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## Motives of Employed and Unemployed Volunteers Participation in Sea Games 2017

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### Abstract

Volunteering is a fast-paced endeavour that takes place all over the world. Today, there are numerous efforts to classify volunteer organizations based on a variety of criteria. The capitalist model of the self as an enterprise as a portfolio to be created characterizes both working and unemployed people as having to invest in their skills and networks continuously. The present study investigated the motives of employed and unemployed volunteers' participation in SEA Games 2017. Quantitative analysis was used based on an online questionnaire through Google Form conducted with randomly selected volunteers in SEA Games (N=372) for this study. The questionnaire was adapted and adopted from Volunteer Function Inventory by Clary et al (1998) to assess the motivation of sport volunteers at the event. The data obtained were analyzed using descriptive analysis and Independent T-test to meet the research objective. Understanding (M = 4.53) had the highest mean among the volunteers' motivations, followed by the value (M = 4.46). The result shows that no statistically significant difference in general volunteer motivation ( $t = .650, p > 0.05$ ) based on work position. Between employed and unemployed volunteers, there was a significant difference in terms of value ( $t = 2.503, p 0.05$ ) and career ( $t = -1.049, p 0.05$ ) for the sub-dimension of volunteer motivation. This finding is critical to comprehend volunteer intentions to assist hosting organizations in delivering appropriate results that benefit two or more parties that are directly and indirectly involved in volunteerism. The best understanding of volunteer intentions could contribute to increased knowledge of the benefits of volunteering and increased volunteer retention in the future. A wide range of motivations in volunteering needs to be studied further on uncommon volunteers' backgrounds such as level of income, level of education, and employment status, especially for employed volunteers.

**Keywords:** Volunteering, Volunteers, Motivations, SEA Games 2017, Employment Status

### Introduction

Volunteers are valuable human resources in the sports industry because they offer their expertise, experience, time, and commitment without receiving monetary compensation (Kim, 2017). At all levels in any sector, volunteers are recognized as an essential part of sports

delivery. It is well acknowledged that without the help of volunteers, the bulk of athletic organizations will not be able to operate efficiently (Hassan & Harding, 2018). Therefore, volunteers in sports are essential human resources that lead to the sports industry's growth and development (Lee et al., 2017). The aim of volunteer recruitment for sport managers and host committees is to provide high-quality activities at a low price to manage the budget of organizing sporting events (Ledford et al., 2018). Volunteerism is significant to the people who demand assistance, the organizations that offer the services, and the volunteers themselves (Aranda et al., 2019). Specific advantages of volunteering at events include employability-boosting capacity growth, social engagement, and bonding, as well as a host of intangible and psychological incentives exclusive to the volunteer (Hayton & Blundell, 2020). However, emotional considerations drive the decision to volunteer and these expectations influence not just the volunteering experience but also the time and effort spent by the volunteer (Dickson et al., 2017).

Volunteering can be spurred and motivated by a variety of factors. Individuals can volunteer to go behind the scenes, participate in the event, develop relationships and networks, or contribute to society, for example (Hayton & Blundell, 2020). Volunteers come from various backgrounds and have a wide range of attitudes and demographics. There is no specific description to define volunteers as there are several types of volunteering coming from different points of view. It is also crucial to comprehend other peoples' views of volunteerism and different individuals have different perspectives on volunteerism, which may give an impact on their level of motivations for volunteering or any other obstacles to volunteering (Pearce, 2017). Certain circumstances also alter people's attitudes and some of their reasons for getting the attitudes are influenced by their current needs. Any single mentality enforced leads to various motives, and therefore serving a variety of purposes. This definition can also best describe the word motive (Bastien, 2015). Volunteering is a fast-paced endeavour that takes place all over the world. Today, we see a lot of efforts to categorize volunteer organizations based on several criteria. The capitalist model of the self as an enterprise as a portfolio to be created characterizes both working and unemployed people as having to invest in their own skills and networks on a continuous basis (Gershon, 2011). Volunteering as a method of increasing employability for recent university graduates and professional immigrants frequently oscillated between characterizing their unpaid jobs as "free labour", "a meaningful learning opportunity", "a road to careers", "a way to give back", and "a way to escape depression" (Allan, 2019).

Volunteering opportunities in building sufficient skills and networks are difficult to come by for the unemployed and underemployed, especially immigrants. Unavailability to obtain internship programs for university students or recent graduates, the unemployed often turn to volunteer work as a last resort. "The value of these inputs is measured in terms of the cost to the volunteer of foregoing any other activity," according to the opportunity cost approach. Unemployed people tend to have more opportunities to volunteer and spend more time if they had more spare time, according to this viewpoint (Piatak, 2016). To avoid the hazards of large numbers of disengaged and unemployed youth, more organized involvement by young people in schooling, nation-building, and civic growth activities is needed (Tiraieyari & Krauss, 2018). It is often asserted, even without supporting evidence, that volunteering benefits volunteers by their employability. Volunteering, according to the claim, may be a path to work, especially for young people (Higgins, 2020). Accepting that full employment is

vanishing, communities should transition to a post-work, multi-activity culture in which all modes of work, not just employment, are collectively recognized, respected, and financially compensated (Kamerāde & Bennett, 2018). The notions of employability and "work readiness" became more central to policy on youth volunteering, which this group also logically referred to as unemployed people (Hoskins et al., 2020). Volunteering is typically unappreciated by employees and they may not believe that it has an impact (Points of Light, 2015). However, the employed seem to be more actively participated in volunteering compared to the unemployed (Galiatsatos et al., 2018; Piatak, 2016). This study is conducted to determine the actual motives of employed participation and differences between both groups.

### **Literature Review**

Individual differences in motivational characteristics or perceptions of volunteering may influence voluntary behaviour in terms of stability of engagement or time donated to volunteering (Schlesinger & Nagel, 2018). Volunteers vary in their inspiration for volunteering, and heterogeneous motivation-based profiles of voluntary participation can better understand why participants participate in such a wide range of tasks and mission domains. A functional approach is used to establish the volunteer role inventory (VFI) under six broad functions: (i) values, (ii) understanding, (iii) social, (iv) career, (v) protective, and (vi) enhancement, with a holistic view of volunteer motivation in the field of human services. Values referred to a person's humanitarian and altruistic concerns about others. Values are also considered as understanding how to put one's skills, ability, and expertise to use, as well as resources for learning. The aim of the social role was to encourage social contact and networking. Benefits derived from voluntary service that was important to one's career. Protective included reducing one's remorse and dealing with one's personal issues and the last factor is an enhancement that refers to ego creation and personal growth (Clary et al., 1998).

### **Value**

The beliefs motivation is the only aspect that is motivated by the need to help people, and it has been identified as one of the most powerful functions (Butt et al., 2017). Volunteerism is motivated by the nature of altruism, or the ability to do something for others. Human existence and the application of social ideals of humans are the sources of altruism (Faranadia et al., 2018). Values are created by a person's views, so values motivations are supposed to embody individual beliefs as well (Butt et al., 2017). Altruism and self-interestedness can often be seen in recreational behaviour, are the key motivators for people to partake in certain activities (Lee & Kim, 2018). An altruistic sense of "giving back" could be more critical than engaging in a mega-event in defining potential volunteer motives (South et al., 2020).

### **Understanding**

Volunteering is often done to learn new skills. Volunteering is inherently inspired, according to serious recreation thinkers, and stems from the desires of the person who volunteers to achieve pleasure and gratification from acquiring new skills and obtaining new experience (Nichols et al., 2016). Volunteering will be a good way for people to learn new skills and gain knowledge that can help them to be more effective (the human capital hypothesis) (Bruno & Fiorillo, 2015). To put it in other way, people understand and develop better methods to adapt their personal traits to the community, which includes their organisations' and

communities' requirements and behaviours and this is to improve their well-being over time (Aranda et al., 2019). Many volunteers invest their time and resources to learn new skills, expand their expertise, and gain valuable work experience (Hassan & Harding, 2018).

### **Social**

People are inspired to volunteer because they care for their families, acquaintances, and neighbours, as well as a need to socialize. This refers to as membership (Butt et al., 2017). Youth volunteers are mostly interested to meet new people and broaden their circle of friendships according to academic research conducted outside of sports (Johnson et al., 2017). Awareness of what motivates people to volunteer requires an understanding of the social environment. . Volunteerism projects can develop conscientious students who are concerned with social problems in their communities and they are required to participate actively in helping to correct the imbalance that exists in society (Faranadia et al., 2018). Therefore, throughout human experience, volunteering has been a part of almost every society. Some individuals love building social relationships and establishing a social network to connect with others and become active in society, as shown by the 'interpersonal interactions' aspect. Volunteering, in other words, will offer opportunities for social contact for volunteers who rely on social network belongingness (Kim et al., 2018).

### **Career**

Career function is the most contrasting aspect from the other functions since there is a minimal or non-significant association between values and career. For students, though, the job scope may be a well-targeted motivation for volunteering (Butt et al., 2017). Volunteering is a solution to initial job qualifications has been stressed by the career motive. As a result, this motivation has a greater impact on volunteers who are now working rather than others who have retired (Kim et al., 2018). We will look at how volunteering is viewed by young people as a requirement and a way of getting an edge in the job market. Volunteer motives are often examined in the light of the volunteer (Nichols et al., 2016), which volunteering will grant access to informal networks of connections that can help with job quest (the networking hypothesis) (Bruno & Friorillo, 2016). Understanding and values are the top-ranking aspects in a sample of college students using the VFI, with the career function being significantly higher in contrast to the research of other groups. This means that students use volunteerism to thrive their career paths (Bastien, 2015).

### **Enhancement**

A study of university students' involvement in volunteerism found that volunteer events, projects, and facilities can serve not just the people and organizations who get the benefits, but also the volunteers themselves. Indirectly, student volunteerism has several positive effects on facets of student identity, self-esteem, inspiration, and making them a symbol and a role model for other students (Faranadia et al., 2018). Volunteering has shifted certain people's perspectives and given them the courage to do new things (South et al., 2020). Individuals who posted higher levels of self-esteem, life satisfaction, and fitness were also more likely to volunteer than those who did not, according to the survey of the Corporation of National and Community Service in 2008 (Hassan & Harding, 2017).



### Protective

Protective motivation is where someone volunteers to shield oneself from negative emotions such as shame or self-loathing (Clary et al., 1998). Volunteering may help a person shield themselves from negative thoughts towards themselves by assisting them in removing negative facets of their ego (Niebuur et al., 2019). People volunteer to support others and themselves, but not for some reasons related to the protective role, such as isolation, emotional issues, or remorse. Of the motives, the protective purpose and statements were ranked last in many previous studies (Bastien, 2015). However, volunteering will also aid in the improvement of one's mental health and the promotion of general well-being in society. Indeed, the core findings of the study established a connection between volunteering and higher levels of life satisfaction, as well as lower levels of anxiety and depression (Hassan & Harding, 2017).

### Methods

Surveying is used as the study design in this research. The sport volunteers and their motives in participating in sport volunteerism (SEA Games 2017) can be identified through this survey research where an online questionnaire will be distributed to them. The volunteers with various demographic profiles were involved in this study.

Probability sampling is used as the sampling method. A total of 442 respondents were in the sample size to participate in this study from a total population of 9000 volunteers to represent the sports volunteers in SEA Games 2017. This is to identify their motives for sport volunteerism participation. There is no specification on the criteria of selection of the sample such as their roles and department assigned during the event but they were randomly selected among the volunteers in SEA Games 2017. A set of questionnaires developed by Clary (1998) Volunteer Function Inventory (VFI) is adapted and used in this study to assess the motivation of sport volunteers in SEA Games. The questionnaire consisted of 30-item of volunteers' motivation using 5-point Likert scale. The reliability test was conducted and the scales show reliability of 0.94.

### Finding

A total of 372 respondents (N = 372) involved in this research are sport volunteers that participated in SEA Games 2017. There were 161 males and 211 females involved in the study.

Table 1

Results of Descriptive Analysis for Motives of sport volunteers' participation in SEA Games 2017.

Motives	Mean	SD	No. of Items	Rank
Understanding	4.53	.46	5	1
Value	4.46	.52	5	2
Enhancement	4.32	.68	5	3
Career	3.86	.84	5	4
Protective	3.72	.92	5	5
Social	3.57	.96	5	6

The highest on the motives of sport volunteers' participation in SEA Games is understanding which is 4.53 (SD = .46), and the second-highest motive is value with 4.46 (SD = .52). The following motives with 4.32 (SD = .68) are enhancement, career motive with 3.86 (SD = .84) and protective motive with 3.72 (SD = .92). The last in the rank of motives of sport volunteers' participation in SEA Games 2017 is the social motive with 3.57 (SD = .96).

Table 2

*Results of t-Test that identify the differences motives of sport volunteers' participation in SEA Games 2017 based on gender.*

	<b>Gender</b>	<b>Mean</b>	<b>SD</b>	<b>t</b>	<b>Sig (p)</b>
Motives	Male	4.12	.629	1.595	.01
	Female	4.03	.542		

There was significant difference between motives among male (M = 4.12, SD = .63) and female (M = 4.03, SD = .54) volunteers' participation in SEA Games 2017 ; t (372) = 1.59, p = 0.01.

Table 3 (a)

*Results of t-Test for differences motives on sport volunteers' participation in SEA Games 2017 between employed and unemployed.*

	<b>Employment Status</b>	<b>Mean</b>	<b>SD</b>	<b>t</b>	<b>Sig (p)</b>
Motives	Employed	4.09	.61	.65	.09
	Unemployed	4.05	.56		

There was no significant difference in the score for employed (M = 4.09, SD = .61) and unemployed (M = 4.05, SD = .56) volunteers' participation in SEA Games 2017; t (372) = 0.65, p = 0.09.

Table 3 (b)

*Results of t-Test for differences motives on sport volunteers' participation in SEA Games 2017 between employed and unemployed by each motive.*

<b>Motives</b>		<b>Mean</b>	<b>SD</b>	<b>t</b>	<b>Sig(p)</b>
Protective	Employed	3.73	.99	.30	.07
	Unemployed	3.70	.86		
Values	Employed	4.51	.48	2.50	.01
	Unemployed	4.38	.38		
Career	Employed	3.81	.94	-1.05	.00
	Unemployed	3.90	.74		
Social	Employed	3.63	.95	1.55	.8
	Unemployed	3.48	.95		
Understanding	Employed	4.52	.49	-.13	.15
	Unemployed	4.53	.44		
Enhancement	Employed	4.33	.68	.25	.99
	Unemployed	4.31	.68		

The motives of participation for employed volunteers in protective motive ( $M = 3.73$ ,  $SD = .99$ ), and unemployed ( $M = 3.70$ ,  $SD = .86$ );  $t(372) = 0.30$ ,  $p = 0.07$ . Values motive for employed ( $M = 4.51$ ,  $SD = .48$ ), while unemployed ( $M = 4.38$ ,  $SD = .38$ );  $t(372) = 2.50$ ,  $p = 0.01$ . The following motive is career where employed ( $M = 3.81$ ,  $SD = .94$ ) and unemployed ( $M = 3.90$ ,  $SD = .74$ );  $t(372) = -1.05$ ,  $p = 0.00$  while for social motive, employed ( $M = 3.63$ ,  $SD = .95$ ) and unemployed ( $M = 3.48$ ,  $SD = .95$ );  $t(372) = 1.55$ ,  $p = 0.82$ . For understanding motive, employed ( $M = 4.52$ ,  $SD = .49$ ) scores slightly lower than unemployed ( $M = 4.53$ ,  $SD = .44$ );  $t(372) = -0.13$ ,  $p = 0.15$ . Lastly, employed ( $M = 4.33$ ,  $SD = .68$ ) scores slightly higher than unemployed ( $M = 4.31$ ,  $SD = .68$ );  $t(372) = 0.25$ ,  $p = 0.99$  in enhancement motive.

## Discussion

Female respondents outnumbered male respondents in terms of demographics. The gender role is quite important when it comes to volunteer engagement in sporting events. The outcomes of this study involved making judgments about the motivations of volunteers participating in the SEA Games 2017. The rate of female volunteers involved in sports volunteers is higher than the rate of male volunteers, according to the results. This indicates that female volunteers have a higher chance of participating in the SEA Games than male volunteers. This is similar to a result from a previous study by Piatak (2016) where women were found to be more likely to volunteer than men and Oh (2019) indicated that volunteering is gender-specific with more women volunteering than men. However, a study by Ismail et al. (2014) found the opposite findings where males are more interested to involve in voluntary activities compared to females.

Based on the findings, the understanding motive appeared with the highest mean score compared to the other five motives. This is consistent with the previous study by Arifin & Nadirah (2013) found understanding scored the highest mean in volunteers' motives to volunteer. Oh (2017) also supported that understanding/enhancement and values functions are the most powerful motivators among the VFI functions. Hassan and Harding (2017) where they stated that many volunteers donate their time and resources to learn and gain new skills, expanding their expertise, and gaining valuable work experience. This present result also in line with the previous study from South et al (2019) indicated that many volunteers talked about learning valuable experience and expertise as a result of their voluntary work, skills that they planned to use in other areas of their lives.

The findings revealed that sports volunteers that participated in SEA Games 2017 were influenced by understanding motive. Volunteers wanted to know more about current demands and commonly used skills that they learned via their volunteer work. As a result, the understanding motive has become the most important factor in motivating people to volunteer.

The result of this study shows that it is significant in the overall motive of participation between male and female volunteers in SEA Games 2017. This result also shows that male volunteers have a greater level of motivation. The findings are consistent with the previous study from Ramlan et al (2015) which indicated in gender differences reveal that men and women perceive volunteers differently and have varying levels of interest in it but not in line with a result from the previous study from Pearl (2017) reported that for five of the six VFI functions, female showed higher levels of motivation. A study from Kim et al (2018) and



Chacón et al (2017) was also not consistent with the current study where the previous researchers indicated that it is less significant in motive to volunteer for both groups. Oppositely, male and female college students have varied volunteer motivations in work experience and volunteer abroad, according to a study by (Bae et al., 2011).

By the present study, the researcher can conclude that males and females have different perceptions and interests in volunteerism, therefore they have different motivations to volunteer. Males were commonly associated with high ego believe volunteering could help them as a shield from any negative thoughts towards themselves so that is the reason protective motives higher in this group.

The result showed that there is no significant difference of motive among employed and unemployed volunteers' participation in SEA Games 2017 in overall motives in volunteering. This is in line with a previous study by Gershon (2011) that indicated the capitalist model of the self as an enterprise as a portfolio to be created, characterizes both working and unemployed people as having to invest in their skills and networks continuously. A study by Wallrodt and Thieme (2019) also support the absence of significant in motive among employed and unemployed as volunteering benefits could positively affect both parties in term of productivity of employees and career opportunities for graduates for examples.

However, the findings of this research also found significance in career motive and value motive between employed and unemployed volunteers. Unemployed volunteers were found to be more into career motive compared to employed volunteers. These findings are consistent with the previous study from Higgins (2020) stated that volunteering, according to the claim, is often asserted even without supporting evidence, that volunteering benefits volunteers by their employability and may be a path to work especially for young people. Moreover, these findings support the previous study from Abad 2018 that indicated the highest-scoring motivation factor, career, demonstrates that sport management students at BGSU are motivated to volunteer with BGSU Athletics because of the benefits this experience can provide for their future careers in sport. This result is also similar to a previous study by Tiraieyari and Krauss (2018) where career motive was the only major VFI element leading to volunteering intention, along with Theory of Planned Conduct among 910 undergraduate students from Universiti Putra Malaysia (UPM). Opposite from that, a previous study from Bocsi et al (2017) found that Ukrainian students were not driven by career motive while volunteering because the culture of volunteering is not yet widespread among them and most employers are wary of job applicants who have previously volunteered.

Although the career motive was higher among the unemployed volunteers, the result shows that it is slightly significant between both groups. This result expressed those motives are a dynamic mix that differs by individual, position, and situation, and is likely to change over time. Employers can see volunteering as a symbol of otherwise unobservable capacity (the screening hypothesis) (Bruno & Friorillo, 2015). However, other researchers have discovered that wages continue to have a detrimental impact on volunteerism. These employees reject to volunteer because they don't believe it has a significant impact that is worth their time and effort (Points of Light, 2015).

The other significance in the motives between both groups that found in this study is value motive. Even there is also a slight significance in the mean score, this result shows that employed volunteers are more likely to engage with volunteering because they are influenced by value motive compared to the unemployed. Employees' motivation in volunteering is often seen in terms of internal motivation which motivated individuals to make curiosity and pleasure-based efforts but employees with volunteer motivation are ultimately helpful to others (Halis et al., 2020). This result is consistent with findings from a previous study by Galiatsatos et al. (2018), Employed volunteers are more likely than unpaid volunteers to start programs aimed at teaching new health skills within their cohort. However, volunteers, in comparison to employees, have more freedom to choose their "job" to reflect their values, which can be very motivating for volunteers (Nichols & Ralston, 2016).

Based on these findings, the researcher can conclude that employed and unemployed volunteers almost have the similar motivation of volunteering generally. This is because both groups expressed positively in all six elements (protective, value, social, career, understanding, and enhancement) in the VFI while engaging the volunteer work. They believe that volunteering at events can serve them various benefits that comprise all the motivation elements. However, in terms of career motive, unemployed volunteers which is common among young people more likely to invest their time in volunteering activities considering it as a pathway for their career opportunities. Due to that, unemployed people believe that they can enhance networking and employability skills for strengthening their resumes to give a good impression to their future employers. The present study shows a reverse result for employed volunteers where this group actively participated in volunteering activities influenced by value motives. They do not believe that volunteering has a meaningful effect on their career opportunity since they are already employed. They choose to volunteer as they were motivated by the need to help people and have the ability to do something for others. The present study has confirmed that there are no significant differences in motives of participation between employed and unemployed volunteers in SEA Games 2017 in general but significant in career and value motive.

## **Conclusion**

The study found that a variety of motivations drive people to volunteer at sporting events. The findings revealed that understanding motives had a very high mean score, which can be interpreted as the main reason why participants volunteered for the SEA Games 2017. People volunteer because they desire to gain useful experiences, such as new skills and knowledge. Volunteering is a platform for people to become more effective when they apply the skills or knowledge they receive from these activities to other aspects of their lives, as volunteering can provide a variety of experiences. These findings coincide as most of the volunteers are in the age range of 18-25 years old which are youths who are is curious to learn new things and believe the well-being of individuals is important for their futures.

Motivation to volunteer was analyzed between gender where the result revealed that there is a significant difference in males and females. However, contrast results revealed that there are no significant differences in motivation to volunteer among sport volunteers based on employment status. This occurred as a result of employed and unemployed volunteers reporting higher rates of motivation across the board. Although they reported similar results in general, sub-dimension of the motive, career, and value motives showed significant

differences in the mean score. These results were expected as unemployed more influenced by career functions while employed convinced by value motive. Through these studies, the result obtained can be used as a foundation for the host organization to identify the motivation that influences people to participate in volunteering to serve them the best outcomes. This is not only implicated the volunteers' desires but the organization as well in recruiting and retaining volunteers in the future.

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