TEST IN DETERMINING FACTORS AFFECTING THE LEVEL OF MOTIVATION OF VOLUNTEERS IN NON-PROFIT ORGANIZATION

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Abstract - Volunteering is the commitment of time and energy for the benefit of society and the individual who are doing the volunteer itself. Deci and Ryan (2000) assumed that individuals can experience motivation as to why they are doing specific things like volunteering. Volunteerism is wide-ranging, varied and done for a number of reasons among different communities, institutions, organizations and cultures; incorporating people from all races, ethnicities, genders, religions, life cycle groups, socioeconomic and educational levels (Bussell & Forbes, 2002).Expending personal resources such as time, energy, and money with respect to a charitable, fraternal, or religious initiative usually entails the engagement of a different motivational system than does, for example, working in an occupation for monetary compensation
In this research study, it aimed to determine to factors that affect the level of motivation of volunteers among non-government organizations by establishing a researcher-made psychological test.

Keywords - Volunteerism, Motivation, Non-Government-Organizations

I. INTRODUCTION

In the Philippines, volunteerism comes from various words such as Bayanihan, Damayan, Kawanggawa and Bahaginan. Even though it has many cultural names, it is still the follows the tradition of volunteering which is to share and help. It has also various types of volunteering such as academics, religion, not-governmental, foreign and community volunteering.

They categorize the different types of motivation that drives an individual to do volunteering. Intrinsic Motivation is a concept of Deci and Ryan (2000) which stated that a person is doing an activity for the inherent satisfaction of the activity itself. An individual who is motivated intrinsically finds that their main motivation for doing volunteer is they find satisfaction and happiness on the activity itself without the interfering of money or external factors. While Extrinsically motivated, represents that an individual is doing the activity in order to attain some separable outcome like tokens, rewards or something that is tangible.
Some of the principles that they believe is that it is a legitimate way in which an individual can participate in the activities of their community.

Volunteering is one way to know more the environment that one is belong and the different people that are part of the community. Volunteering also became aware of the human, environmental and social needs. A volunteer can find a way or ways on how to solve or help the people that in needs.
Volunteering has been described by many authors.

Wilson (2000) said that it is any activities in which time is given freely to benefit another person, organization or group. Henderson (1985) stated that volunteer is someone who contributes services without financial gain to a functional sub community cause, while Bringler and Hatcher (1996) referred volunteering as simply an unpaid helping activity. Lastly, Carlo at al. (2005) referred to volunteering as "performing a service without compensation for an organization or agency." The common factors for these definitions are it is all done to contribute to society without monetary compensations.
"Volunteerism can be observed as an activity motivated by the opportunity for individuals to attain personal internal and external wants, needs and rewards, while allowing for satisfaction of personal values and assistance in societal altruistic demands." (Clary et al., 1998; Finkelstein 2008a; Finkelstein, 2008b; Hitlin; 2003; Piliavan&Charng, 1990; Unger, 1991). According to Silverberg et al. (1999) Altruistic motives are characteristics of volunteers who have a little interest in personal benefits from non-profit organizations. A volunteer who have this characteristic shows concern on the welfare and needs of others rather than gaining something from doing such activities.

II. THEORETICAL FRAMEWOK

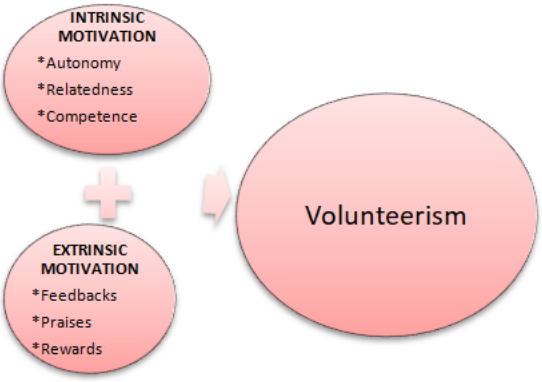
Volunteering is an activity that requires time, talent or skills without any financial reward from an individual or group. Volunteerism in the Philippines is deep-rooted since volunteer activities have been practiced for generations. The word Bayanihan refers to old traditions of values and is often characterized as mutual assistance, for example when community members help other members to transport their house to a specific location. It can be seen as the traditional Philippine expression of volunteerism. The Catholic Church introduced the Western notion of charity during the era of Spanish administration and the American colonial government marked the

boundaries between provision of public goods, religious philanthropy, and private Non-Governmental Organizations.

Self-determination theory (Deci and Ryan) is a theory of motivation that aims to explain individuals' goal-directed behavior. The theory's concerns the degree to which the individual fulfills their basic psychological needs; the more they attain these basic psychological needs, the more they are self-determined. The three needs are *autonomy, competence and relatedness.*

Self-determination theory's approach specifically revolves around the dialectical relations between our natural processes toward intrinsically motivated activity and integration and the supports present in the social context. More specifically, Self-Determination Theory holds that people have a set of basic psychological needs that must be satisfied for them to remain active and for optimal development to occur. Human vulnerabilities and compromised social and behavioral functioning are thus understood to primarily result from the thwarting of fundamental human needs.

The concept of human needs therefore provides the linking pin in the Self-Determination Theory dialectic, as the satisfaction versus neglect of basic psychological needs is the critical determinant whether people will be fully functioning and psychologically well. Like physical needs, psychological needs are argued to be objective rather than merely subjective phenomena. They are objective in the sense that deprivation of any of them leads to readily observable decrements in growth, integrity, and wellness, at all points in development and across all settings and cultures. Although one's desires or values for any of these nutriments may impact upon their satisfaction, they are not determinative of their functional effects. This is analogous to the idea that, regardless of whether or not one subjectively values nutrition, deprivation of it will lead to ill health.



Similarly, regardless of whether or not one values autonomy, competence, or relatedness, deprivation of any of these needs has demonstrable impact on growth and wellness. Our postulate of the essentialness and universality of human needs thus sets the stage for a truly dynamic theory of motivation, which means that we analyze behavior in terms of its relation to the three psychological needs, even when the surface content of a behavior may not appear to be directly related.

III. STATEMENT OF THE PROBLEM

This questionnaire aims to answer the following questions:

1. What is the personal profile of the respondents?
2. What drives them to do unpaid helping activities called volunteerism?
3. What is the level of motivation of the respondents toward volunteerism?
4. Is there a relationship between the profile of the respondents and their motivation when it comes to volunteering?
5. Is there a correlation between intrinsic and extrinsic motivation in doing volunteer works?

IV. SCOPE AND LIMITATIONS

The test developed is for volunteers in non-profit organizations, to know what drives them to do volunteer works as well as the factors why they do such activities. In test development, purposive sampling technique was used to determine the respondents that will answer the questionnaire that the developers had prepared. The target respondents were volunteers from different kinds of non-profit organization

For respondents to be able to answer the questionnaire, they should at least do volunteer works a few times in the past months for it to be considered a valid response. The test takers are mostly college students and community workers.

The developers obtained answers from educational, community, religion and social services organizations. A total of 50 respondents were able to answer the questions.

V. METHODOLOGY

A. Research Design

This research study focused on the quantitative type of research. Specifically, it focused on the establishment and development of a psychological test that will determine the factors that affect the level of motivation of volunteers in non-government organizations.

B. Validity and Reliability

This newly-established test has undergone series of validation and checking of reliability under the supervision of professionals. Its item statistics are checked as well as it has a 0.886 level of reliability.

C. Description of the Instrument

This newly-established test is composed of 30 questions that is arranged in a 4-point Likert scale. 1-

Does not describes me at all, 2- Describes me somewhat, 3- Describes me fairly well, 4- Describes me very well.

VI. RESULT AND INTERPRETATION

Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded[a]	0	.0
	Total	50	100.0

a. Listwise deletion based on all variables in the procedure.

The table shows that there are no invalid questionnaires that the respondents have answered.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.886	.886	30

Using the Cronbach's alpha, the computed statistics for the reliability of the test questionnaire is .886 which indicates that it has a high level of consistency.

VII. TEST QUESTIONS

1. I like helping other people without expecting anything for exchange.
2. Volunteering is a good escape from stress.
3. I can be exposed to different people who need help.
4. I am volunteering because I want to go to heaven
5. Volunteering keeps me occupied during summer.
6. Volunteering makes me confident in dealing with other people.
7. The satisfaction that I feel in volunteering makes me want to continue what I'm doing.
8. I can make a lot of friends that I could contact to help me with my profession.
9. I do volunteer work because I feel like I'm part of a community.
10. I want to volunteer because it can make me successful on my career.
11. Doing volunteer work lets me have firsthand experience on what our current problems are.
12. Doing volunteer work is a must to help me in the career path that I am in.
13. Volunteering makes me know more of myself.
14. I might get promotions/incentives if my boss/professor knows that I do volunteer works.
15. I feel like I'm being connected to the people of the communities that we are volunteering to.
16. I can have more connections from different work fields.
17. I do volunteer works because I believe I can help them.
18. I volunteer because of the rewards I receive.
19. It feels great when I help and assist others in need.
20. Volunteering gives me the opportunity to visit new places.
21. I can relate to the culture and practices of the communities that we go to.
22. I volunteer because I believe in karma.
23. I feel that I can be more responsible in everything I do.
24. I do volunteer works because of the praises I receive when I do so.
25. I am greatly motivated by altruistic ideas.
26. Volunteering helps me to decrease my problem.
27. I am volunteering because I can meet people with the same interest as mine.
28. Volunteering gives me a chance to perform a service for an important or well-known group.
29. Volunteering makes me mold my patience.
30. Volunteering experience will look good on my resume.

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