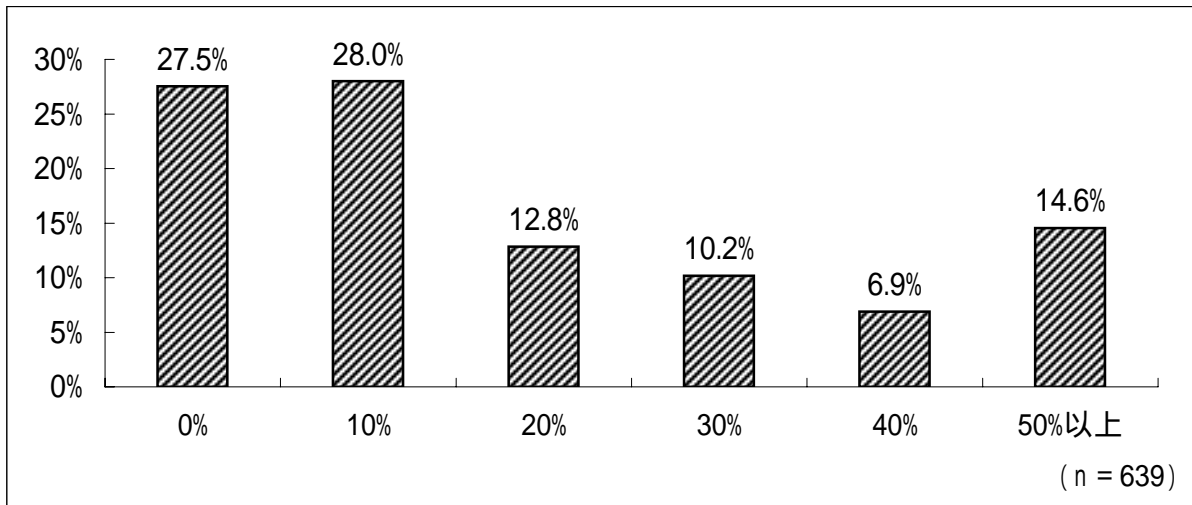
## 10. 学事日程の尊重について



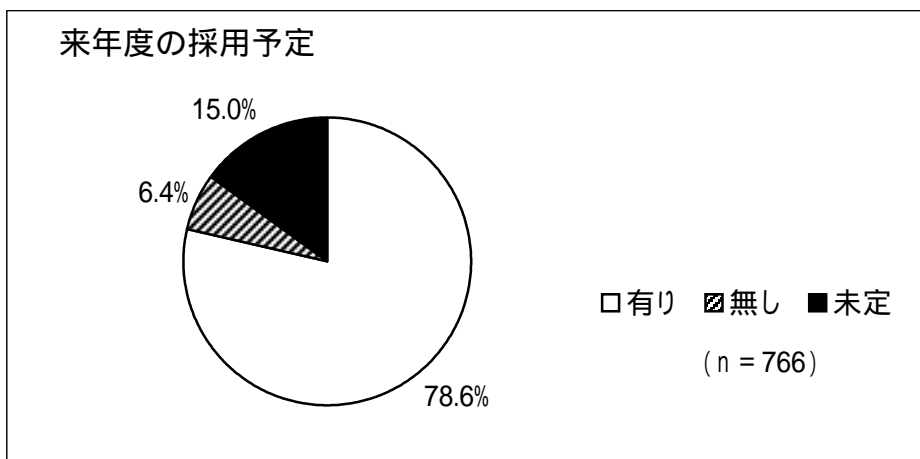
## 11. 応募(採用内定)学生について

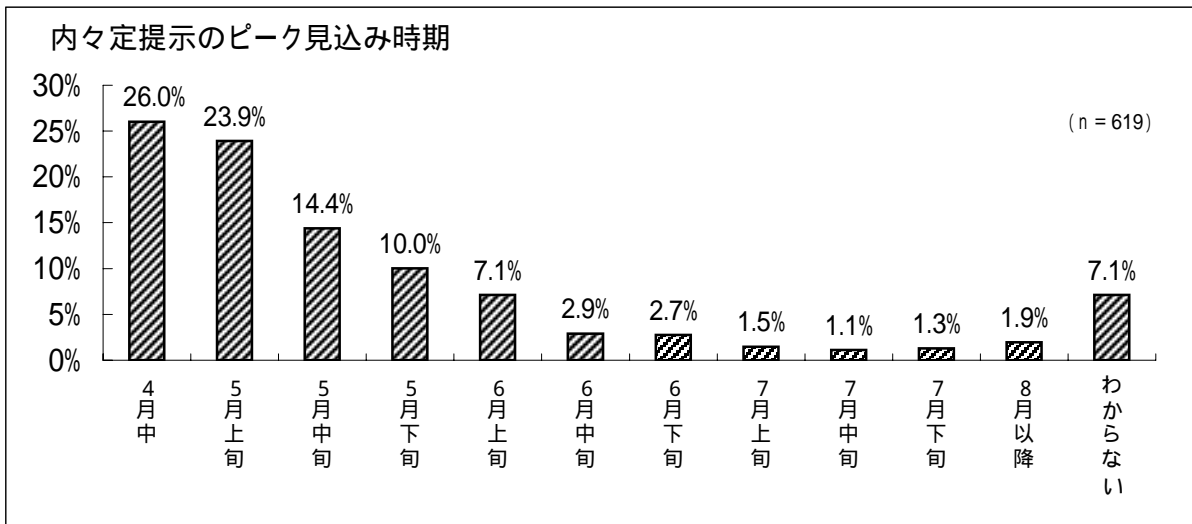
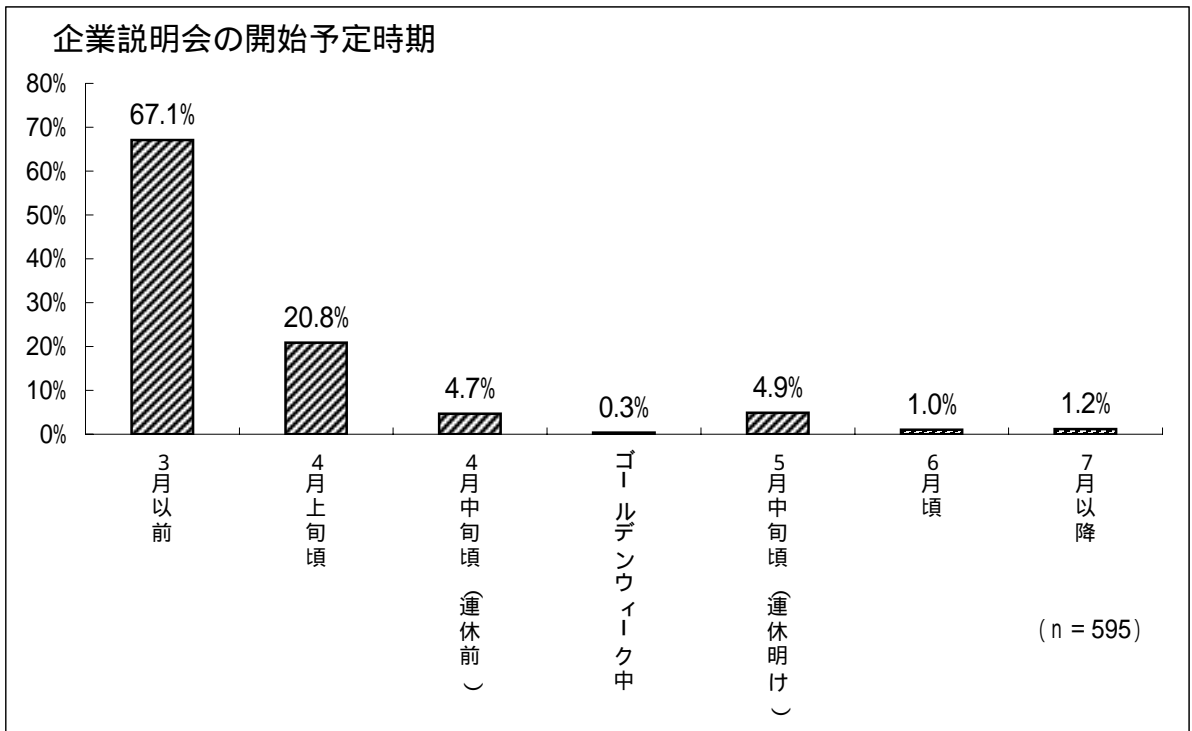
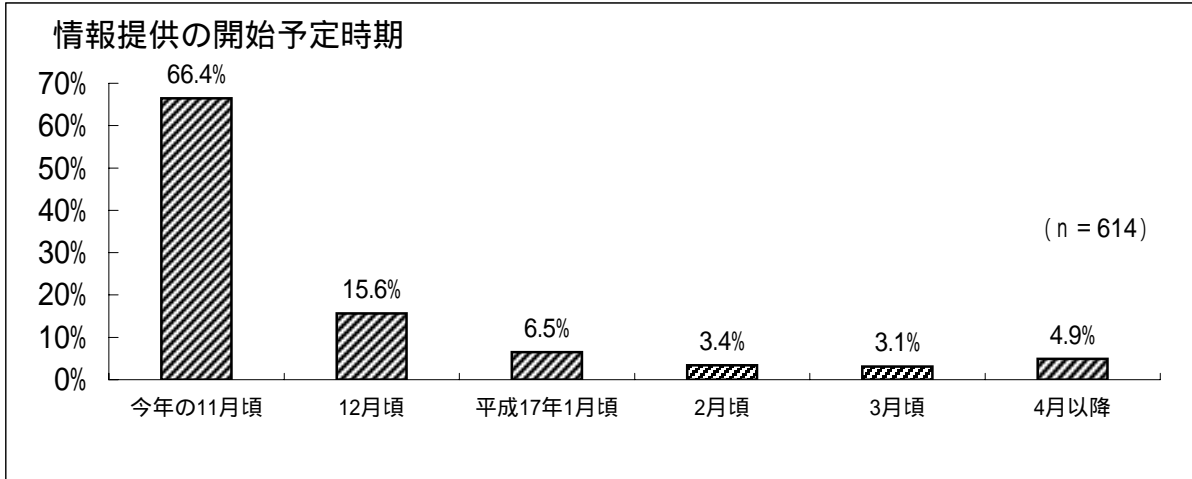


## 12. 年間新規採用者全体に占める「中途(経験者)採用」の比率について



## 13. 来年度(2005年度)の採用活動予定について





## 14. インターンシップ制度について

