Background
Perception about working environment is changing over time. However, studies related to psychometric properties of the underlying constructs measuring the individuals’ perception about working environment are limited. There is a need to look into dimensionality and stability of the measurement over time.

Objective
To examine the factor structure and evaluate longitudinal measurement invariance of the Swedish version of the demand-control-support questionnaire (DCSQ).

Methods
A confirmatory factor analysis (CFA) and a multi-group confirmatory factor analysis (MGCFA) models within the framework of structural equation modeling (SEM) have been used to see the factor structure and invariance over time using three waves of SLOSH (2006, 2008 & 2010).

Results & Conclusion

Results
Three factors—psychological demand, skill discretion and decision authority was confirmed by CFA at baseline, with the best fit model by removing social support at work and the item repetitive work of skill discretion (Figure 1). A measurement error correlation (0.36) between work fast and work intensively of demand was also confirmed. Acceptable composite reliability measures were obtained except for skill discretion (0.66). The invariance of the same factor structure was established, but caution in comparing mean levels of factors over time as lack of intercept invariance was evidenced. However, partial intercept invariance was established by freely estimating work fast and work intensively (Table 1).

Conclusion
Our findings indicated that skill discretion and decision authority represented two distinct constructs in the retained model and the item repetitive work may be removed along with one of the items work fast or work intensively. Care should be taken while making comparisons in the constructs across time and suggested for further research with job-category specific individuals.