Table 2

Indicators of Goodness-of-Fit of Models in the Confirmatory Factor Analysis

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Model** | **χ2** | ***gl*** | **GFI** | **CFI** | **RMSEA** | **CI RMSEA** | **SRMR** | **Δχ2** |
| Four factors (proposed) | 245.88\*\* | 81 | 0.91 | 0.94 | 0.08 | [0.07-0.09] | 0.05 | - |
| Three factorsa | 313.89\*\* | 85 | 0.88 | 0.91 | 0.09 | [0.08-0.11] | 0.05 | 68.01\*\* |
| Two factors (1)b | 384.95\*\* | 88 | 0.85 | 0.88 | 0.11 | [0.09-0.12] | 0.06 | 139.07\*\* |
| Two factors (2)c | 463.05\*\* | 88 | 0.82 | 0.85 | 0.12 | [0.11-0.13] | 0.07 | 219.17\*\* |
| One factor | 530.61\*\* | 90 | 0.80 | 0.83 | 0.13 | [0.12-0.14] | 0.07 | 284.73\*\* |

Note. CI=Confidence interval 90%.

a Career expectations and expectations of organizational future as unique factor (because these constructs are oriented to the future) and the remainder constructs as individual factors.

b Career expectations and expectations of organizational future as unique factor and remainder constructs in the other factor.

c Expectations of organizational future and positive perceptions of HR policies/practices as unique factor (because these are constructs oriented to the organization) and remainder constructs in the other factor.

\*\**p*<0.01.

Source: Elaborated by the authors.