

THE FACTOR STRUCTURE AND INVARIANCE OF SATISFACTION RATINGS  
FOR SELECTED EMPLOYMENT CONCERNS AMONG PEOPLE WITH MULTIPLE  
SCLEROSIS (165 pp.)

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The purpose of this study was to examine the factor structure of satisfaction ratings for a collection of 38 employment concern items for people with Multiple sclerosis (MS). This collection of analyses included a cross validation to establish and confirm a factor structure, and was then followed by invariance tests across employment, gender, and race/ethnic groups at the configural and scalar levels. The original 38 items were reduced to 17, which were found to form three distinct factors during the calibration portion of the cross validation. These three factors were Environmental/Personal Resources, Fair Treatment, and Legal Rights, which were confirmed during the validation portion of the cross validation. This model was then tested at the configural invariance level and found to be a good fit for all sample groups. Ethnic and gender groups were found to be invariant at the scalar level, whereas employment status groups were not. Partial scalar invariance was achieved by releasing the threshold constraint associated with an item related to the accessibility of insurance information. Suggestions are made regarding the application of this slight difference. Besides this one discrepancy, it appears that the three-factor structure of these 17 items is suitable for use with individuals with MS to assist in the evaluation of their employment related concerns.