Table S9: Measurement model invariance assessment based on MICOM approach.

Measurement model	CI[a]	Compositional Invariance Assessment			Full Measurement Model Invariance Assessment								
		OC[b]	0.05	PMI[c]	MD[d]	Confidence interval 2.5%	Confidence interval 97.5%	EM[e]	VD[f]	Confidence interval 2.5%	Confidence interval 97.5%	EV[g]	FMI[h]
1_EDUC JOB PERF	Yes	0.999	0.997	Yes	0.292	-0.182	0.187	No	-0.179	-0.344	0.347	Yes	No
2_LEARN COMP	Yes	1.000	0.999	Yes	0.242	-0.184	0.184	No	-0.131	-0.173	0.178	Yes	No
3_HARD SKILLS DEVEL	Yes	0.997	0.949	Yes	0.247	-0.186	0.184	No	0.117	-0.257	0.267	Yes	No
4_INT LEAD COM SKILLS	Yes	0.999	0.998	Yes	0.244	-0.188	0.192	No	-0.165	-0.278	0.284	Yes	No
5_SUCCESS WORK	Yes	1.000	0.999	Yes	0.034	-0.189	0.186	Yes	0.010	-0.301	0.305	Yes	Yes
6_SATIS SELF FULF	Yes	1.000	0.999	Yes	0.060	-0.186	0.187	Yes	-0.016	-0.317	0.321	Yes	Yes
7_OBJECTIVE CAREER SUCCESS	Yes	1.000	0.992	Yes	0.343	-0.185	0.185	No	-0.264	-0.266	0.271	Yes	No
8_SUBJECTIVE CAREER SUCCESS	Yes	1.000	0.999	Yes	0.117	-0.187	0.190	Yes	-0.092	-0.297	0.304	Yes	Yes
9_CAREER SUCCESS	Yes	1.000	0.998	Yes	0.205	-0.187	0.189	No	-0.142	-0.281	0.290	Yes	No

[a] Compositional Invariance
[b] Original Correlation
[c] Compositional Invariance (Partial Measurement Invariance)
[d] Mean difference (Female - Male)
[e] Equal means
[f] Variance difference (Female - Male)
[g] Equal Variance
[h] Full measurement invariance