

# Multiple group measurement invariance analysis in Lavaan

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# Measurement invariance

- In empirical research, comparisons of means or regression coefficients is often drawn from distinct population groups such as culture, gender, language spoken
- Unless explicitly tested, these analysis automatically assumes the measurement of these outcome variables are equivalent across these groups
- Measurement invariance can be tested and it is important to make sure that the variables used in the analysis are indeed comparable constructs across distinct groups

# Applications of measurement invariance

- Psychometric validation of new instrument, e.g. mental health questionnaire in patients vs healthy, men vs. women
- Cross cultural comparison research – people from different cultures might have different understandings towards the same questions included in an instrument
- Longitudinal study that look at change of a latent variable across time, e.g. cognition, mental health

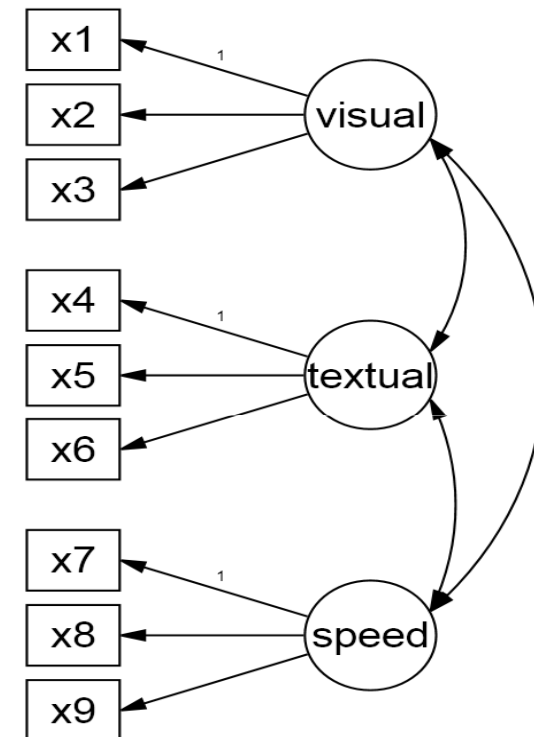
# Assessing measurement invariance

- Multiple group confirmatory factor analysis is a popular method for measurement invariance analysis (Meredith, 1993)
  - Evaluation on whether the variables of interest is equivalent across groups, using latent variable modelling method
  - Parameters in the CFA model can be set equal or vary across groups
  - Level of measurement equivalency can be assessed through model fit of a series of **nested** multiple group models

# Illustration of MI analysis based on the Holzinger-Swineford study

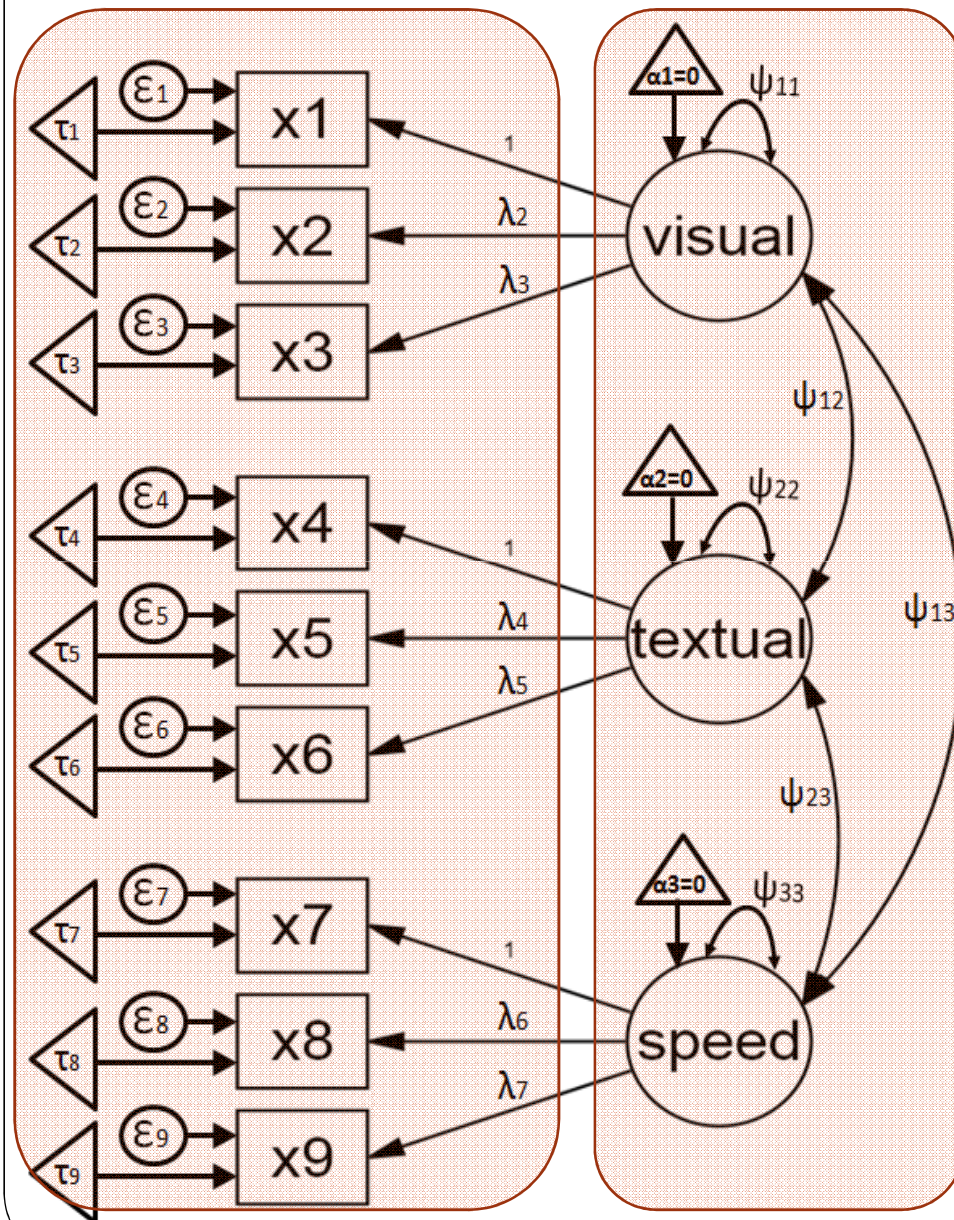
- Cognitive function tests (n=301)
  - Two school groups: Pasteur=156  
Grant-white=145
  - Three factors, 9 indicators

<b>x1</b>	<b>Visual perception</b>
<b>x2</b>	<b>Cubes</b>
<b>x3</b>	<b>Lozenges</b>
<b>x4</b>	<b>Paragraph comprehension</b>
<b>x5</b>	<b>Sentence completion</b>
<b>x6</b>	<b>Word meaning</b>
<b>x7</b>	<b>Addition speed</b>
<b>x8</b>	<b>Speed of counting of dots</b>
<b>x9</b>	<b>Discrimination speed between straight and curved capitals</b>



- Some indicators might show measurement non-invariance due to different backgrounds of the students or the specific teaching style of the type of schools

# Parameter annotations



## ➤ Measurement parameters

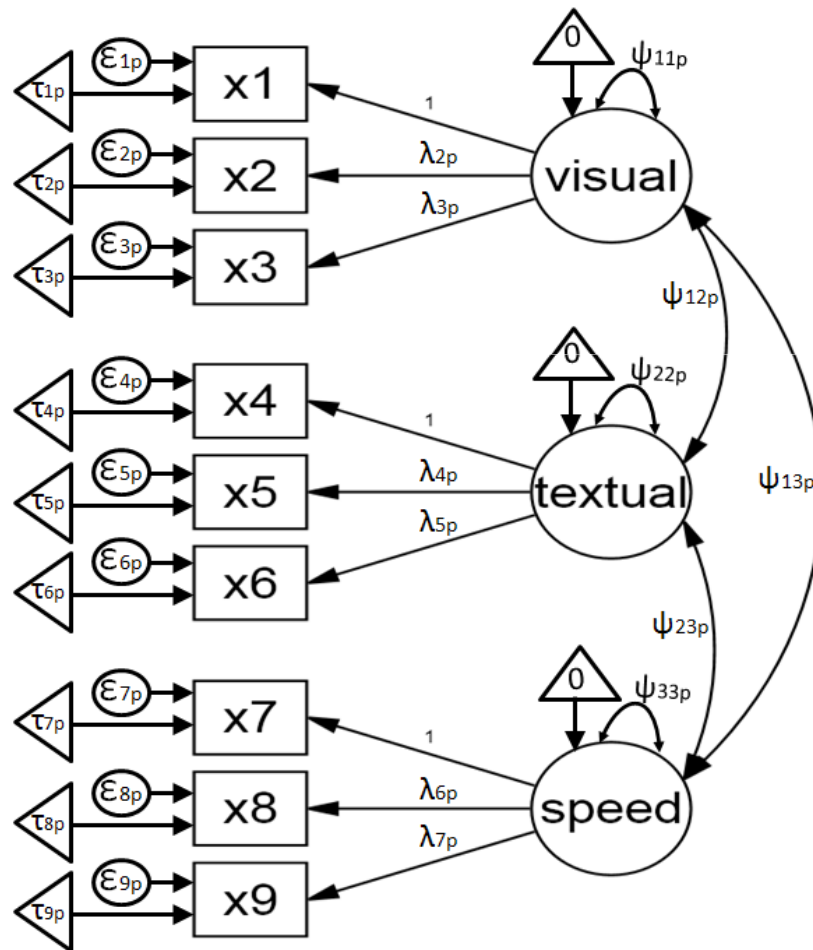
- 6 factor loadings  
 $\lambda_2, \lambda_3, \lambda_4, \lambda_5, \lambda_6, \lambda_7$
- 9 factor intercepts  
 $\tau_1, \tau_2, \tau_3, \tau_4, \tau_5, \tau_6, \tau_7, \tau_8, \tau_9$
- 9 Item residuals  
 $\epsilon_1, \epsilon_2, \epsilon_3, \epsilon_4, \epsilon_5, \epsilon_6, \epsilon_7, \epsilon_8, \epsilon_9$

## ➤ Structural parameters

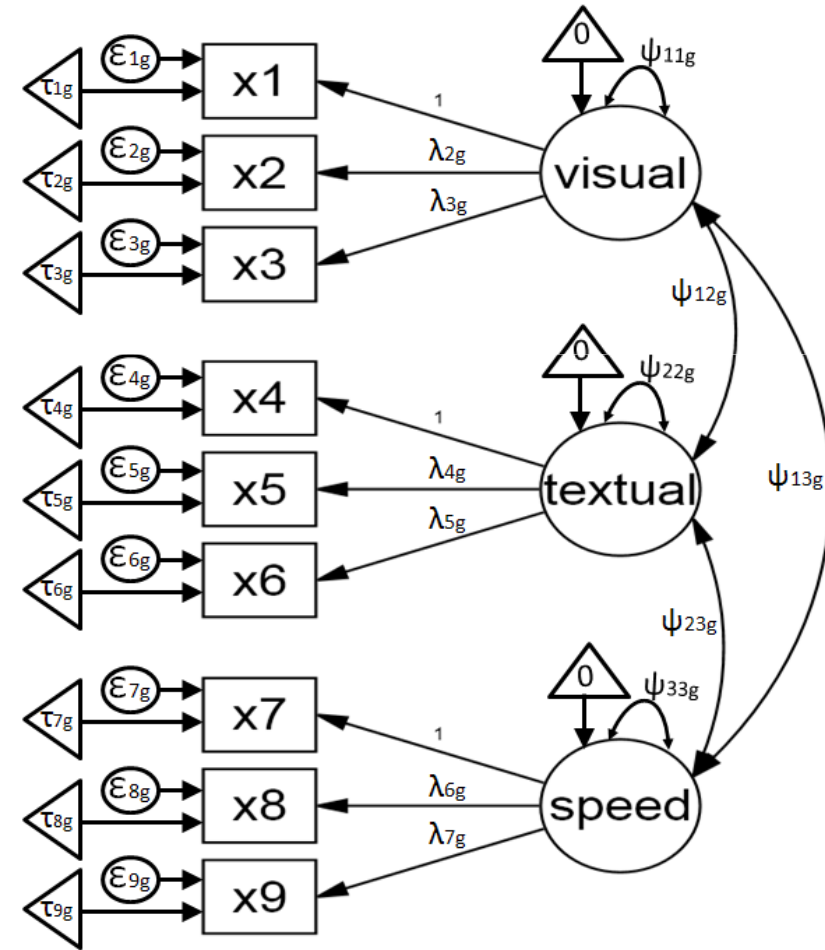
- latent means  
 $\alpha_1, \alpha_2, \alpha_3$  (set to 0)
- 3 factor variances  
 $\psi_{11}, \psi_{22}, \psi_{33}$
- 3 factor covariances  
 $\psi_{12}, \psi_{13}, \psi_{23}$

# Multiple group CFA

➤ Pasteur (n=156)



➤ Grand-white (n=145)



# Summary of steps in measurement invariance tests

	Constrained parameters	Free parameters	comparison model
configural	FMean (=0)	fl+inter+res+var	
Weak/loading invariance	fl+Fmean (=0)	inter+res+var	configural
Strong/scalar invariance	fl+inter	res+var+Fmean*	Weak/loading invariance
strict invariance	fl+inter+res	Fmean*+var	Strong/scalar invariance

Note. fl= factor loadings, inter = item intercepts, res = item residual variances, Fmean = mean of latent variable, var = variance of latent variable

\*Fmean is fixed to 0 in group 1 and estimated in the other group(s)



# Evaluating measurement invariance using fit indices

- Substantial decrease in goodness of fit indicates non-invariance
- It is a good practise to look at several model fit indices rather than relying on a single one
  - $\Delta\chi^2$
  - $\Delta\text{RMSEA}$
  - $\Delta\text{CFI}$
  - $\Delta\text{TLI}$
  - $\Delta\text{BIC}$
  - $\Delta\text{AIC}$
  - ...

# Identifying non-invariance

## ➤ Modification index (MI)

- MI indicates the expected decrease in chi-square if a restricted parameter is to be freed in a less restrictive model
- Usually look for the largest MI value in the MI output, and free one parameter at a time through an iterative process
- The usual cut-off value is 3.84, but this needs to be adjusted based on sample size (chi-square is sensitive to sample size) and number of tests conducted (type I error)

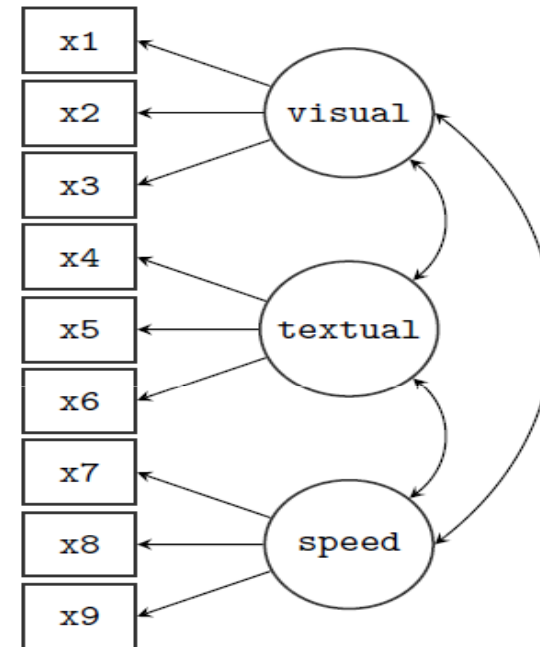
# Lavaan: Measurement invariance analysis

- Data: *HolzingerSwineford1939*
- School type:
  - 1=Pasteur (156)
  - 2=Grand-white (145)
- Define the CFA model

```
library(lavaan)
HS.model <-
  'visual =~ x1 + x2 + x3
  textual =~ x4 + x5 + x6
  speed =~ x7 + x8 + x9'
```

- *semTools* fits a series of increasingly restrictive models in one command:

```
library(semTools)
measurementInvariance(HS.model,data=HolzingerSwineford1939,
  group="school")
```



```
measurementInvariance(HS.model,data=HolzingerSwineford1939,
group="school")
```

Measurement invariance tests:

Model 1: configural invariance:

chisq	df	pvalue	cfi	rmsea	bic
115.851	48.000	0.000	0.923	0.097	7706.822

<-configural model (Model 1)

Model 2: weak invariance (equal loadings):

chisq	df	pvalue	cfi	rmsea	bic
124.044	54.000	0.000	0.921	0.093	7680.771

<-metric MI model (Model 2)

[Model 1 versus model 2]

delta.chisq	delta.df	delta.p.value	delta.cfi
8.192	6.000	0.224	0.002

<- Metric MI achieved: non-significant chi-square change

Model 3: strong invariance (equal loadings + intercepts)

chisq	df	pvalue	cfi	rmsea	bic
164.103	60.000	0.000	0.882	0.107	7686.588

<-scalar MI model (Model 3)

[Model 1 versus model 3]

delta.chisq	delta.df	delta.p.value	delta.cfi
48.251	12.000	0.000	0.041

[Model 2 versus model 3]

delta.chisq	delta.df	delta.p.value	delta.cfi
40.059	6.000	0.000	0.038

<- Scalar MI failed

Model 4: equal loadings + intercepts + means:

chisq	df	pvalue	cfi	rmsea	bic
204.605	63.000	0.000	0.840	0.122	7709.969

<- Constrain latent means equal across groups, but this is no longer meaningful because of non-MI in Model 3.

[Model 1 versus model 4]

delta.chisq	delta.df	delta.p.value	delta.cfi
88.754	15.000	0.000	0.083

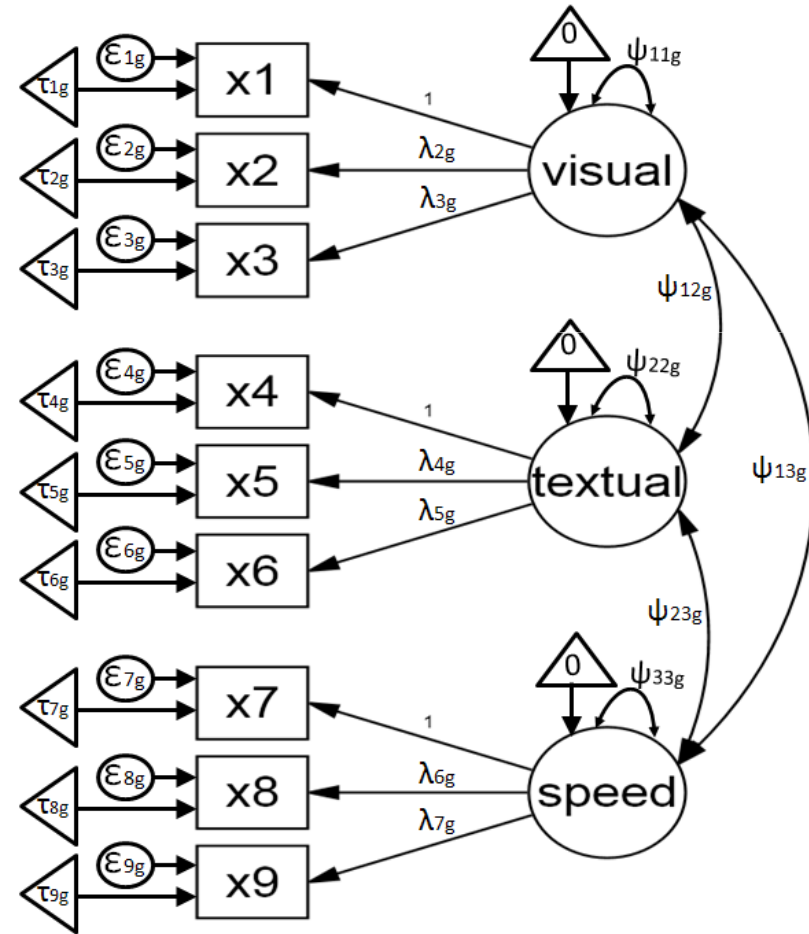
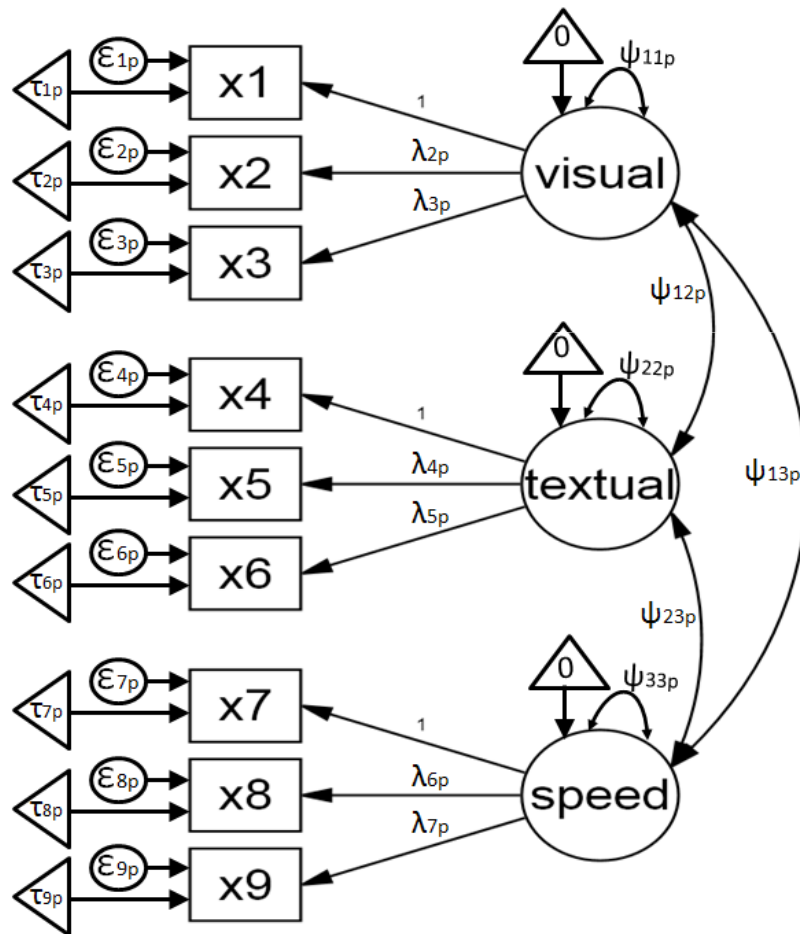
# Measurement invariance:

## Step 1: Configural invariance

- Same factor structure in each group
- First, fit model separately in each group
- Second, fit model in multiple group but let all parameters vary freely in each group
- No latent mean difference is estimated

# Configural invariance

- Constrained = none



# Lavaan: Model 1 configural model

```
model1 <- cfa(HS.model, data=HolzingerSwineford1939, group="school")
summary(model1, fit.measures=TRUE)
```

**All parameters are different across groups**

chisq	df	pvalue	cfi	rmsea	bic
115.851	48.000	0.000	0.923	0.097	7706.822

Group 1 [Pasteur]:

	Estimate	Std.err	Z-value	P(> z )
Latent variables:				
visual =~				
x1	1.000			
x2	0.394	0.122	3.220	0.001
x3	0.570	0.140	4.076	0.000
textual =~				
x4	1.000			
x5	1.183	0.102	11.613	0.000
x6	0.875	0.077	11.421	0.000
speed =~				
x7	1.000			
x8	1.125	0.277	4.057	0.000
x9	0.922	0.225	4.104	0.000
Intercepts:				
x1	4.941	0.095	52.249	0.000
x2	5.984	0.098	60.949	0.000
x3	2.487	0.093	26.778	0.000
x4	2.823	0.092	30.689	0.000
x5	3.995	0.105	38.183	0.000
x6	1.922	0.079	24.321	0.000
x7	4.432	0.087	51.181	0.000
x8	5.563	0.078	71.214	0.000
x9	5.418	0.079	68.440	0.000
visual	0.000			
textual	0.000			
speed	0.000			

Group 2 [Grant-White]:

	Estimate	Std.err	Z-value	P(> z )
Latent variables:				
visual =~				
x1	1.000			
x2	0.736	0.155	4.760	0.000
x3	0.925	0.166	5.583	0.000
textual =~				
x4	1.000			
x5	0.990	0.087	11.418	0.000
x6	0.963	0.085	11.377	0.000
speed =~				
x7	1.000			
x8	1.226	0.187	6.569	0.000
x9	1.058	0.165	6.429	0.000
Intercepts:				
x1	4.930	0.095	51.696	0.000
x2	6.200	0.092	67.416	0.000
x3	1.996	0.086	23.195	0.000
x4	3.317	0.093	35.625	0.000
x5	4.712	0.096	48.986	0.000
x6	2.469	0.094	26.277	0.000
x7	3.921	0.086	45.819	0.000
x8	5.488	0.087	63.174	0.000
x9	5.327	0.085	62.571	0.000
visual	0.000			
textual	0.000			
speed	0.000			

# Measurement invariance:

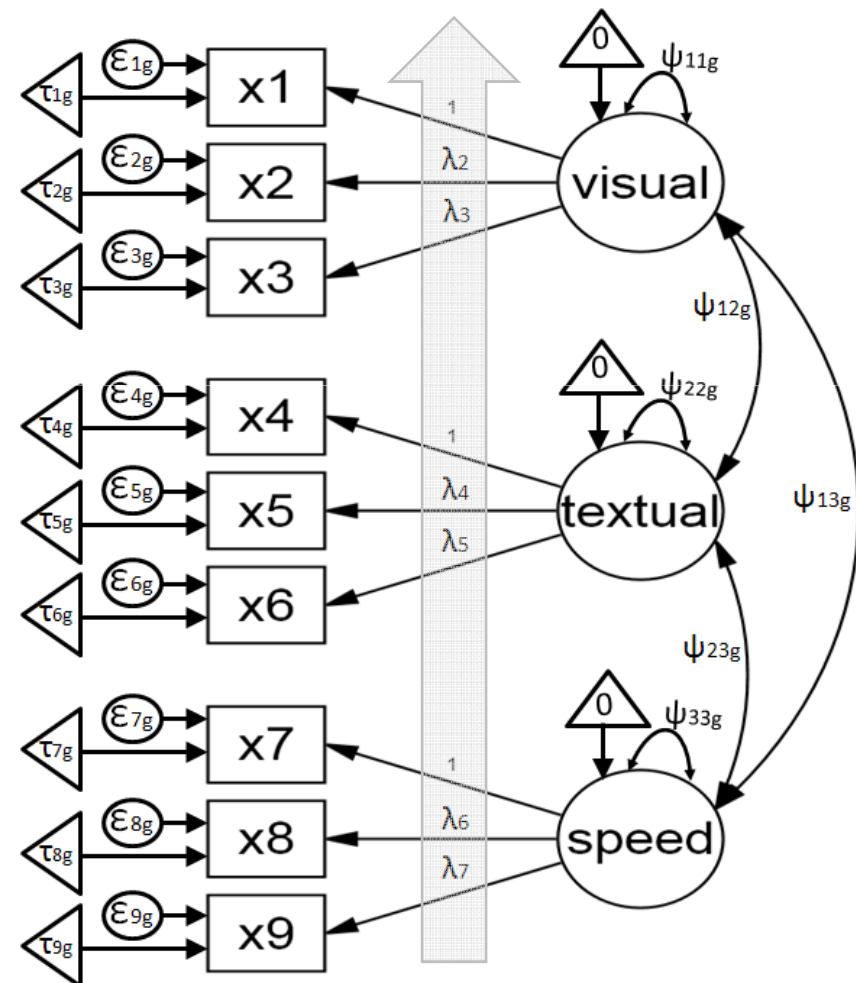
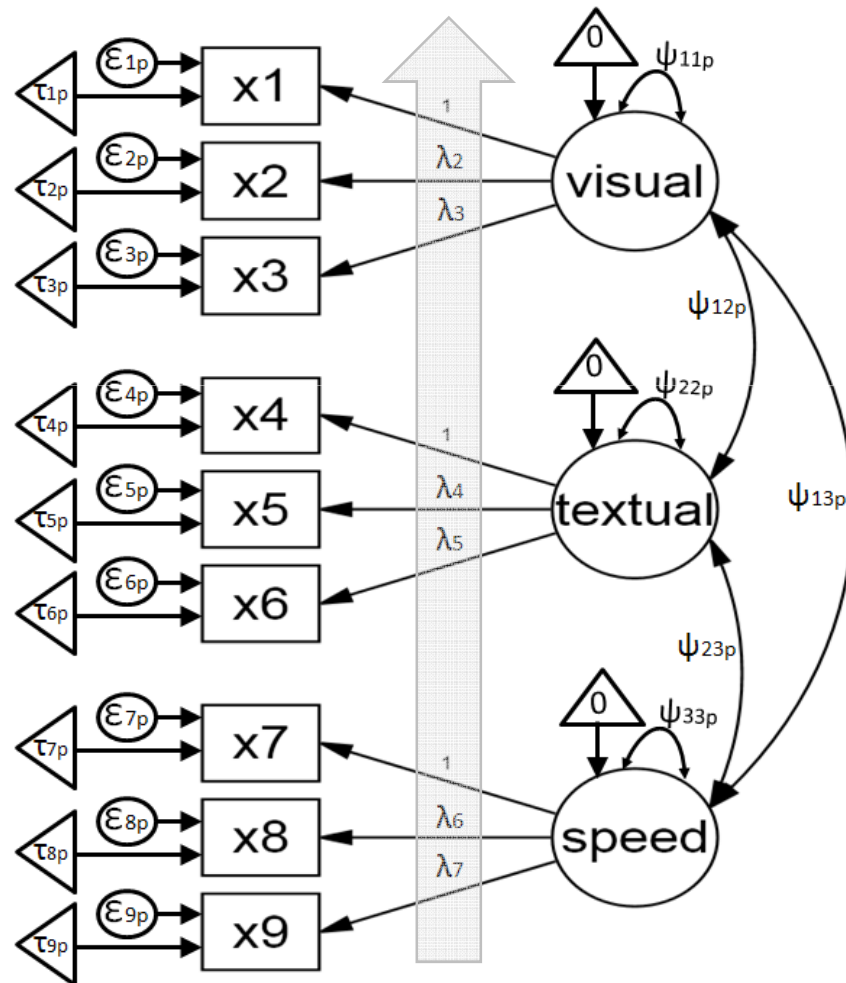
## Step 2: Weak/metric invariance

- Constrain factor loadings equal across groups
- This shows that the construct has the same meaning across groups
- In case of partial invariance of factor loadings, constrain the invariant loadings and set free the non-invariant loadings (Byrne, Shavelson, et al.;1989)
- Based on separation of error variance of the items, one can assess invariance of latent factor variances, covariances, SEM regression paths
- No latent mean difference is estimated



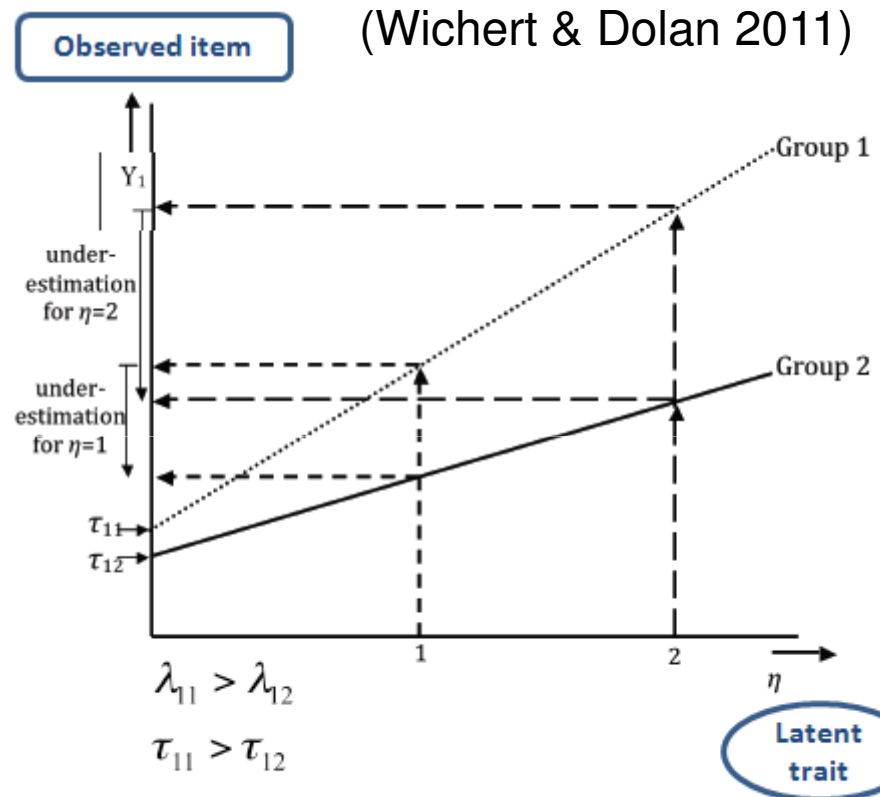
# Weak/metric Invariance

- Constrained = **factor loadings**



# Weak/metric non-invariance

- Meaning of the items are different across groups
- Extreme response style might be present for some items
  - E.g. More likely to say “yes” in a group valuing decisiveness
  - Or more likely to choose a middle point in a group valuing humility
- One shouldn't compare variances and covariances of the scale based on observed scores that contain non-invariant items



- Non-invariant loading
- Non-invariant intercept

# Lavaan: Model 2 metric MI

```
model2 <- cfa(HS.model, data=HolzingerSwineford1939, group="school",  
             group.equal=c("loadings") )  
summary(model2, fit.measures=TRUE)
```

Model 1: configural invariance:

chisq	df	pvalue	cfi	rmsea	bic
115.851	48.000	0.000	0.923	0.097	7706.822

Model 2: weak invariance (equal loadings):

chisq	df	pvalue	cfi	rmsea	bic
124.044	54.000	0.000	0.921	0.093	7680.771

```
anova(model1, model2)
```

Chi Square Difference Test

	Df	AIC	BIC	Chisq	Chisq diff	Df diff	Pr(>Chisq)
model1	48	7484.4	7706.8	115.85			
model2	54	7480.6	7680.8	124.04	8.1922	6	0.2244

➤ Model fit index changes are minimal, hence, metric invariance is established.

# Lavaan: Model 2 metric MI

```
model2 <- cfa(HS.model, data=HolzingerSwineford1939, group="school",
  group.equal=c("loadings") )
```

**Loadings are the same across groups, but intercepts are freely estimated**

Group 1 [Pasteur]:

	Estimate	Std.err	Z-value	P(> z )
Latent variables:				
visual =~				
x1	1.000			
x2	0.599	0.100	5.979	0.000
x3	0.784	0.108	7.267	0.000
textual =~				
x4	1.000			
x5	1.083	0.067	16.049	0.000
x6	0.912	0.058	15.785	0.000
speed =~				
x7	1.000			
x8	1.201	0.155	7.738	0.000
x9	1.038	0.136	7.629	0.000
Intercepts:				
x1	4.941	0.093	52.991	0.000
x2	5.984	0.100	60.096	0.000
x3	2.487	0.094	26.465	0.000
x4	2.823	0.093	30.371	0.000
x5	3.995	0.101	39.714	0.000
x6	1.922	0.081	23.711	0.000
x7	4.432	0.086	51.540	0.000
x8	5.563	0.078	71.087	0.000
x9	5.418	0.079	68.153	0.000
visual	0.000			
textual	0.000			
speed	0.000			

Group 2 [Grant-White]:

	Estimate	Std.err	Z-value	P(> z )
Latent variables:				
visual =~				
x1	1.000			
x2	0.599	0.100	5.979	0.000
x3	0.784	0.108	7.267	0.000
textual =~				
x4	1.000			
x5	1.083	0.067	16.049	0.000
x6	0.912	0.058	15.785	0.000
speed =~				
x7	1.000			
x8	1.201	0.155	7.738	0.000
x9	1.038	0.136	7.629	0.000
Intercepts:				
x1	4.930	0.097	50.763	0.000
x2	6.200	0.091	68.379	0.000
x3	1.996	0.085	23.455	0.000
x4	3.317	0.092	35.950	0.000
x5	4.712	0.100	47.173	0.000
x6	2.469	0.091	27.248	0.000
x7	3.921	0.086	45.555	0.000
x8	5.488	0.087	63.257	0.000
x9	5.327	0.085	62.786	0.000
visual	0.000			
textual	0.000			
speed	0.000			

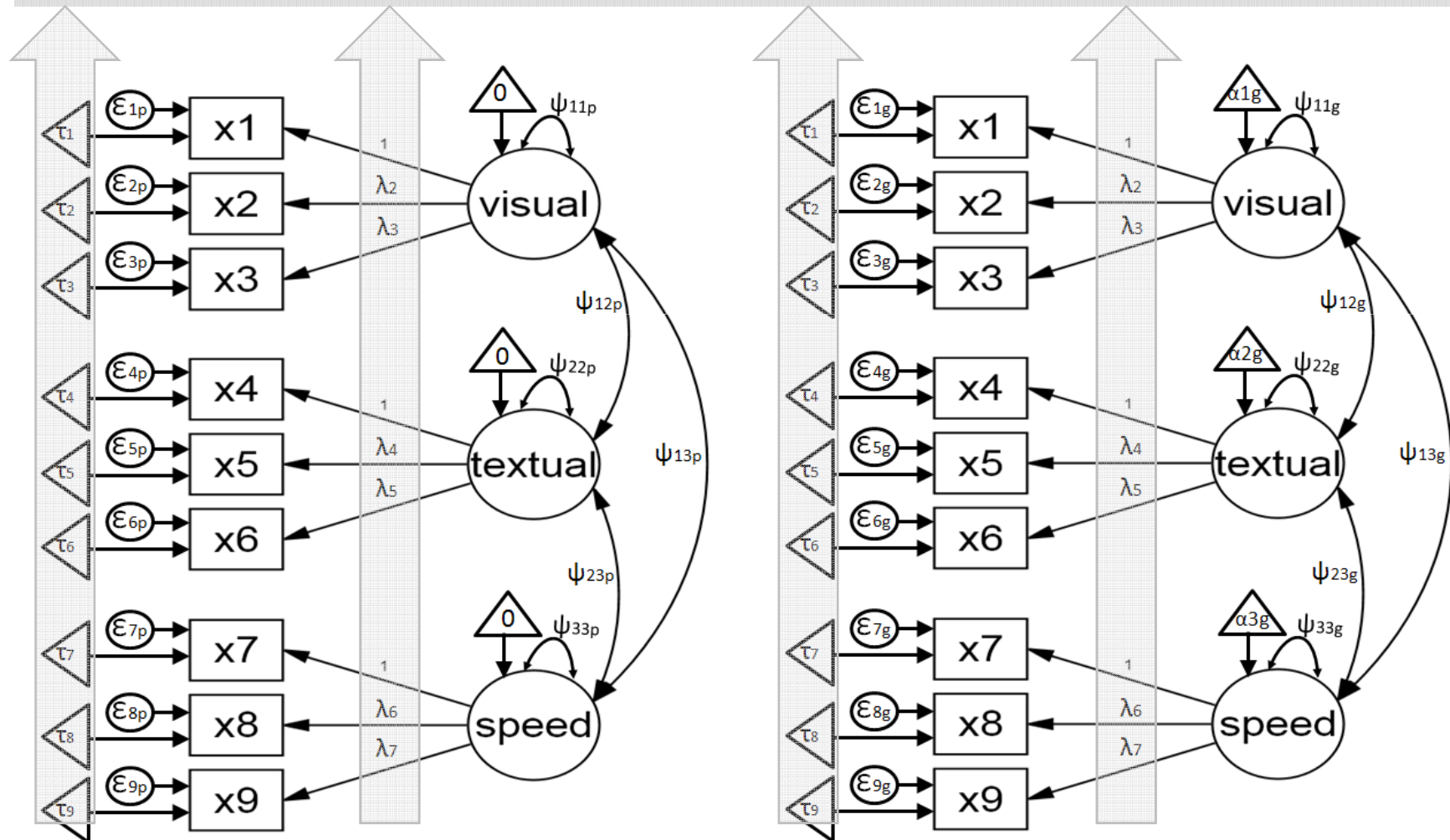
# Measurement invariance:

## Step 3: Strong/scalar invariance

- Constrain item intercepts equal across groups
- Constrain factor loadings
- This is important for assessing mean difference of the latent variable across groups
- In case of partial invariance of item intercepts, constrain the invariant intercepts and set free the non-invariant intercepts (Byrne, Shavelson, et al.;1989)
- Latent mean difference is estimated

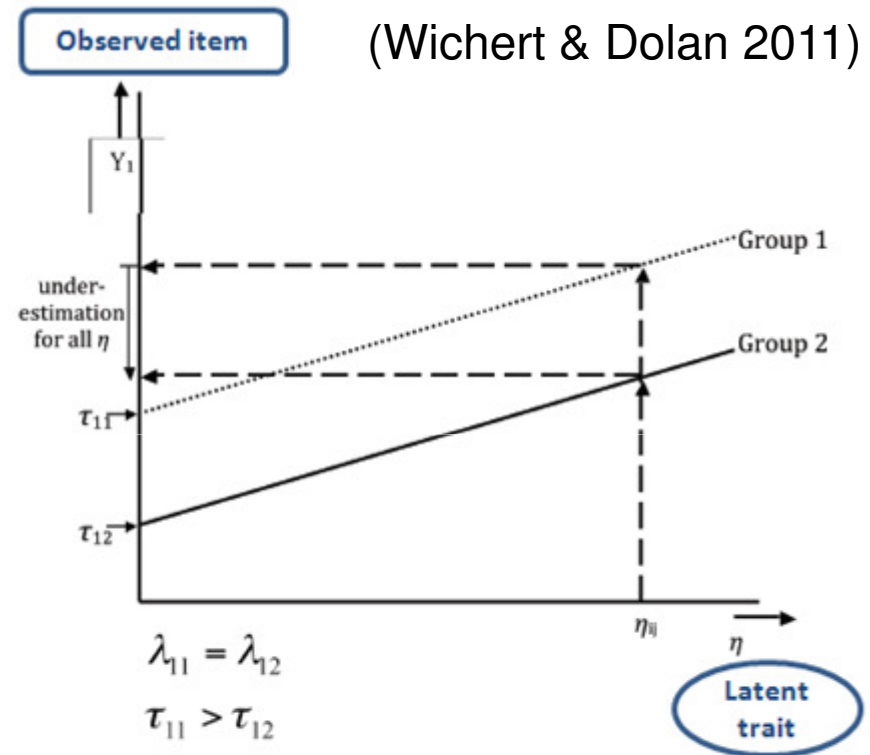
# Strong/scalar invariance

- Constrained = Factor loadings + **item intercepts**



# Strong/scalar non-invariance

- A group tend to systematically give higher or lower item response
- This might be caused by a norm specific to that group
  - For instance in name learning tests that involve unfamiliar names for a group
- This is an additive effect. It affects the means of the observed item, hence affects the mean of the scale and the latent variable



- Invariant loading
- Non-invariant intercept

# Lavaan: Model 3 scalar invariance



```
model3 <- cfa(HS.model, data=HolzingerSwineford1939,  
              group="school", group.equal=c("loadings", "intercepts"))  
summary(model3, fit.measures=TRUE)
```

Model 2: weak invariance (equal loadings):

chisq	df	pvalue	cfi	rmsea	bic
124.044	54.000	0.000	0.921	0.093	7680.771

Model 3: strong invariance (equal loadings + intercepts):

chisq	df	pvalue	cfi	rmsea	bic
164.103	60.000	0.000	0.882	0.107	7686.588

```
anova(model1, model2)
```

Chi Square Difference Test

	Df	AIC	BIC	Chisq	Chisq diff	Df diff	Pr(>Chisq)
model2	54	7480.6	7680.8	124.04			
model3	60	7508.6	7686.6	164.10	40.059	6	4.435e-07 ***

---  
Signif. codes: 0 '\*\*\*' 0.001 '\*\*' 0.01 '\*' 0.05 '.' 0.1 ' ' 1

- Significant  $\chi^2$  change indicates intercepts non-invariance
- Modification index can be used to identify which item intercepts are non-invariant



# Lavaan: Model 3 scalar invariance UNIVERSITY OF CAMBRIDGE

```
model3 <- cfa(HS.model, data=HolzingerSwineford1939, group="school",
              group.equal=c("loadings", "intercepts"))
```

**Both intercepts and loadings are constrained across groups, but latent means are estimated**

Group 1 [Pasteur]:					Group 2 [Grant-White]:				
	Estimate	Std.err	Z-value	P(> z )		Estimate	Std.err	Z-value	P(> z )
<b>Latent variables:</b>					<b>Latent variables:</b>				
visual =~					visual =~				
x1	1.000				x1	1.000			
x2	0.576	0.101	5.713	0.000	x2	0.576	0.101	5.713	0.000
x3	0.798	0.112	7.146	0.000	x3	0.798	0.112	7.146	0.000
textual =~					textual =~				
x4	1.000				x4	1.000			
x5	1.120	0.066	16.965	0.000	x5	1.120	0.066	16.965	0.000
x6	0.932	0.056	16.608	0.000	x6	0.932	0.056	16.608	0.000
speed =~					speed =~				
x7	1.000				x7	1.000			
x8	1.130	0.145	7.786	0.000	x8	1.130	0.145	7.786	0.000
x9	1.009	0.132	7.667	0.000	x9	1.009	0.132	7.667	0.000
<b>Intercepts:</b>					<b>Intercepts:</b>				
x1	5.001	0.090	55.760	0.000	x1	5.001	0.090	55.760	0.000
x2	6.151	0.077	79.905	0.000	x2	6.151	0.077	79.905	0.000
x3	2.271	0.083	27.387	0.000	x3	2.271	0.083	27.387	0.000
x4	2.778	0.087	31.954	0.000	x4	2.778	0.087	31.954	0.000
x5	4.035	0.096	41.858	0.000	x5	4.035	0.096	41.858	0.000
x6	1.926	0.079	24.426	0.000	x6	1.926	0.079	24.426	0.000
x7	4.242	0.073	57.975	0.000	x7	4.242	0.073	57.975	0.000
x8	5.630	0.072	78.531	0.000	x8	5.630	0.072	78.531	0.000
x9	5.465	0.069	79.016	0.000	x9	5.465	0.069	79.016	0.000
visual	0.000				visual	-0.148	0.122	-1.211	0.226
textual	0.000				textual	0.576	0.117	4.918	0.000
speed	0.000				speed	-0.177	0.090	-1.968	0.049

# Lavaan: Modification index

```
model3 <- cfa(HS.model, data=HolzingerSwineford1939,  
             group="school", group.equal=c("loadings", "intercepts"))  
modindices(model3)
```

	lhs	op	group	mi	epc	sepc.lv	sepc.all
81	x3	~1	1	17.717	0.248	0.248	0.206
85	x7	~1	1	13.681	0.205	0.205	0.186
171	x3	~1	2	17.717	-0.248	-0.248	-0.238
175	x7	~1	2	13.681	-0.205	-0.205	-0.193

- Modification index showed that item 3 and item 7 have intercept estimates that are non-invariant across groups.
- In the next model, we allow partial invariance of item intercept, freeing the intercepts of item 3 and item 7.

# Lavaan: Model 3a scalar invariance with partial invariance

```
model3a <- cfa(HS.model, data=HolzingerSwineford1939, group="school",  
              group.equal=c("loadings", "intercepts"), group.partial=c("x3~1", "x7~1"))  
summary(model3a, fit.measures=TRUE)
```

Model 2: weak invariance (equal loadings):

chisq	df	pvalue	cfi	rmsea	bic
124.044	54.000	0.000	0.921	0.093	7680.771

Model 3a: strong invariance (equal loadings + intercepts),  
allowing intercepts of item 3 and item 7 to vary:

chisq	df	pvalue	cfi	rmsea	bic
129.422	58.000	0.000	0.919	0.090	7663.322

```
anova(model3a, model2)
```

Chi Square Difference Test

	Df	AIC	BIC	Chisq	Chisq diff	Df diff	Pr(>Chisq)
model2	54	7480.6	7680.8	124.04			
model3a	58	7478.0	7663.3	129.42	5.3789	4	0.2506

➤ The scalar invariance model now has partial invariance, thus latent means can be compared

# Lavaan: Model 3a scalar invariance with partial invariance (x3, x7)

Group 1 [Pasteur]:					Group 2 [Grant-White]:				
	Estimate	Std.err	Z-value	P(> z )		Estimate	Std.err	Z-value	P(> z )
<b>Intercepts:</b>					<b>Intercepts:</b>				
x1	4.914	0.092	53.538	0.000	x1	4.914	0.092	53.538	0.000
x2	6.087	0.079	76.999	0.000	x2	6.087	0.079	76.999	0.000
x3	2.487	0.094	26.474	0.000	x3	1.955	0.108	18.170	0.000
x4	2.778	0.087	31.953	0.000	x4	2.778	0.087	31.953	0.000
x5	4.035	0.096	41.861	0.000	x5	4.035	0.096	41.861	0.000
x6	1.926	0.079	24.425	0.000	x6	1.926	0.079	24.425	0.000
x7	4.432	0.086	51.533	0.000	x7	3.992	0.094	42.478	0.000
x8	5.569	0.074	75.328	0.000	x8	5.569	0.074	75.328	0.000
x9	5.409	0.070	77.182	0.000	x9	5.409	0.070	77.182	0.000
visual	0.000				visual	0.051	0.129	0.393	0.695
textual	0.000				textual	0.576	0.117	4.918	0.000
speed	0.000				speed	-0.071	0.089	-0.800	0.424

- Grant-White school students does better on textual factor as compared to Pasteur school students
- After allowing for partial invariance, there is no difference in speed between Grant-While school and Pasteur school

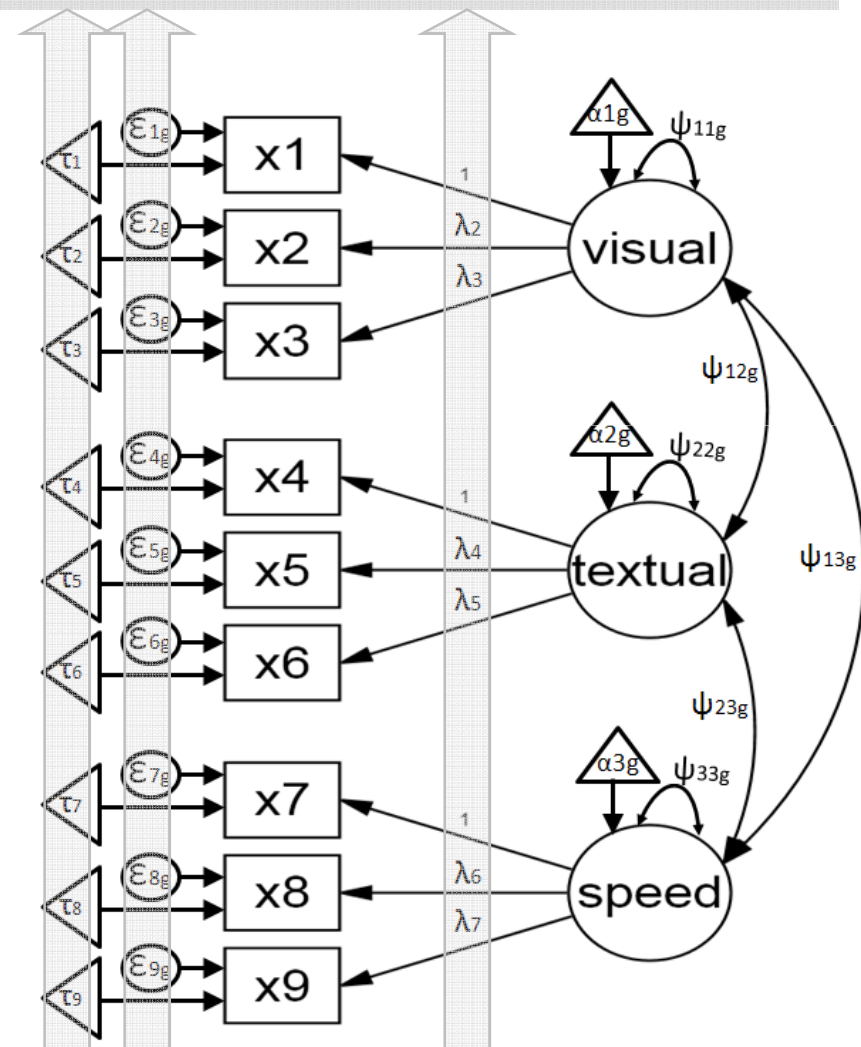
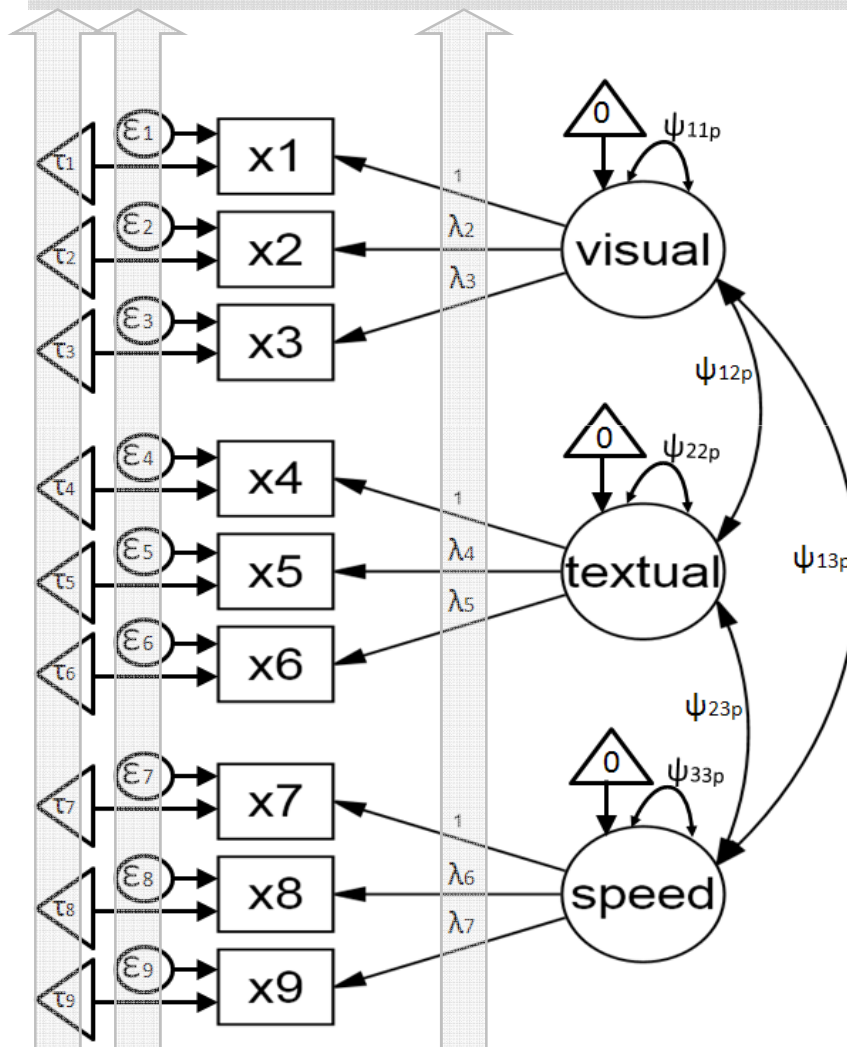
# Measurement invariance:

## Step 4: Strict invariance

- Constrain item residual variances to be equal across groups
- Constrain item factor loadings and intercepts equal across groups. In case of partial invariance constrain the invariant parameters and set free the non-invariant parameters
- Strict invariance is important for group comparisons based on the sum of observed item scores, because observed variance is a combination of true score variance and residual variance
- Latent mean difference is estimated

# Strict invariance

- Constrained = factor loadings + item intercepts + **residual variances**



# Lavaan: Model 4 strict invariance

```
model4<- cfa(HS.model, data=HolzingerSwineford1939, group="school",  
  group.equal=c("loadings", "intercepts", "residuals"),  
  group.partial=c("x3~1", "x7~1"))  
summary(model4,fit.measures=TRUE)
```

Model 3a: strong invariance (equal loadings + intercepts), allowing intercepts of item 3 and item 7 to vary:

chisq	df	pvalue	cfi	rmsea	bic
129.422	58.000	0.000	0.919	0.090	7663.322

Model 4: strict invariance (equal loadings + intercepts + item residual variances)

chisq	df	pvalue	cfi	rmsea	bic
147.260	67	0.000	0.909	0.089	7629.796

- The chi-square difference is borderline significant ( $p=0.037$ ), but the BIC and RMSEA showed improvement. Based on the number of tests in the model, it is probably safe to ignore the chi-square significance
- This imply that items are equally reliable across groups. If all items were invariant, it would be valid to use sum scores for data involving mean and regression coefficient comparisons across groups

# Structural invariances

- Factor variances
- Factor covariances (if more than one latent factors)
- Regression path coefficients (in multiple group SEM analysis)



# Lavaan: Model 5 factor variances and covariances

```
model5 <- cfa(HS.model, data=HolzingerSwineford1939, group="school",  
  group.equal=c("loadings", "intercepts", "residuals", "lv.variances",  
  "lv.covariances"), group.partial=c("x3~1", "x7~1"))  
summary(model5, fit.measures=TRUE)
```

Model 4: strict invariance (equal loadings + intercepts + item residual variances)

chisq	df	pvalue	cfi	rmsea	bic
147.260	67	0.000	0.909	0.089	7629.796

Model 5: factor variance and covariance invariance (equal loadings + intercepts + item residual variances + factor var&cov)

chisq	df	pvalue	cfi	rmsea	bic
153.258	73	0.000	0.909	0.085	7601.551

- The chi-square difference is not significant ( $p = 0.42$ ), and the RMSEA showed improvement. The variance and covariance of latent factors are invariant across groups
- As a matter of fact, if one does analysis with latent variables, then strict invariance is not really a prerequisite, since measurement errors are taken into account as part of the model

# Summarising the MI analysis

Model	$\chi^2$	DF	CFI	RMSEA	BIC	Base	$\Delta\chi^2$	$\Delta$ DF	$\Delta$ CFI	$\Delta$ RMSEA	$\Delta$ BIC	
m1	115.851	48	0.923	0.097	7707							inv=none, free=fl+inter+uniq+var+cov
m2	124.044	54	0.921	0.093	7681	m1	8.193	6	-0.002	-0.004	-26	inv=fl, free=inter+uniq+var+cov
m3	164.103	60	0.882	0.107	7687	m2	40.059	6	-0.039	0.014	6	inv=fl+inter, free=Fmean+uniq+var+cov
m3a	129.422	58	0.919	0.090	7663	m2	5.378	4	-0.002	-0.003	-17	inv=fl+inter, free=inter(x3+x7)+uniq+var+cov
m4	147.260	67	0.909	0.089	7630	m3a	17.838	9	-0.010	-0.001	-34	inv=fl+inter+uniq, free=inter(x3+x7)+Fmean+var+cov
m5	153.258	73	0.909	0.085	7602	m4	5.998	6	0.000	-0.004	-28	inv=fl+inter+uniq+var+cov, free=inter(x3+x7)+Fmean

- MI analysis includes a series of nested models with an increasingly restrictive parameter specifications across groups
- The same principle applies for longitudinal data
  - Testing measurement invariance of items over time
  - This is a basis for analysis that compares latent means over time, for instance, in a growth curve model

# Measurement invariance

## – other issues

- Setting of referent indicator
  - Identify the “most non-invariant” item to use as referent indicator
  - Or set factor variance to 1 to avoid selecting a referent item
- Multiple testing issue
- Analysing Likert scale data
  - Number of categories and data skewness (Rhemtulla, Brosseau-Liard, & Savalei; 2012)
  - Robust maximum likelihood
  - Ordinal factor analysis treating data as dichotomous or polytomous (Millsap & Tein, 2004; Muthen & Asparouhov, 2002)

# Some references

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