

The Test of Measurement Invariance Across Groups: Autonomy, Career Satisfaction and Job Satisfaction Scales in Teleworking Context in Thailand

Pattarachat Maneechaeye*

Faculty of Management Sciences, Prince of Songkla University, Hat Yai, Songkhla 90110, Thailand

**Corresponding author. E-mail: pattarachat@gmail.com
<https://doi.org/10.12982/CMUJASR.2019.0005>*

ABSTRACT

The study of the test of measurement invariance across groups: autonomy, career satisfaction and job satisfaction scales in teleworking context in Thailand aimed to scrutinized and investigated the measurement invariance across two groups of employees regarding autonomy, career satisfaction and job satisfaction. The study utilized a multigroup confirmatory factor analysis technique based on review of related literature. The samples were selected from teleworking professionals both private and public sectors in Thailand. Research tools were questionnaire with rating scale and convenience sampling was applied. The results indicated that even in the strictest model which measurement structure, factor loadings, intercepts and residuals were all constrained to be the same, these measurements were still invariant regardless of groups. According to the implied result, even in a modern teleworking context at present, an element of autonomy and satisfaction were still measurable. Therefore, an organization, regardless of the type, private or public, could still measure a level of autonomy, career satisfaction and job satisfaction by using these traditional rating scale. Future research should possibly extent the result of this study by further analyze on the multi-group structural equation model to test an invariance causal relationship and indirect effect among group by utilizing these measurements and focus on a broader type of employee to generalize the result into a broader context.

Keywords: Autonomy, Career satisfaction, Job satisfaction, Measurement invariance

INTRODUCTION

At present, even in an age of digital transformation, a high-caliber human capital requires mass investment by an organization both time and financial resource. A development of human capital has surely become an essential factor promoting organization professional targets and goal. In order to meet a high expectation from third party entities, an organization is required to invest on individual employee and train them to reskill or upskill in many aspects regarding work so as to make certain that they often meet expectations. The problem is that what if all those costly and expensive investment has gone in vain by a resignation of those good work forces. In accordance with a digital transformation and the coming of advance internet and mobile technologies, workers and workplaces are currently disrupted but in a positive way. There are many fields of works the can work anywhere outside the typical workplace. A modern-day working environment has been