

# PSYC40005 - 2018

## ADVANCED DESIGN AND DATA ANALYSIS

### Lecture 9: Multilevel modelling 1

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# The agenda for this lecture

1. Multiple levels: Macro and micro
2. Changing two levels to one
3. Random effects ANOVA
4. Random intercept multilevel model

## GOALS OF THIS LECTURE

- To introduce the idea of different levels in research data
- To show how aggregating or disaggregating data across levels does not permit confident inference
- To extend ANOVA from fixed to random effects
- To introduce a random intercept model for grouped data
- To show how these models may be fitted using SPSS

Section 1: Lecture 9

# **MULTIPLE LEVELS: MACRO & MICRO**

- ☐ Multilevel modeling
- ☐ Macro-micro propositions

# The right level?

For example: Constructs in organizational psychology:  
Are they properties of individuals or properties of the organization?

Some of the history of **Organizational climate**:

- James & Jones (1974): distinguished between **psychological** (at the individual level) and **organizational climate** (organizational level)
- Subsequent methodological debates:  
How to “aggregate” individual measures of *psychological climate* to measure *organizational climate*? Is such an aggregation a meaningful organizational collective or simply a statistical artefact?  
Glick, 1985; Jackofsky & Slocum, 1990; Payne, 1990
- The search for meaningful organizational collectives as a basis for justifying the collective climate construct.
  - Combination of multi-levels, networks and shared knowledge.  
Gonzalez-Roma, 1999; Young & Parker, 1999.

# Multilevel modeling

Models that permit constructs at more than one level.

Individuals “nested” in groups

Predict individual outcomes from other individual variables as well as group level variables, taking into account the grouping structure

Lower level: micro. Upper level: macro

<u>Macro-level</u>	<u>Micro-level</u>
universities	lecturers
classes	students
neighbourhoods	families
firms	employees
Jawbones	teeth
families	children
litters	animals
doctors	patients
participants	measurements
interviewers	respondents
Judges	suspects
From Snijders & Bosker (2012), p.9	

# Multilevel modeling

Models that permit constructs at more than one level.

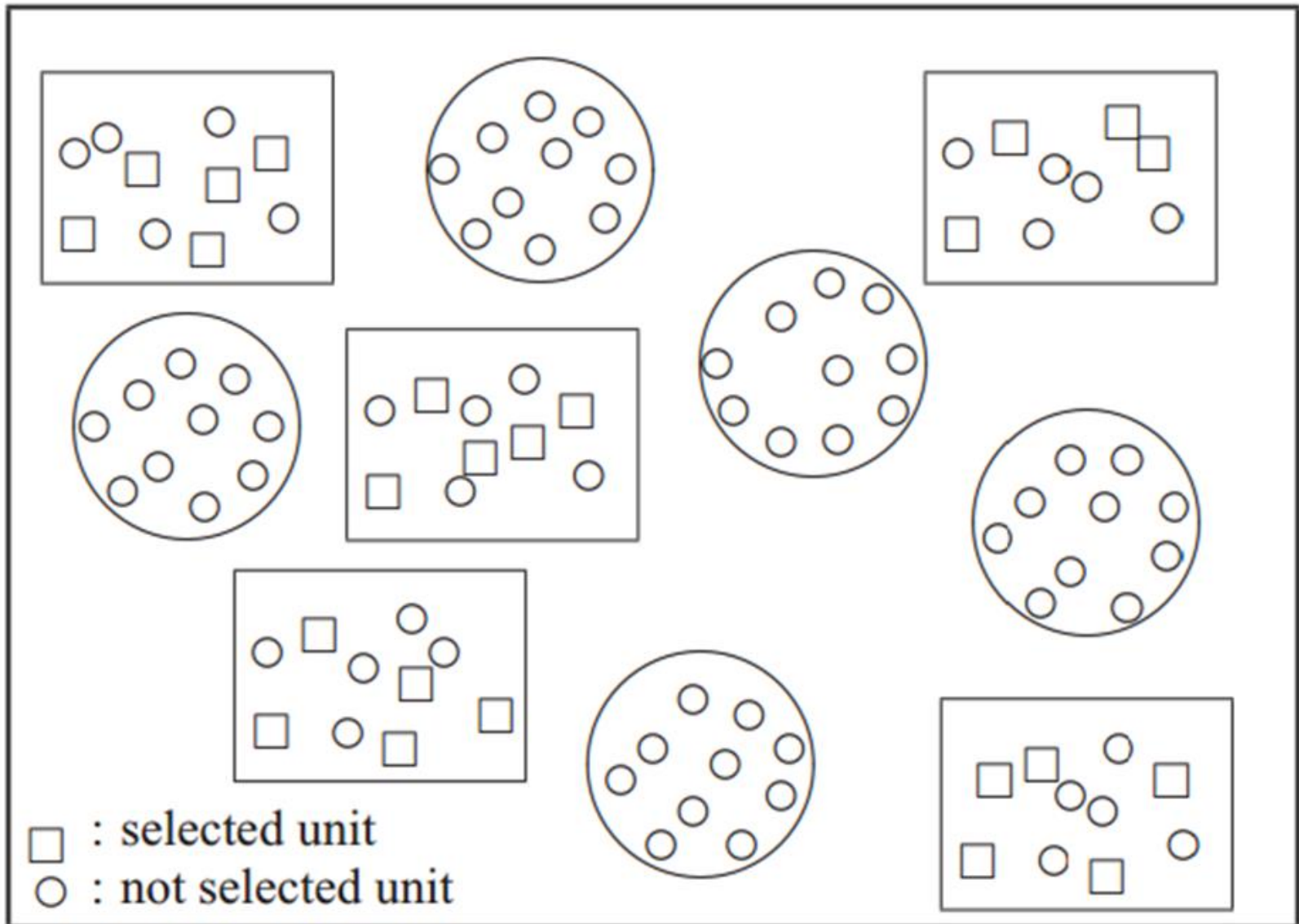
Individuals “nested” in groups

Predict individual outcomes from other individual variables as well as group level variables, taking into account the grouping structure

Lower level: micro. Upper level: macro

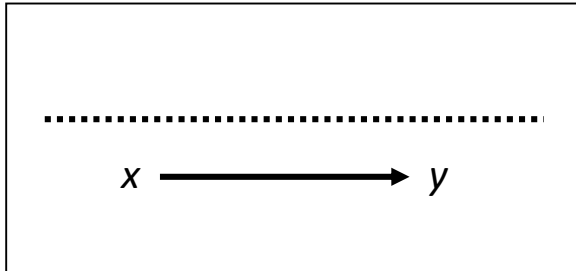
- *The grouping structure sets up dependence among observations.*
- *Sometimes dependence is just a nuisance – you may want independent observations so you can use familiar statistical procedures. But for practical reasons you might need to sample in multiple stages, which can create dependence.*
- *Sometimes dependence in itself is the phenomenon we’re interested in. We want to understand group level effects.*

# Multistage sampling

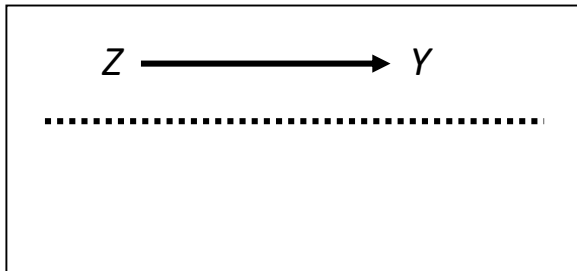


# Macro-micro propositions

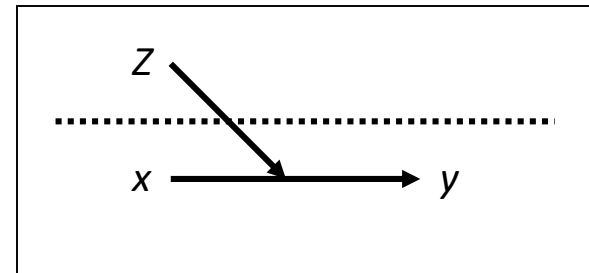
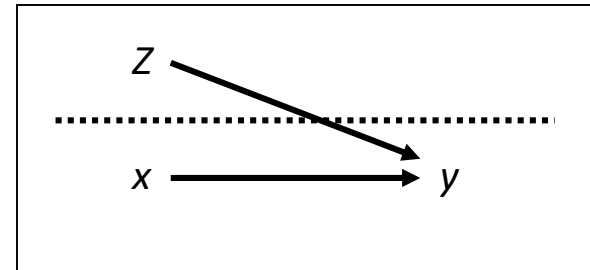
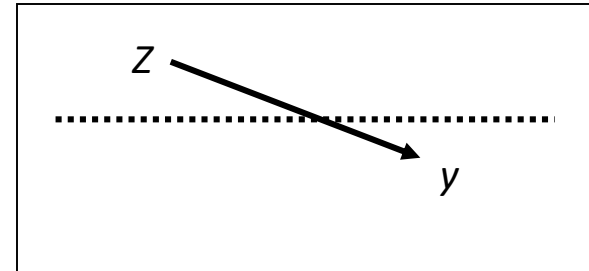
Micro-level propositions:



Macro-level propositions:



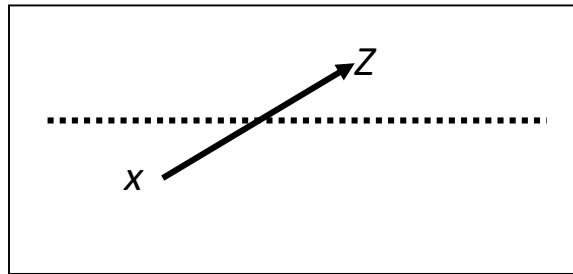
Macro-micro relations:



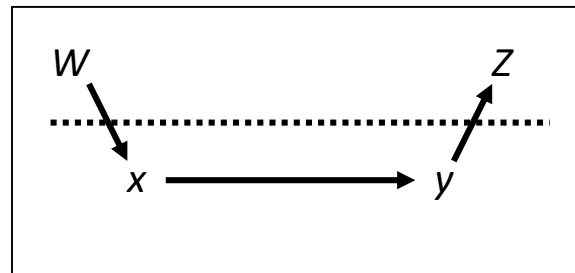


# Macro-micro propositions

Micro-macro proposition:



A causal macro-micro-micro-macro chain:



(Snijders & Bosker, 2012, p.10-12)

## Section 2: Lecture 9

# CHANGING TWO LEVELS TO ONE

- ❑ Aggregation
- ❑ Disaggregation

# Example of a 2-level structure

- Pupils within classrooms:
  - Variables: test result; classroom size (standardized)
  - Research question. Do larger classes affect test results?

Pupil data

	class	test
1	1	31
2	1	24
3	1	35
4	1	32
5	1	25
6	1	33
7	2	22
8	2	33
9	2	22
10	2	25
11	2	27
12	2	23
13	2	30
14	10	26
15	10	25
16	10	31
17	10	20

Class data

	class	size
1	1	2.33
2	2	1.67
3	10	2.00
4	12	1.33
5	15	2.00
6	16	1.67
7	18	1.67
8	21	2.00
9	24	2.67
10	26	3.00
11	27	2.33
12	29	2.00
13	33	2.33
14	35	3.00
15	36	3.33
16	38	3.00
17	40	3.00

# Aggregation

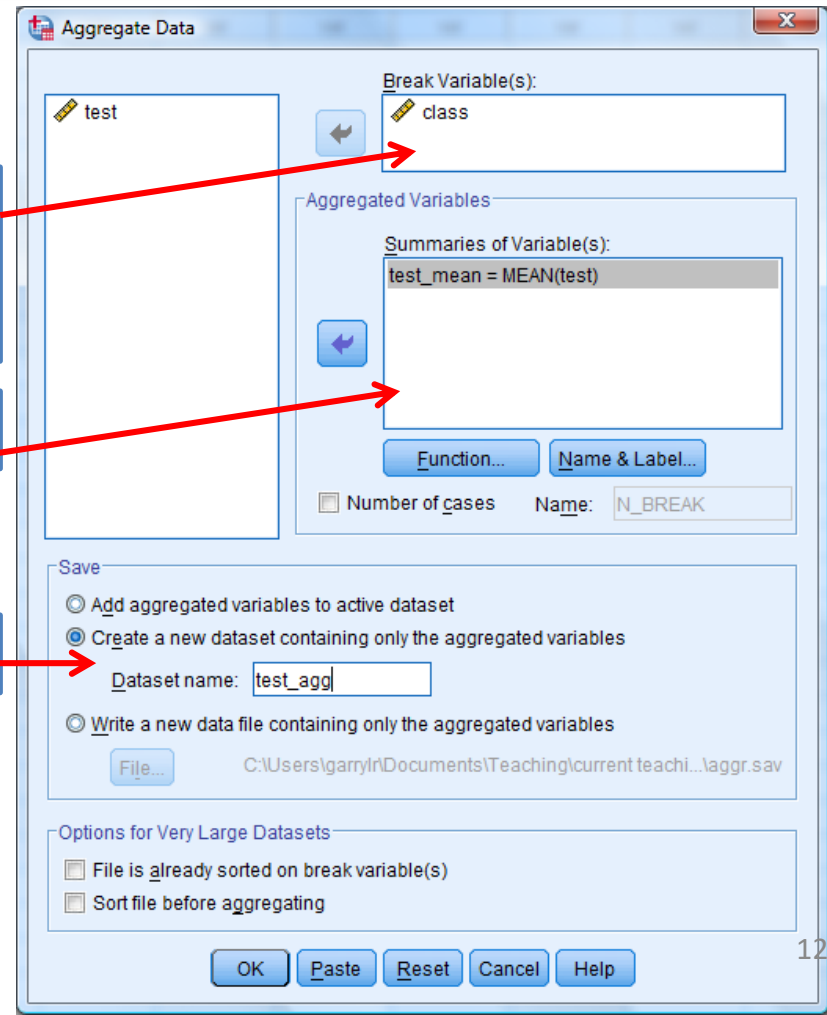
One way to model this is to calculate the means of the test for each class, and then do a regression at the classroom level

SPSS Menus: Data -> Aggregate ...

The Break variable describes how to break the dataset to create means. In this case we want means of *test* within classes

We want the mean of 'test' for each class.

We want to save to a new dataset.



# Aggregation

One way to model this is to calculate the means of the test for each class, and then do a regression at the classroom level

	class	test_mean
1	1	29.44
2	2	26.00
3	10	26.40
4	12	26.73
5	15	30.63
6	16	37.00
7	18	33.50
8	21	34.76
9	24	36.04
10	26	35.78
11	27	30.14
12	29	37.20
13	33	30.83
14	35	31.79
15	36	33.52
16	38	36.14
17	40	35.60

Class data

Resulting file is at the class level.  
Need to combine with the other  
class level file containing the size  
variable

SPSS Menus: Data -> Merge Files ->  
Add variables...

*(then select your other dataset)*

# Aggregation

One way to model this is to calculate the means of the test for each class, and then do a regression at the classroom level

SPSS Menus: Data ->  
Merge Files -> Add  
variables...

We are doing a  
*One-to-one merge  
based on key values*  
(SPSS will default  
select this anyway)

Add Variables from DataSet1

Merge Method Variables

☐ One-to-one merge based on file order

☒ One-to-one merge based on key values

☐ One-to-many merge based on key values

Select Lookup Table

☒ test\_agg\*

☐ DataSet1

\*Active dataset

For a merge based on key values, files must be sorted in order of the key values

☒ Sort files by key values before merging

Key Variables:

class

Use the Variables tab to add or remove key variables

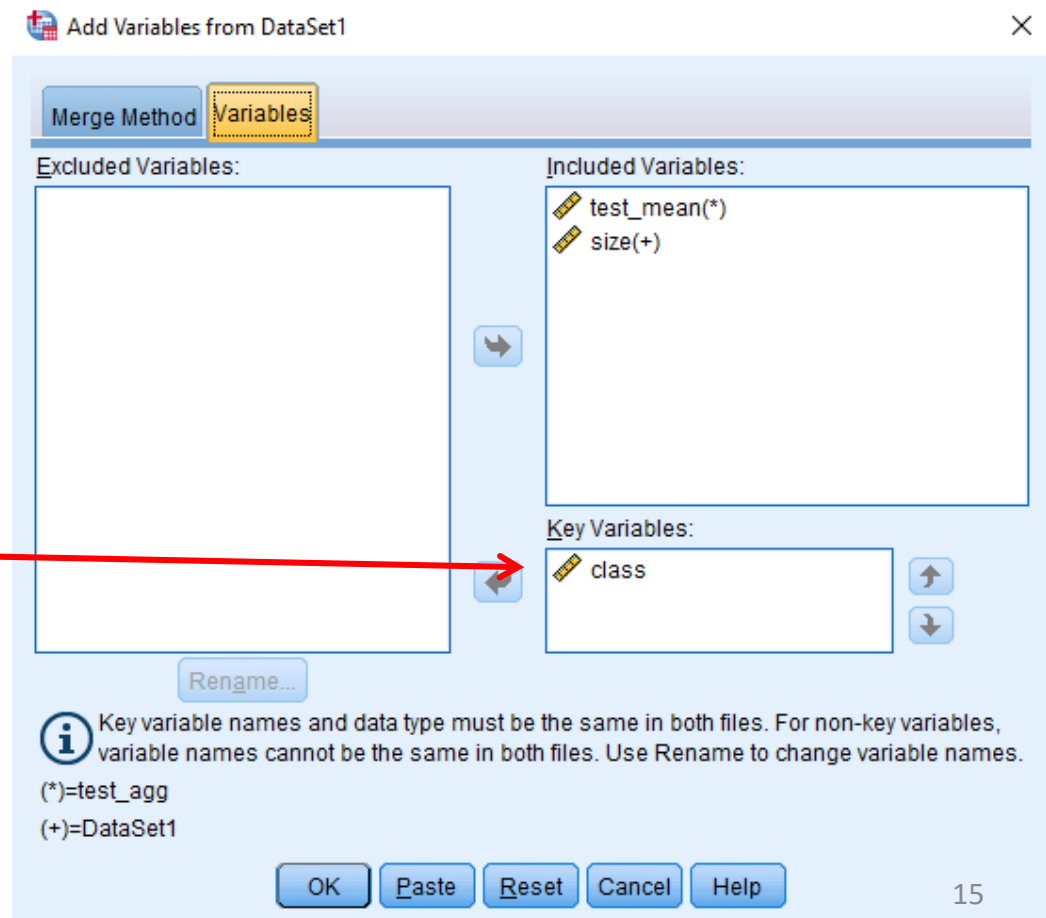
OK Paste Reset Cancel Help

# Aggregation

One way to model this is to calculate the means of the test for each class, and then do a regression at the classroom level

SPSS Menus: Data ->  
Merge Files -> Add  
variables...

*Class* is the variable  
that is identical across  
the two files. You  
need to match on this  
variable.



# Aggregation

One way to model this is to calculate the means of the test for each class, and then do a regression at the classroom level

	class	test_mean	size
1	1	29.44	2.33
2	2	26.00	1.67
3	10	26.40	2.00
4	12	26.73	1.33
5	15	30.63	2.00
6	16	37.00	1.67
7	18	33.50	1.67
8	21		
9	24		
10	26		
11	27		
12	29		
13	33		
14	35		
15	36		
16	38	36.14	3.00
17	40	35.60	3.00
18	41	35.05	2.67

Class data

a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	32.172	1.478		21.765	.000
size	.641	.596	.094	1.076	.284

Dependent Variable: test\_mean



# Aggregation

Aggregation is OK if you are only interested in macro-level propositions but there is potential for gross errors for micro-level or macro-micro propositions.

- a. *shift of meaning*: We are no longer predicting student's test scores, but average test scores.
- b. neglect of original data structure (between groups relations may even be opposite to within group relations)
- c. prevents examination of cross-level interactions
- d. *ecological fallacy*: You cannot infer that an association at a macro level translates into an association at micro level
- e. danger of *aggregation bias*: (possible to get inflated statistical effects if analyses based on means are interpreted as relating to individuals – James, 1982)

# Disaggregation

Another way to proceed is to apply the class size variable to each student and conduct a regression at pupil level

Because class is the variable that links both files, it is good practice to sort the cases first, so that the key variable is in the same order in both files

Data -> Sort cases ...  
Sort by *class* in Ascending order  
(*Do this for both files*)

# Disaggregation

Another way to proceed is to apply the class size variable to each student and conduct a regression at pupil level

After sorting the cases, return to the pupil level datafile (the micro file)

Data -> Merge files -> Add variables

Select the class level (macro-level) dataset to merge

# Disaggregation

Another way to proceed is to apply the class size variable to each student and conduct a regression at pupil level

Just as before,  
...except now

Add Variables from DataSet1

Merge Method Variables

☐ One-to-one merge based on file order

☐ One-to-one merge based on key values

☒ One-to-many merge based on key values

Select Lookup Table

☐ DataSet2\*

☒ DataSet1

\*Active dataset

For a merge based on key values, files must be sorted in order of the key values

☒ Sort files by key values before merging

Key Variables:

class

Use the Variables tab to add or remove key variables

OK Paste Reset Cancel Help

# Disaggregation

Another way to proceed is to apply the class size variable to each student and conduct a regression at pupil level

	class	test	size
1	1	31	2.33
2	1	24	2.33
3	1	35	2.33
4	1	32	2.33
5	1	25	2.33
6	1	33	2.33
7	2		
8	2		
9	2		
10	2		
11	2		
12	2		
13	2		
14	10		
15	10	25	2.00
16	10	31	2.00
17	10	20	2.00

Pupil data

a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	32.405	.687		47.152	.000
size	.723	.272	.055	2.655	.008

Dependent Variable: test

So, does class size affect test score? Contradictory results

# Issues for Disaggregation

- a. measure of macro-level variable considered as micro-level
- b. *miraculous multiplication of the number of units*
- c. risks of type 1 errors
- d. Do not take into account that observations within a macro-unit could be correlated.

Snijders & Bosker (p.17) conclude:

“... if the macro-units have any meaningful relation with the phenomenon under study, analysing only aggregated or disaggregated data is apt to lead to misleading and erroneous conclusions. A multi-level approach, in which within-group and between-group relations are combined, is more difficult but much more productive.”

## Section 3: Lecture 9

# RANDOM EFFECTS ANOVA

- ❑ General Linear Model: Regression and Random effects ANOVA
- ❑ Using SPSS
- ❑ Intra class correlation

# General linear model: regression & ANOVA

**Standard regression model:**  $Y_i = \beta_0 + \beta_1 X_i + \varepsilon_i$   
where  $Y_i$  is the **outcome** variable for the  $i$ -th case;  
 $X_i$  is the **predictor** variable for the  $i$ -th case;  
 $\beta_0$  is the **constant** or **intercept**;  
 $\beta_1$  is the **regression coefficient** for  $X_i$ ;  
and  $\varepsilon_i$  is the **residual** for the  $i$ -th case.

**Assume** that  $\varepsilon_i$  is normally distributed with mean 0 and variance  $\sigma^2$

**Multiple regression:**  $Y_i = \beta_0 + \sum \beta_k X_{ki} + \varepsilon_i$   
where the  $X_{ki}$  are  $P$  predictor variables

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \dots + \beta_p X_p + \varepsilon$$



# General linear model: regression & ANOVA

$$\text{Multiple regression: } Y_i = \beta_0 + \sum \beta_k X_{ki} + \varepsilon_i$$

Suppose that the cases are divided into  $P$  groups and that the  $X_{ki}$  are dummy variables (0,1) indicating group membership:

i.e.  $X_{ij} = 1$  if  $i$ -th case is in group  $j$   
 $X_{ij} = 0$  otherwise.

$$Y_{ij} = \beta_0 + \sum \beta_k X_{ki} + \varepsilon_{ij}$$

$$\text{One-Way ANOVA: } Y_{ij} = \beta_0 + \beta_j + \varepsilon_{ij}$$

where  $Y_{ij}$  is the outcome variable for  $i$ -th case in  $j$ -th group.

$$\text{Define } \beta_0 + \beta_j = \beta_{0j}$$

$$Y_{ij} = \beta_{0j} + \varepsilon_{ij}$$

# Random effects ANOVA

- For **fixed effects ANOVA**, we assume that the groups refer to categories, each with its own distinct interpretation.
  - e.g. gender, religious denomination, treatment vs control groups.
- But sometimes the groups are ***samples*** from a population (actual or hypothetical) of possible macro-units.
  - e.g. three treatment groups based on different levels of drug intake
  - e.g. a study comparing five workteams within an organisation.
- In this case,  $\beta_{0j}$  is not a fixed, but a ***random factor***.
  - Set  $\beta_{0j} = \gamma_{00} + u_{0j}$  to denote this situation,
  - with  $\gamma_{00}$  a fixed effect (the intercept)
  - $u_{0j}$  is assumed normally distributed with mean of 0 and variance  $\tau^2$ .

Random effects ANOVA:

$$Y_{ij} = \gamma_{00} + u_{0j} + \varepsilon_{ij}$$

# Random effects ANOVA

Random effects ANOVA:

$$Y_{ij} = \gamma_{00} + u_{0j} + \varepsilon_{ij}$$

- Notice that for a random effects ANOVA, there are two sources of variance.
  - $u_{0j}$  assumed normally distributed with mean of 0 and variance  $\tau^2$ .
  - $\varepsilon_{ij}$  assumed normally distributed with mean 0 and variance  $\sigma^2$
  - Total variance of  $Y_{ij} = \tau^2 + \sigma^2$
  - $\tau^2$  is the variance due to the group structure
  - $\sigma^2$  is the residual variance

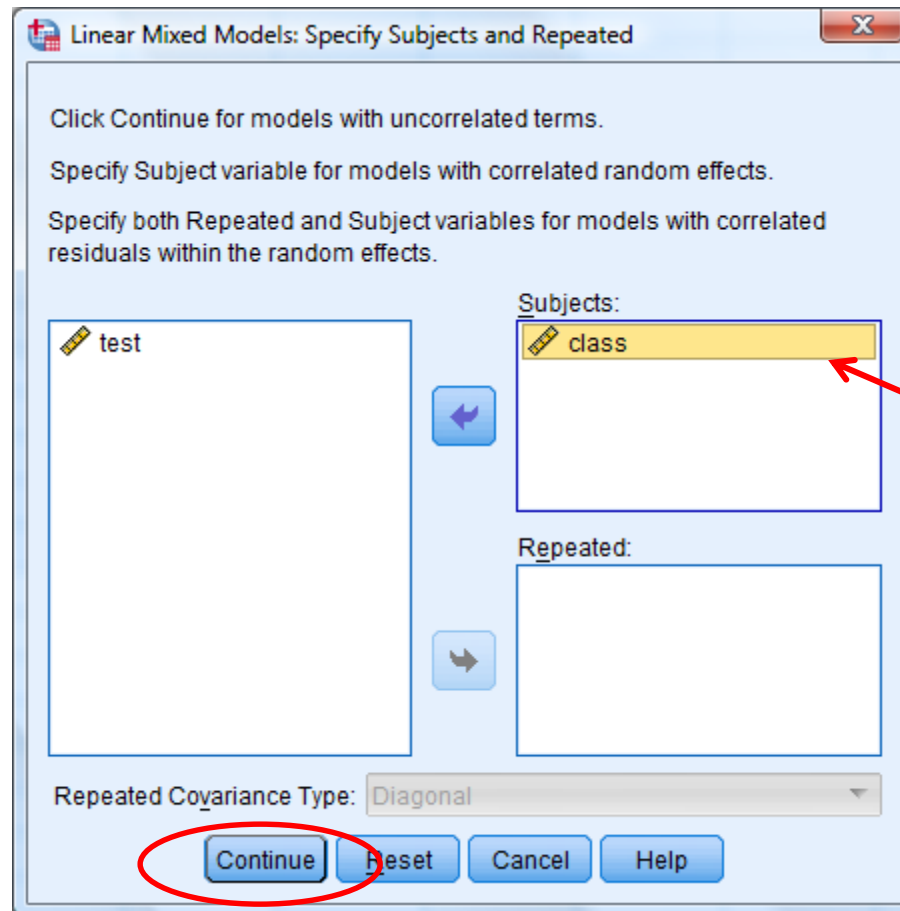
In effect, the intercept varies across all groups by an amount  $u_{0j}$  for group  $j$ . So the  $j$ -th group has intercept  $\gamma_{00} + u_{0j}$ . The variance of the intercept term across all groups is  $\tau^2$ .

# SPSS: Random effects ANOVA

Pupil data

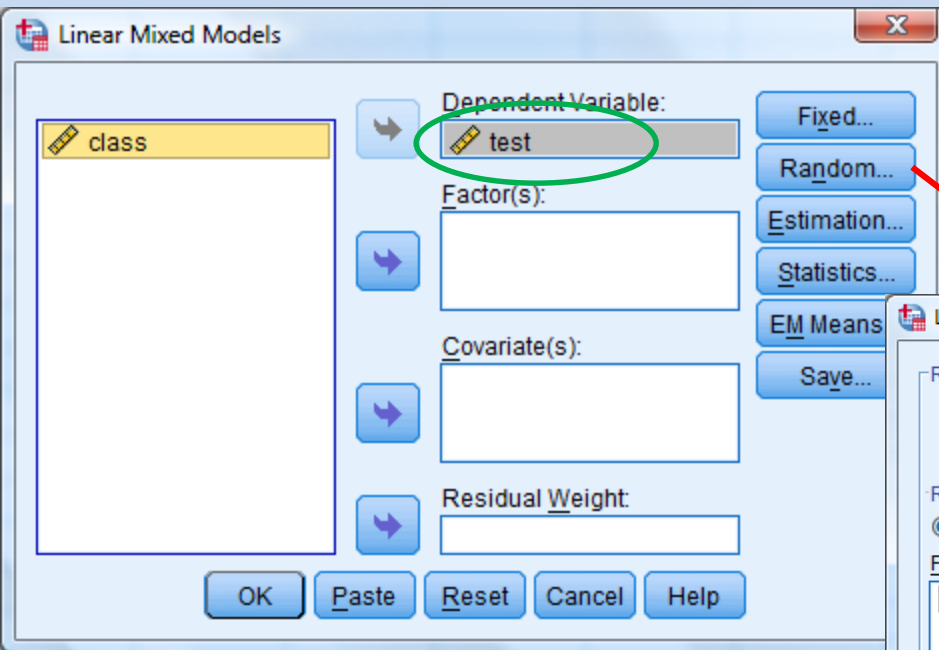
	class	test
1	1	31
2	1	24
3	1	35
4	1	32
5	1	25
6	1	33
7	2	22
8	2	33
9	2	22
10	2	25
11	2	27
12	2	23
13	2	30
14	10	26
15	10	25
16	10	31
17	10	20

Analyze -> Mixed Models -> Linear...



Cases grouped within class

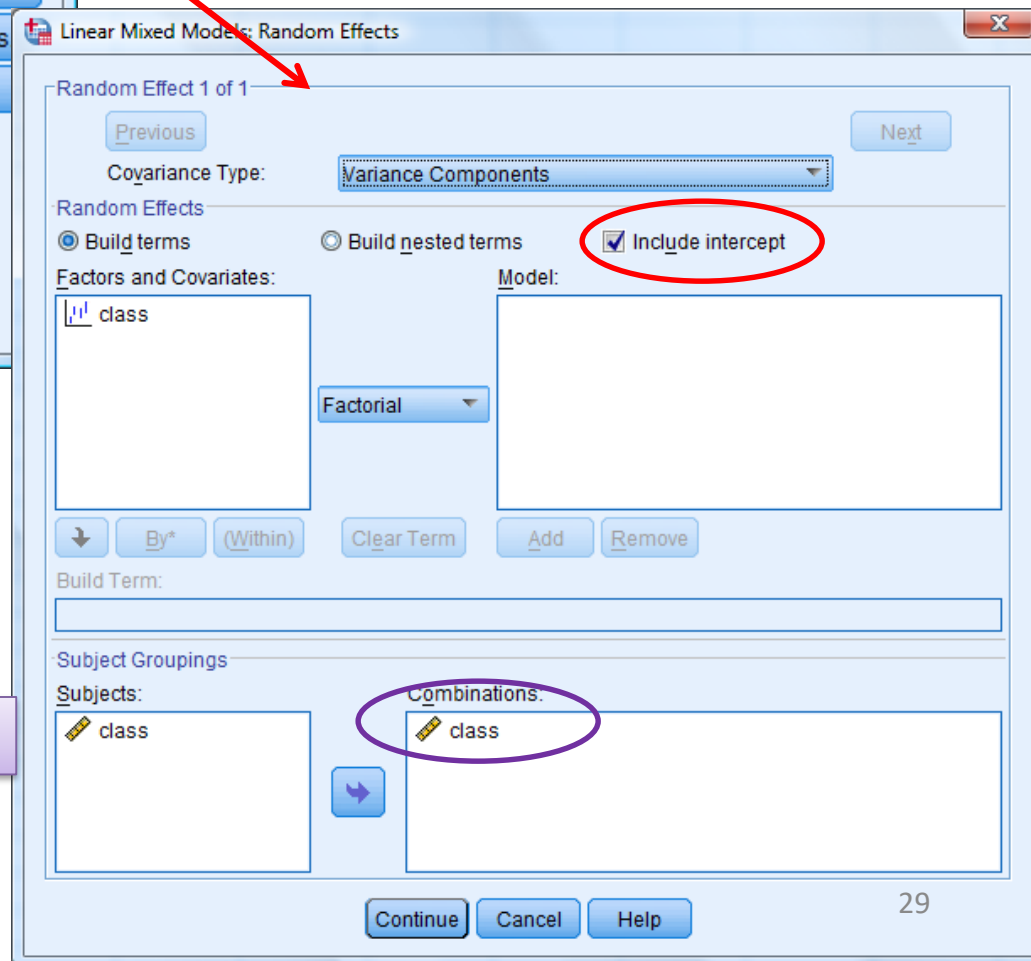
# SPSS: Random effects ANOVA



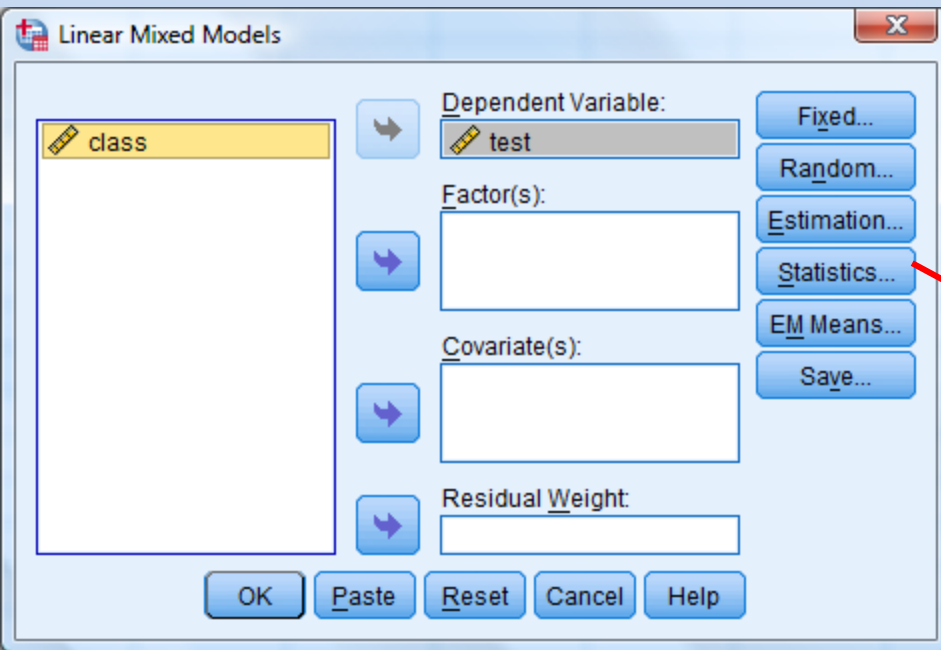
DV is the test score

There is an intercept in our model

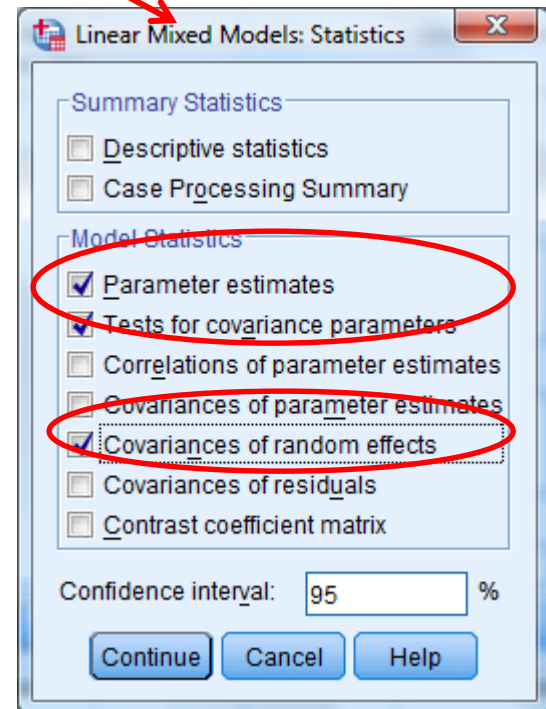
Class is our random subject grouping



# SPSS: Random effects ANOVA



Under statistics, choose at least:  
Parameter estimates  
Tests for covariance parameters  
Covariances of random effects



# Output: Random effects ANOVA

Model Dimension <sup>a</sup>					
		Number of Levels	Covariance Structure	Number of Parameters	Subject Variables
Fixed Effects	Intercept	1	Variance Components	1	class
Random Effects	Intercept <sup>b</sup>	1		1	
Residual				1	
Total		2		3	

a. Dependent Variable: test.

b. As of version 11.5, the syntax rules for the RANDOM subcommand have changed. Your command syntax may yield results that differ from those produced by prior versions. If you are using version 11 syntax, please consult the current syntax reference guide for more information.

**Model dimension** sets out the shape of the data.

One fixed effect (the fixed intercept  $\gamma_{00}$ )

One random effect (the variance of the intercept  $u_{0j}$ )

One residual effect

Variance components simply divides the variance into these two components

# Output : Random effects ANOVA

**Information Criteria<sup>a</sup>**

-2 Restricted Log Likelihood	15043.169
Akaike's Information Criterion (AIC)	15047.169
Hurvich and Tsai's Criterion (AICC)	15047.174
Bozdogan's Criterion (CAIC)	15060.638
Schwarz's Bayesian Criterion (BIC)	15058.638

The information criteria are displayed in smaller-is-better forms.

a. Dependent Variable: test.

These are various measures of fit, which are not much use unless comparing two models which we are not doing here.

**Estimates of Fixed Effects<sup>a</sup>**

Parameter	Estimate	Std. Error	df	t	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Intercept	33.920817	.266744	107.560	127.166	.000	33.392059	34.449575

a. Dependent Variable: test.

The fixed effect  $\gamma_{00}$ . The estimate is 33.9. It is significantly different from 0.



# Intra class correlation

- The ICC is the proportion of variance explained by the group structure.
  - It is also the correlation between two randomly drawn individuals in one randomly drawn group.
  - There are several ICCs – the one we are dealing with today is also often called ICC(1) – McGraw & Wong, 1996.

## Random effects ANOVA:

$$Y_{ij} = \gamma_{00} + u_{0j} + \varepsilon_{ij}$$

Variance of intercept =  $\text{var}(\gamma_{00} + u_{0j}) = \text{var}(u_{0j}) = \text{variance}$   
due to group structure

Variance due to residual =  $\text{var}(\varepsilon_{ij})$

Total variance =  $\text{var}(u_{0j}) + \text{var}(\varepsilon_{ij})$

$\text{ICC} = \text{var}(u_{0j}) / \text{total variance} = \text{var}(u_{0j}) / [\text{var}(u_{0j}) + \text{var}(\varepsilon_{ij})]$

The proportion of variance explained by the group level

# Output : Random effects ANOVA

Estimates of Covariance Parameters<sup>a</sup>

Parameter	Estimate	Std. Error	Wald Z	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Residual	38.986611	1.193325	32.671	.000	36.716512	41.397064
Intercept [subject = class]    Variance	6.735678	1.253613	5.373	.000	4.676916	9.700698

a. Dependent Variable: test.

Random effects ANOVA:

Variance of intercept =  $\text{var}(u_{0j}) = 6.74$

Variance due to residual = 38.99

Total variance =  $6.74 + 38.99 = 45.73$

ICC =  $\text{var}(u_{0j}) / \text{total variance} = 6.74 / 45.73 = 0.147$

So 14.7% of variance in test score is due to the group structure

The intercept variance is significant.

The ICC at 14.7% is greater than 5% (used as a rough cut-off value).

So, the group structure is important to explaining test scores – this argues in favour of doing multilevel modelling.

## Section 4: Lecture 9

# RANDOM INTERCEPT MULTILEVEL MODEL

- ❑ Hierarchical Linear Models
- ❑ Random intercept: The null model
- ❑ Random intercept with one predictor

# Hierarchical Linear Models

## Multilevel models

A two stage strategy to investigate variables at two levels of analysis.

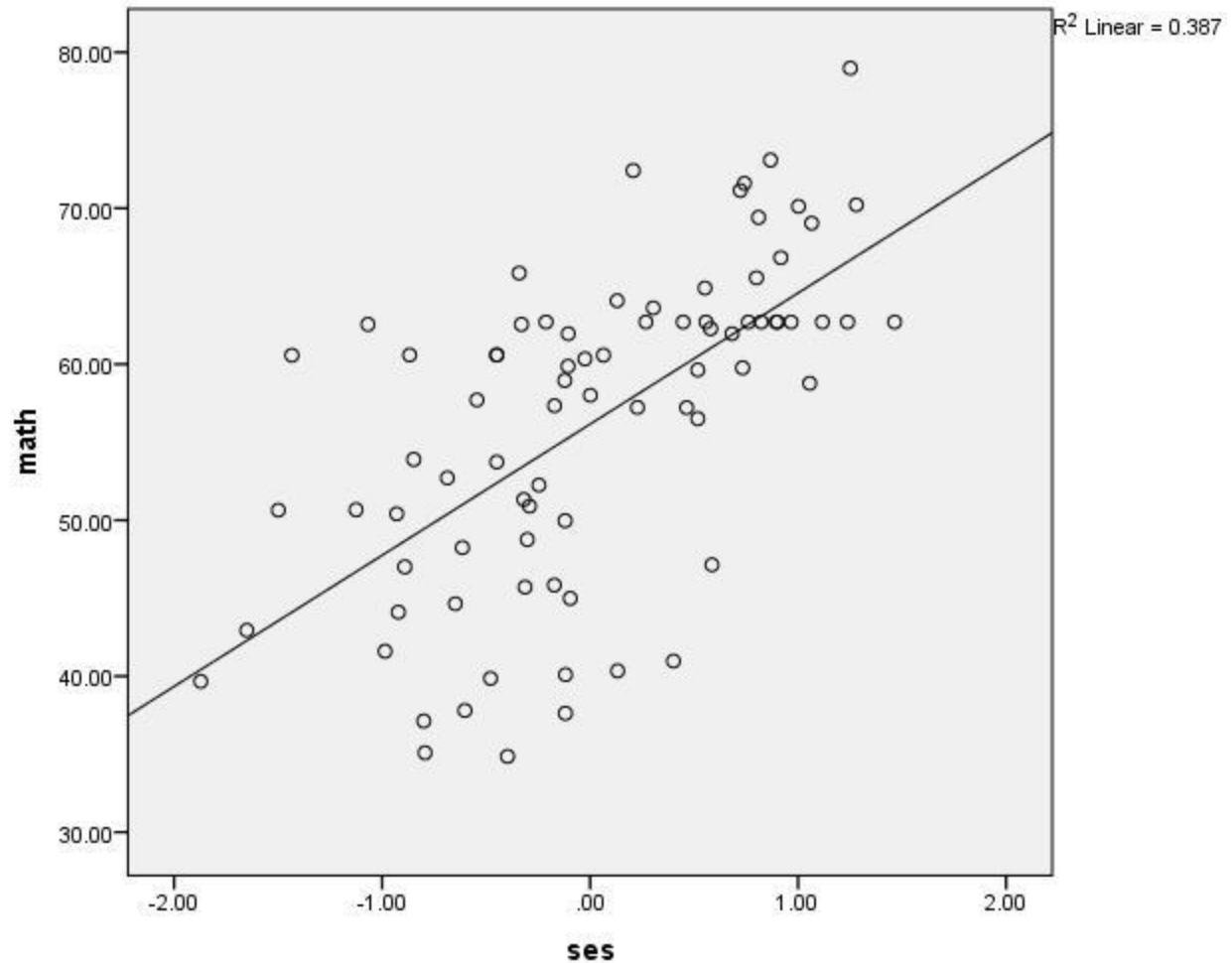
- i. Level 1: relationships among level 1 variables estimated separately for each higher level (level 2) unit.
- ii. These relationships are then used as outcome variables for the variables at level 2.

# Example

(Heck et al, 2014)

- Students nested within schools
- Dataset contains a number of variables including:
  - Maths test score
  - Student socio-economic status (a standardised continuous measure).
- Is SES associated with performance on the maths test?

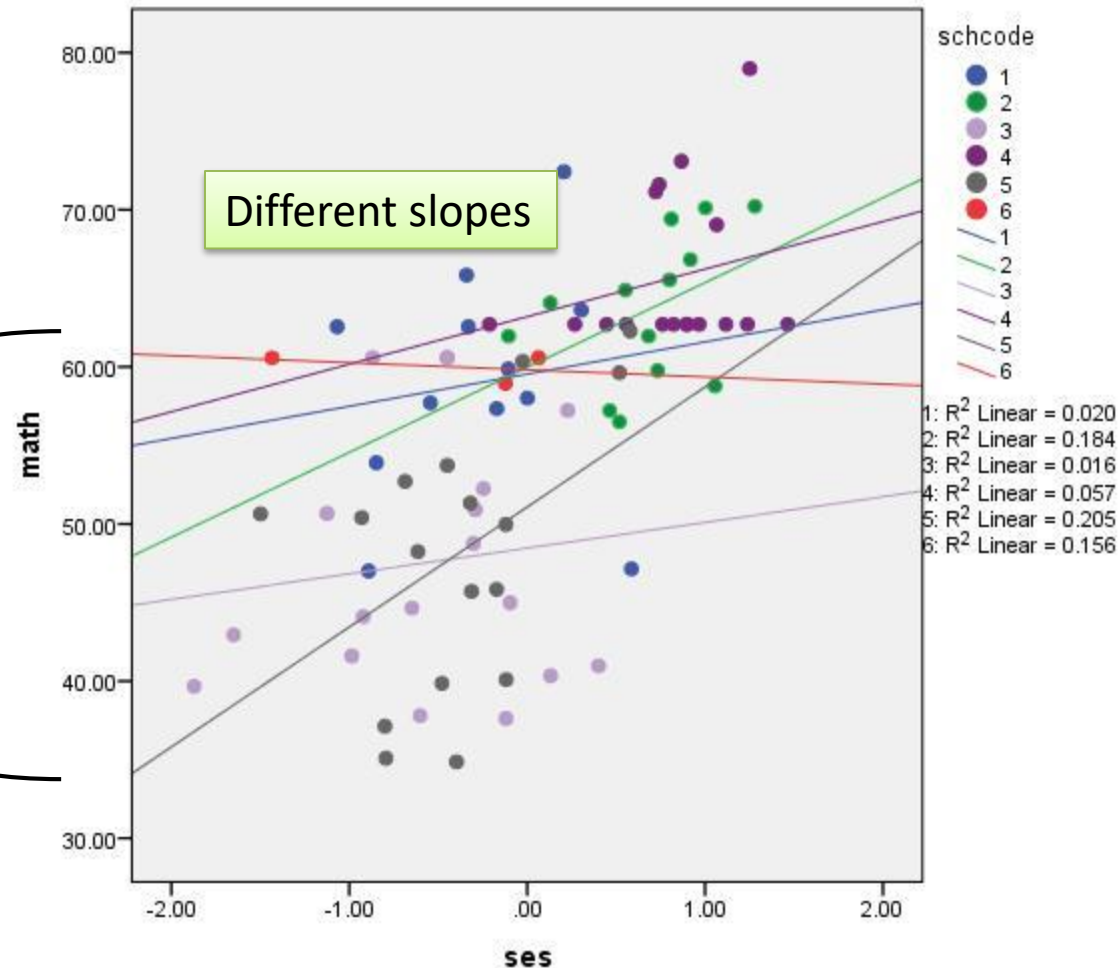
# One regression model



Assumes the one model for all schools

# Regression models for each class

**Different intercepts:**  
Multilevel models assume that these intercepts are normally distributed around a mean value



Different linear models for 6 different schools

# Random intercept model with one Level 1 predictor

Random intercept model treats the intercepts as random but has a fixed effect for slope.

Level 1 equation:  $Y_{ij} = \beta_{0j} + \beta_1 (\text{SES})_{ij} + \varepsilon_{ij}$

Level 2 equations:  $\beta_{0j} = \gamma_{00} + u_{0j}$

$$\beta_1 = \gamma_{10}$$

So that  $Y_{ij} = \gamma_{00} + \gamma_{10} (\text{SES})_{ij} + u_{0j} + \varepsilon_{ij}$

Random intercept

Fixed slope

Notice that if we ignore the predictor SES (ie set  $\gamma_{10} = 0$ ), then we have the random effects ANOVA – **the null model**



# Variance components for null model

**Estimates of Fixed Effects<sup>a</sup>**

Parameter	Estimate	Std. Error	df	t	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Intercept	57.674234	.188266	416.066	306.344	.000	57.304162	58.044306

a. Dependent Variable: math.

**Estimates of Covariance Parameters<sup>a</sup>**

Parameter	Estimate	Std. Error
Residual	66.550655	1.171618
Intercept [subject = schcode] Variance	10.642209	1.028666

a. Dependent Variable: math.

**ICC = 0.138**

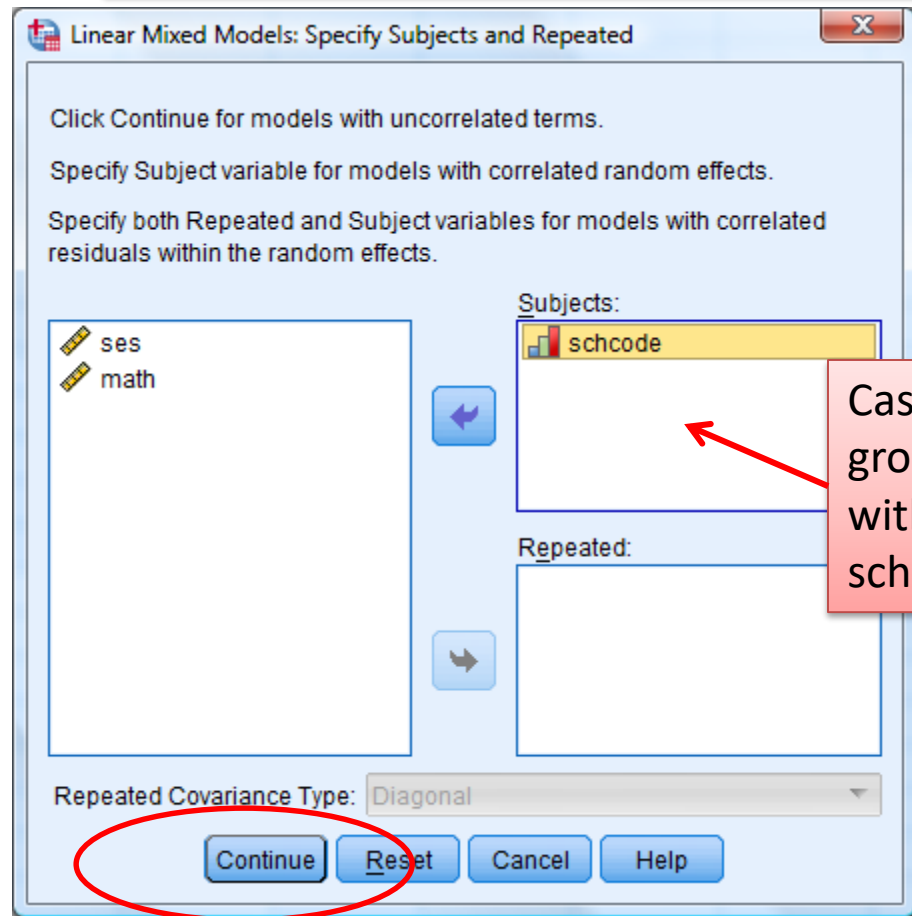
# Random intercept model

## Predicting *math* from *ses*

Analyze -> Mixed Models -> Linear...

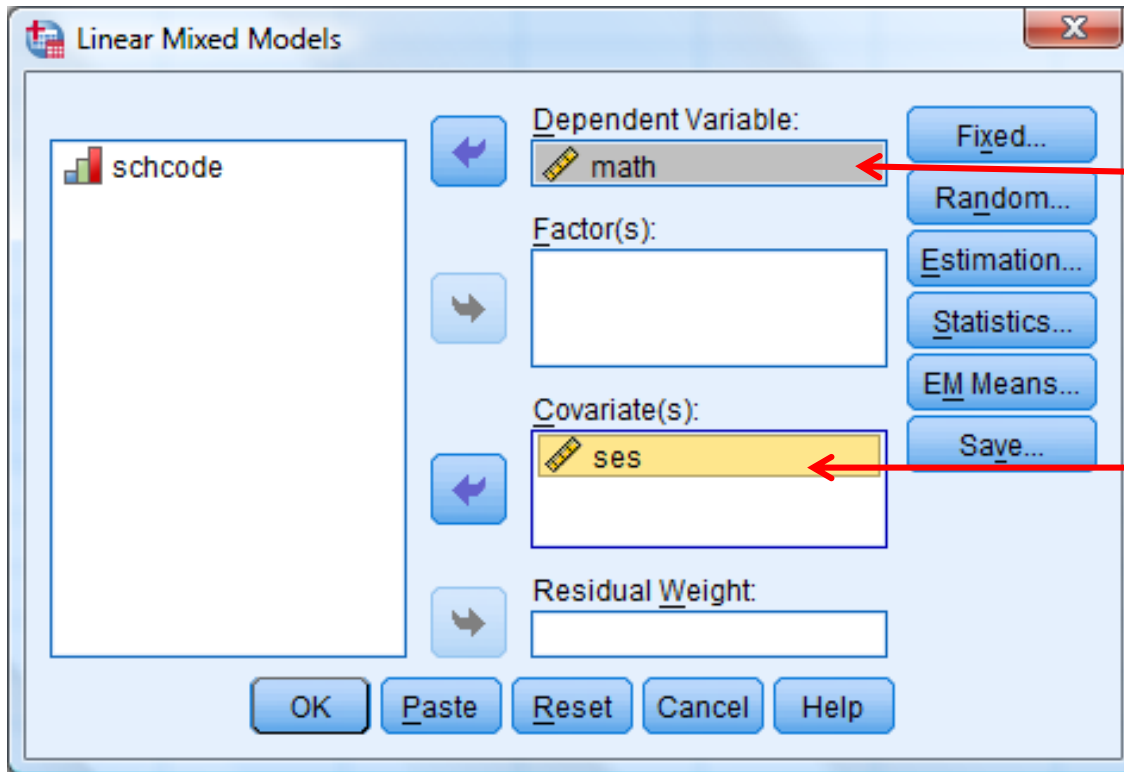
	schcode	ses	math
1	1	.59	47.14
2	1	.30	63.61
3	1	-.54	57.71
4	1	-.85	53.90
5	1	.00	58.01
6	1	-.11	59.87
7	1	-.33	62.56
8	1	-.89	47.01
9	1	.21	72.42
10	1	-.34	65.84
11	1	-.17	57.34
12	1	-1.07	62.56
13	2	-.11	61.95
14	2	1.28	70.22
15	2	1.06	58.78
16	2	.80	65.54
17	2	.73	59.77

*schcode* is the code number for each school



# Random intercept model

## Predicting *math* from *ses*

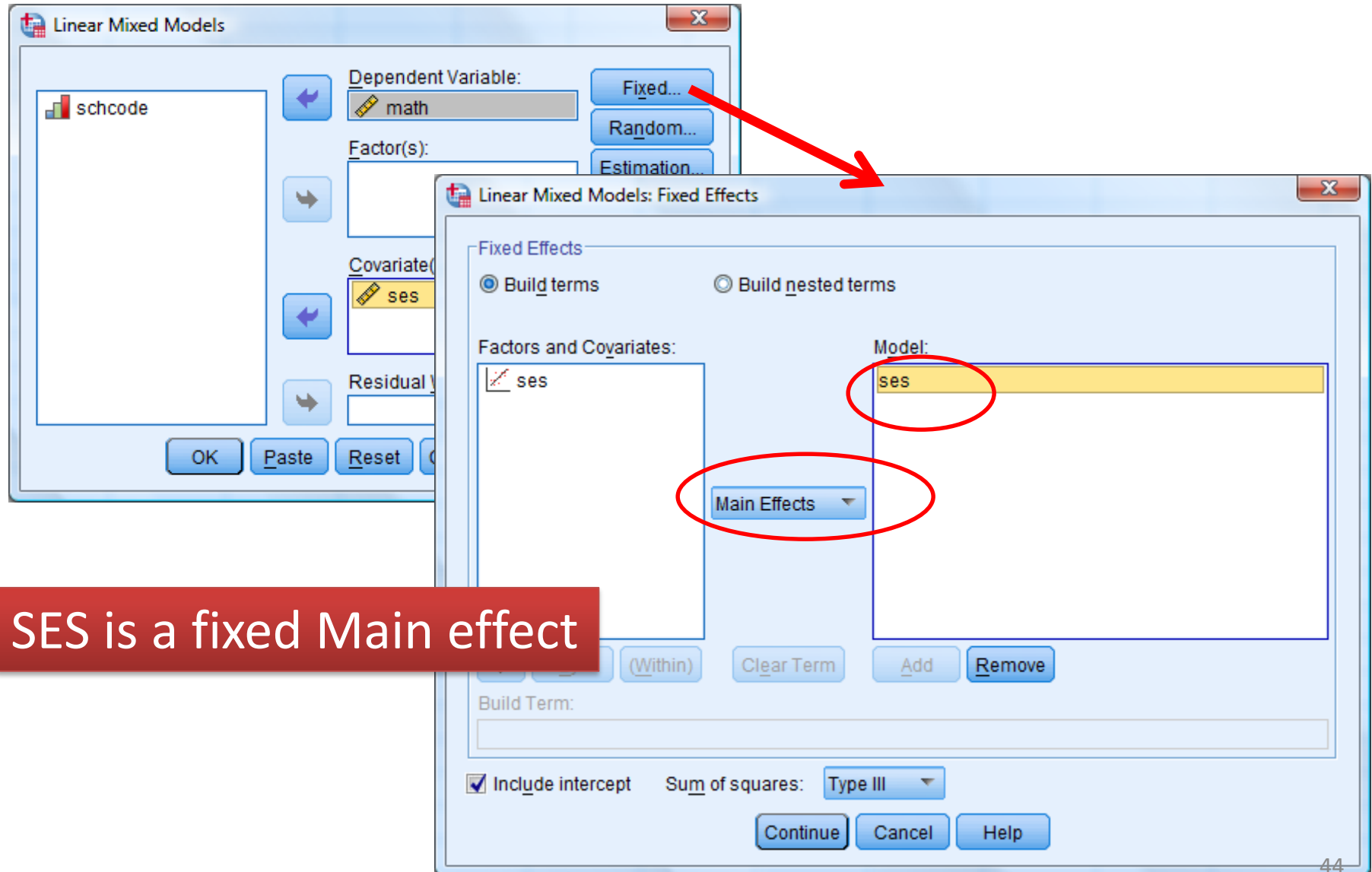


Predicting *math*

from *SES*

# Random intercept model

## Predicting *math* from *ses*



The image shows two SPSS dialog boxes. The 'Linear Mixed Models' dialog in the background has 'schcode' as the dependent variable, 'math' as the dependent variable, and 'ses' as a covariate. A red arrow points from the 'Fixed...' button in this dialog to the 'Linear Mixed Models: Fixed Effects' sub-dialog in the foreground. In the sub-dialog, 'ses' is listed in the 'Model:' box and circled in red. The 'Main Effects' dropdown menu is also circled in red. At the bottom, 'Include intercept' is checked and 'Sum of squares' is set to 'Type III'.

Linear Mixed Models

Dependent Variable: math

Factor(s):

Covariate(s): ses

Residual(s):

OK Paste Reset

Linear Mixed Models: Fixed Effects

Fixed Effects

☒ Build terms ☐ Build nested terms

Factors and Covariates: ses

Model: ses

Main Effects

(Within) Clear Term Add Remove

Build Term:

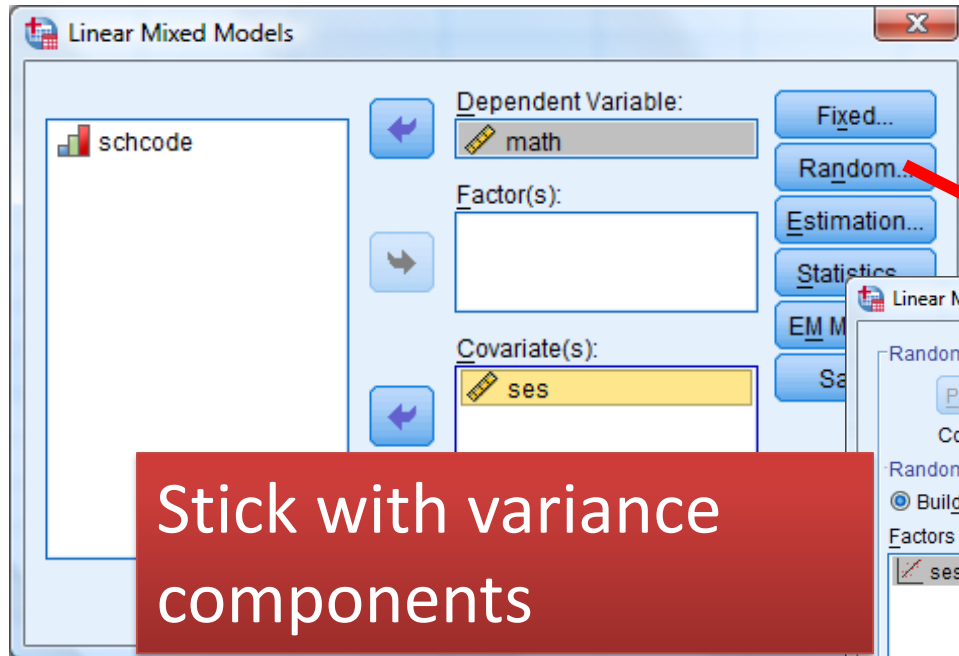
☒ Include intercept Sum of squares: Type III

Continue Cancel Help

SES is a fixed Main effect

# Random intercept model

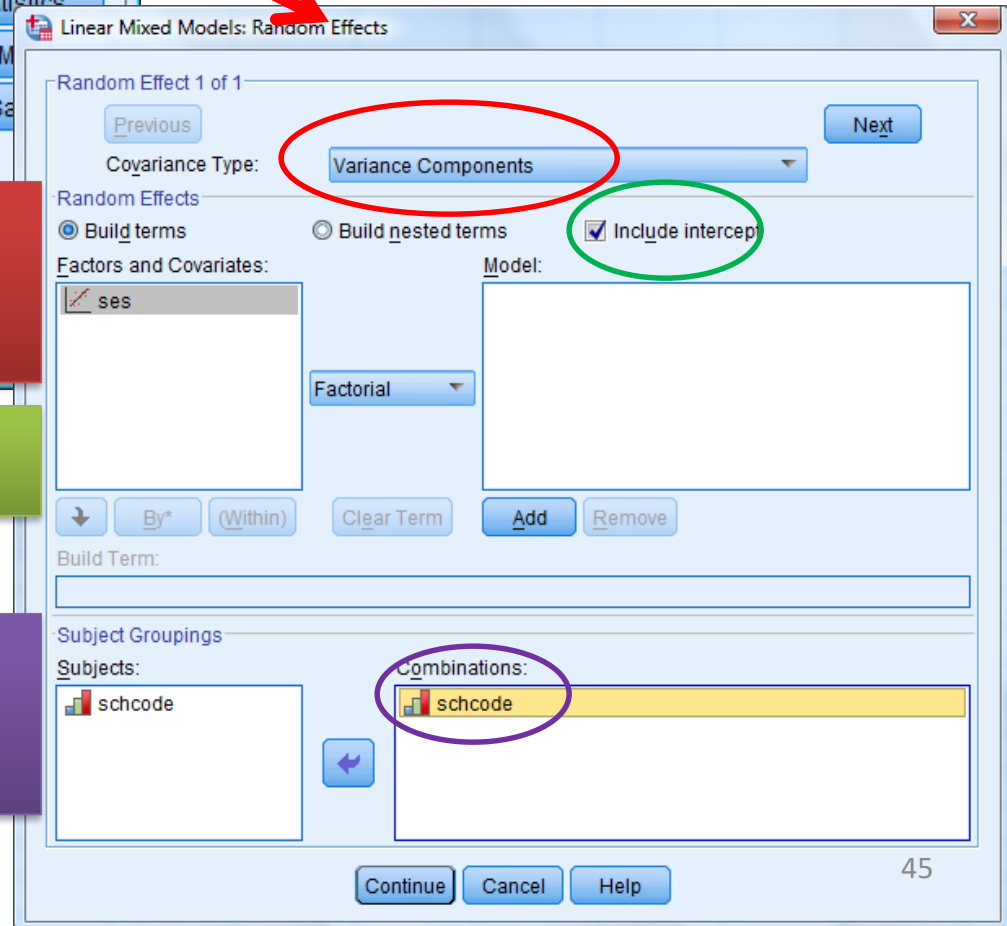
## Predicting *math* from *ses*



Stick with variance components

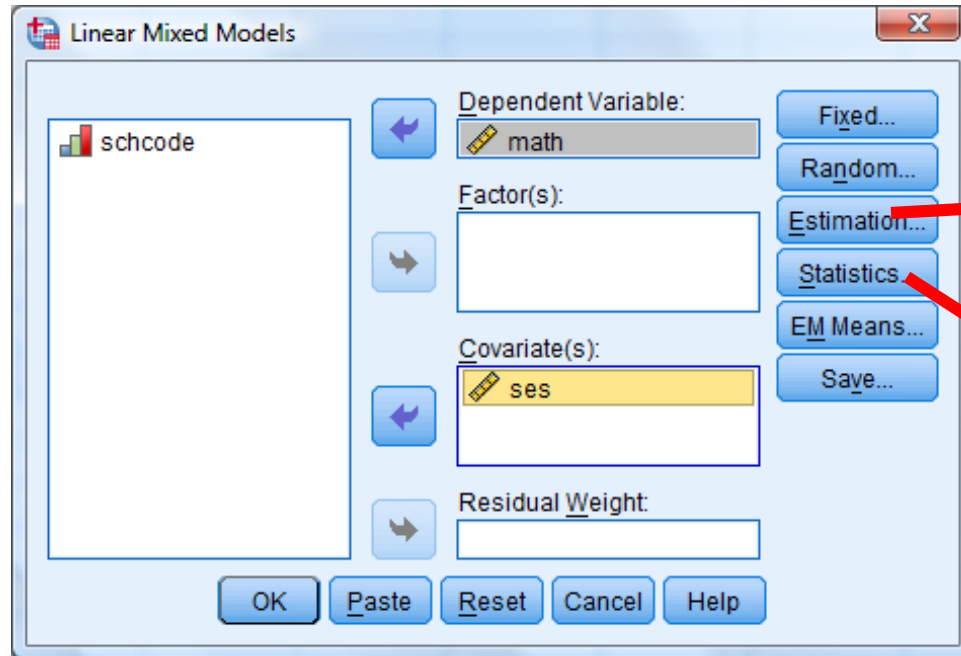
Include an intercept

*schcode* is the grouping variable

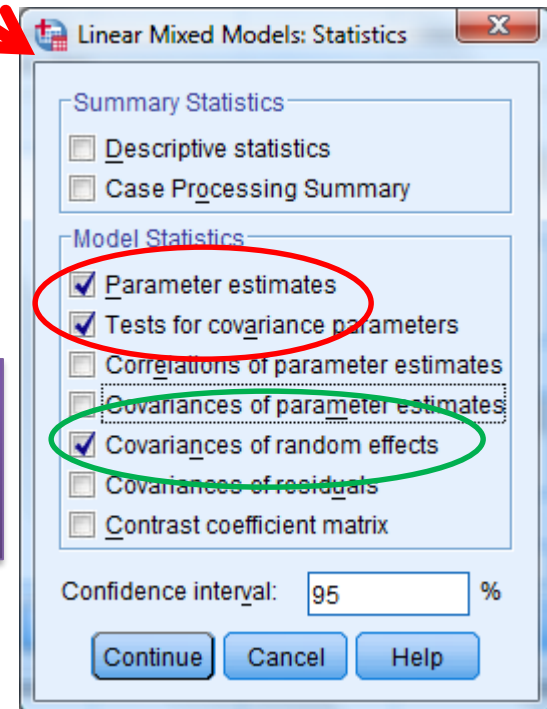


# Random intercept model

## Predicting *math* from *ses*



Check that restricted maximum likelihood is used



Select at least these statistics

# Output

**Model Dimension<sup>a</sup>**

		Number of Levels	Covariance Structure	Number of Parameters	Subject Variables
Fixed Effects	Intercept	1	Variance Components	1	schcode
	ses	1		1	
Random Effects	Intercept <sup>b</sup>	1		1	
Residual				1	
Total		3		4	

a. Dependent Variable: math.

b. As of version 11.5, the syntax rules for the RANDOM subcommand have changed. Your command syntax may yield results that differ from those produced by prior versions. If you are using version 11 syntax, please consult the current syntax reference guide for more information.

**Model dimension** sets out the shape of the data.

Two fixed effects (the fixed intercept  $\gamma_{00}$  and fixed slope for *ses*)

One random effect (the variance of the intercept  $u_{0j}$ )

One residual effect

Four parameters:  $Y_{ij} = \gamma_{00} + \gamma_{10} (\text{SES})_{ij} + u_{0j} + \varepsilon_{ij}$

# Output

Estimates of Fixed Effects<sup>a</sup>

Parameter	Estimate	Std. Error	df	t	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Intercept	57.595965	.132905	375.699	433.362	.000	57.334634	57.857296
ses	3.873861	.136624	3914.638	28.354	.000	3.605999	4.141722

a. Dependent Variable: math.

## Estimates for fixed effects:

Estimate for fixed intercept  $\gamma_{00} = 57.60$

Estimate for slope of ses,  $\gamma_{10} = 3.87$  ←

Both are significant.

Significant positive  
slope for *ses*  
predicting *math*

Four parameters:  $Y_{ij} = \gamma_{00} + \gamma_{10} (\text{SES})_{ij} + u_{0j} + \varepsilon_{ij}$



# Output

Estimates of Covariance Parameters<sup>a</sup>

Parameter	Estimate	Std. Error	Wald Z	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Residual	62.807187	1.108877	56.640	.000	60.671000	65.018587
Intercept [subject = schcode] Variance	3.469256	.538821	6.439	.000	2.558783	4.703696

a. Dependent Variable: math.

## Variance:

Previous intercept variance for null model = 10.64

Intercept variance for current model = 3.47

Reduction of variance from null model =  $(10.64 - 3.47) / 10.64$   
= 67%

So SES accounts for 67% of between group variance

ICC =  $3.47 / (3.47 + 62.81) = 0.05$  – much reduced compared to null model.

# Summary

IN THIS LECTURE, you

- were introduced to the idea of multilevel research
- learnt how aggregating or disaggregating data across levels is not the best way to deal with multilevel data
- learnt about random effects ANOVA
- Were introduced to a random intercept model for grouped data
- learnt how to fit these models in SPSS

# References

## Books:

- Heck, Thomas & Tabata (2014). *Multilevel and longitudinal modeling with IBM SPSS*. Routledge. (chaps 2,3).
- Snijders, T., & Bosker, R. (2012). *Multilevel analysis: An introduction to basic and advanced multilevel modeling*. London: Sage.

## Articles

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- McGraw, K.O., & Wong, S.P. (1996). Forming inferences about some intraclass correlation coefficients. *Psychological Methods*, 1, 30-46.

## Organizational climate

- Glick, W.H. (1985). Conceptualizing and measuring organizational and psychological climate: pitfalls in multilevel research. *Academy of Management Review*, 10, 601-616.
- Gonzalez-Roma, V., et al. (1999). The validity of collective climates. *Journal of Occupational & Organizational Psychology*, 72, 25-40.
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- James, L.R., & Jones, A.P. (1974). Organizational climate: A review of theory and research. *Psychological Bulletin*, 81, 1096-1112.
- Payne, R. (1990). Madness in our method. A comment on Jackofsky and Slocum's paper, 'A longitudinal study of climates'. *Journal of Organizational Behavior*, 11, 77-80.
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