



## UvA-DARE (Digital Academic Repository)

### To employability and beyond

*Sustainable careers within contextual boundaries*

Pajic, S.

**Publication date**

2020

**Document Version**

Other version

**License**

Other

[Link to publication](#)

**Citation for published version (APA):**

Pajic, S. (2020). *To employability and beyond: Sustainable careers within contextual boundaries*. [Thesis, fully internal, Universiteit van Amsterdam].

**General rights**

It is not permitted to download or to forward/distribute the text or part of it without the consent of the author(s) and/or copyright holder(s), other than for strictly personal, individual use, unless the work is under an open content license (like Creative Commons).

**Disclaimer/Complaints regulations**

If you believe that digital publication of certain material infringes any of your rights or (privacy) interests, please let the Library know, stating your reasons. In case of a legitimate complaint, the Library will make the material inaccessible and/or remove it from the website. Please Ask the Library: <https://uba.uva.nl/en/contact>, or a letter to: Library of the University of Amsterdam, Secretariat, Singel 425, 1012 WP Amsterdam, The Netherlands. You will be contacted as soon as possible.

Chapter 4  
Supplementary  
material

**2**

**MEASUREMENT  
INVARIANCE**

## Measurement Invariance

Table S11. Measurement invariance of scales across refugees in Greece and the Netherlands

	$\chi^2$	df	RMSEA	CFI	$\Delta$ RMSEA	$\Delta$ CFI
Model 1 unconstrained (configural invariance) [CAAS]	821.69	496	.60	.91	-	-
Model 2a 1st order factor loadings (metric invariance) [CAAS]	847.13	516	.60	.91	.00	.00
Model 2b 1st and 2nd order factor loadings (metric invariance)	848.66	519	.60	.91	.00	.00
Model 3a 1-st order intercepts (scalar invariance)	901.08	542	.60	.90	.00	.10
Model 3b 1-st order and 2nd order intercepts (scalar invariance)	908.40	543	.60	.90	.00	.00
Model 1 unconstrained (configural invariance) [PSYCAP]	169.70	100	.70	.92	-	-
Model 2a 1st order factor loadings (metric invariance) [PSYCAP]	179.26	108	.70	.92	.10	.00
Model 2b 1st and 2nd order factor loadings (metric invariance) [PSYCAP]	183.30	111	.70	.92	.10	.00
Model 3a 1-st order intercepts (scalar invariance)	199.14	122	.70	.91	.00	.10
Model 3b 1-st order and 2nd order intercepts (scalar invariance) [PSYCAP]	203.53	123	.70	.91	.00	.00
Model 1 unconstrained (configural invariance) [JSSE]	112.39	67	.70	.96	-	-
Model 2 factor loadings (metric invariance) [JSSE]	134.32	76	.70	.95	.10	.10
Model 3 intercepts (scalar invariance) [JSSE]	162.32	85	.80	.93	.10	.20
Model 1 unconstrained (configural invariance) [SOCIAL BARIERS]	13.73	8	.70	.98	-	-
Model 2 factor loadings (metric invariance) [SOCIAL BARIERS]	17.23	12	.50	.98	.20	.00
Model 3 intercepts (scalar invariance) [SOCIAL BARIERS]	36.12	16	.90	.92	.14	.60
Model 3M intercepts (scalar invariance) [SOCIAL BARIERS]	24.10	15	.60	.96	.10	.20
Model 1 unconstrained (configural invariance) [ADMIN BARIERS]	9.510	8	.40	.99	-	-
Model 2 factor loadings (metric invariance) [ADMIN BARIERS]	13.47	12	.30	.99	.10	.00
Model 3 intercepts (scalar invariance) [ADMIN BARIERS]	37.44	16	.90	.91	.60	.90
Model 3M intercepts (scalar invariance) [ADMIN BARIERS]	15.54	15	.20	1.00	.10	.00

Note.  $\Delta$ RMSEA<.05.  $\Delta$ CFI<.01