Measurement Equivalence/Invariance

By

Prof. Neal Schmitt
Michigan State University, USA

Date: Friday, 25 February 2011
Time: 9:30 a.m. - 12:30 p.m.
Venue: M802

All interested are welcome
Measurement Equivalence/Invariance

Workshop Outline

The confirmatory factor analytic (CFA) model of measurement invariance (MEI) will be defined and the steps in an MEI analyses will be described. This will be followed by a demonstration of these steps using the LISREL software package and an example data set. We will explore the analyses of partially invariant models. Participants will be provided the opportunity to suggest and evaluate other models of the data as well. If time permits, we will also look at IRT models of differential item functioning and how this approach to invariance is similar to, and different from, CFA approaches.

Neal Schmitt obtained his PhD from Purdue University in 1972 in Industrial/Organizational Psychology and is currently University Distinguished Professor of Psychology and Management at Michigan State University. He was editor of Journal of Applied Psychology from 1988-1994 and has served on a dozen editorial boards. He has also been a Fulbright Scholar at the University of Manchester Institute of Science and Technology. He has received the Society for Industrial/Organizational Psychology's Distinguished Scientific Contributions Award (1999) and its Distinguished Service Contributions Award (1998). He served as the Society's President in 1989-90 and as the President of Division 5 of APA (Measurement, Evaluation, and Statistics). Schmitt is a Fellow of Divisions 5 and 14, APA, and APS. He was also awarded the Heneman Career Achievement Award and the Career Mentoring Award from the Human Resources Division of the Academy of Management and Distinguished Career Award from the Research Methods Division of the Academy of Management. He has coauthored three textbooks, Staffing Organizations with Ben Schneider and Rob Ployhart, Research Methods in Human Resource Management with Richard Klimoski, Personnel Selection with David Chan, co-edited Personnel Selection in Organizations with Walter Borman and Measurement and Data Analysis with Fritz Drasgow and published approximately 160 articles. His current research centers on the effectiveness of organizations’ selection procedures and the outcomes of these procedures, particularly as they relate to subgroup employment and applicant reactions and behavior. Over the past five years, he has also been working on the development and validation of noncognitive measures for college admissions.