

## **Impact of Motivation Behind Volunteerism on Satisfaction with Life among University Students**

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Volunteering is any action in which time is offered wholeheartedly to give advantage to other persons, assembling or cause. Through Volunteerism, volunteers achieve physical and mental health as well. Objective of this study was, to investigate the association of motivation behind volunteerism on satisfaction with life among university students. Further study also investigated the gender difference on the variable of motivation behind volunteerism. The current study was conducted in the different academic institutions of Karachi. After review of the detailed literature following hypothesis was formulated; (a) there would be a predictive relationship between motivation behind volunteerism and satisfaction with life among university students, (b) there would be a significant gender difference on the variable of motivation behind volunteerism, and (c) there would be a significant gender difference on the variable of satisfaction with life between among university students. In order to investigate the results of the sample volunteer functional inventory and satisfaction with life were used. The findings of study shows that motivation behind volunteerism is a significant predictor of satisfaction with life among university students, further findings shows that there is significant difference on the variables of motivation behind volunteerism between male and female university students. Moreover there is a significant gender difference on the variable of life satisfaction exists.

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Volunteering is a type of activity in which an individual give time free to another person for any cause or purpose. It is a support to society in one form or another without financial reimbursement and it is regarded as the fundamentals of all principles. (Mihajlovic, Komnenic, Kastratovic, & Cilerdzic, 2010) Volunteering organizes stable and interrelated communities and promotes trust between people. Volunteer work is characterized in an extensive variety of institutions for example, sports, charitable, religious, social, NGOs, and so on. In this sense, the volunteers without a reservation speak to a remarkable potential for general social development. A portion of the key elements of volunteering are recorded below (Buric, 2004).

- Volunteer practices are completely unpaid.
- Deliberate activity is not done for any benefit.
- Mutual benefit People and associations are engaged commonly profit by volunteering.

People who volunteer have the following features as mentioned by the Mental Health Council such as:

- Have confidence for reasons of volunteering.
- Clear enthusiasm.
- They have learning and mastery in which they are interested.
- They have a need to serve fellow persons and the community.
- Time is available that they need to use truly.

People across the world contribute in volunteerism for different reasons ranging from elimination of poverty, improvement in basic health and education, establishment of basic needs of everyday living, management and handling of tragedies and to fighting social prohibiting and violent struggles .Moreover, volunteerism involved six elements: action, little to no benefit , durability, plan fullness, no obligation, and organizational context. Different situations, conditions, personality factors effects volunteer's interactions and enhances experiences (Finkelstien, 2009; Penner, 2002).According to the theory of role identity, through good communication and social interaction with others an individual develops various potentials and multiple identities (Finkelstien, 2009).

Three stages of volunteerism has been identified: (1) Volunteering cost (2) backgrounds, (3) understandings (Omoto & Snyder, 2002). Level of satisfaction and integration towards the organization of the volunteers is effected by the length, number, motivational level and relationship quality. Various models have been used to explain volunteerism. There are two types of motivation as intrinsic and extrinsic. Intrinsic motivation is something that is for inner self or intrinsically rewarding i.e. personal enjoyment, interest, or pleasure. Extrinsic motivation is something that is not related to personal enjoyment but because doing so leads to a certain result. It means that person will get some external reward for example a person who participate in a competition to get fame or appreciation. (Usher & Kober, 2012). (1) values, (2) understanding, (3) enhancement, (4) career, (5) social and(6) protective factor are six basic factors socially and psychologically for volunteering. With regard to behavior and encouragement theory of functional motivation plays an important role.

It is usually observed that people who engage themselves in purposeful events to accomplish a certain task have high social connections, low level of stress and also have fewer risk of development of ailments (Dávila & Díaz-Morales, 2009). Amount of time that an individual is giving to make social connections is basically a measurement tool for volunteering and making social and psychological linkages, as per role and integration theory. Moreover, a person attains meaning of life by providing volunteering services and it also provides shielding effect to him or her from being isolated in hard times (Ryan & Deci, 2000).

Contribution in community service was more strongly associated with life satisfaction for retirees as compare to on jobs individuals (Harlow & Cantor, 1996). Moreover study which was carried out on females it has been found that women who are motivated with goals and their practice for their goals results feelings of satisfaction with their life(Štěrbová, Harvanová, Hrochová-Hrubá, & Elfmark, 2009). Various factors of motivation among male and female has been explained by Social role theory (Tanaka, Panter, Winborne, & Huba, 1990).

The important implications of social role theory of helping shows that men as compare to women involves in short term helping behavior (which not fulfil the criteria of volunteerism definition) whereas females shows long term helping behavior and have higher motivation towards volunteerism due to their mingled nature (Eagly & Crowley, 1986). Furthermore, young individuals volunteer for different reasons and welfares than older people. In majority of cases young people generally

involved in volunteer services to gain experiences and expertise that benefit them in their education and professions (McCurley, Lynch, & Lynch, 1996).

It is also observed that alterations in life situations can also change the need of motivation in people for example; marriage, pregnancy, illness and unemployment and therefore, impacting the management and gratitude of volunteers (McCurley, 1996). When a modification happens in a volunteer's life there may also be a change in the factors that motivate them and it becomes a need to adjust the changes that affects the volunteering of volunteers, so that they may continue their services in a balanced way (Thoits & Hewitt, 2001). The previously reported researches has developed strong association among volunteering and well-being. It has been observed that people who are engaged in volunteering have lesser mortality ratios, more functional capability and lower rates of depression as compared to non-volunteer. However, Current data shows positive relationship among volunteering services and health, and it suggests that providing volunteering services are not beneficial only for the recipient but to others also and it also decreases depression (Thoits & Hewitt, 2001; Van Willigen, 2000).

Volunteering is not among common activities in the areas of the country under study (Pakistan). There is lack of awareness about formal volunteering among students and public. This paper is a step towards understanding and awareness of volunteering activities among university students. To study the volunteering motivation and satisfaction with life we analyzed 3 basic questions:

1. There would be a predictive relationship between motivation behind volunteerism and satisfaction with life among university students.
2. There would be a significant gender difference on the variable of motivation behind volunteerism.
3. There would be a significant gender difference on the variable of satisfaction with life among university students.

Millions of people around the world dedicates considerable time, energy, money as well to support others. Helping various individuals is an important part of human nature. One specific type of serving action is volunteerism the significant expressions of human helpfulness is volunteerism, whereby people provide services such as company to the lonely, offering educational costs to uneducated, counseling to disturbed and care for sick. Society plays an important part in individual's life both

physically and mentally. Practice of giving back by contribution voluntary services is tremendously crucial to support community in a better way.

The point of current examination is to discover effect of the inspiration driving volunteerism and fulfillment with life among University students. This examination will explore how volunteer exercises among youthful grown-ups can strengthen the social ties that shield them from disengagement amid troublesome circumstances, while the experience of helping other people will prompt a feeling of more prominent self-esteem and trust in youthful students of university.

## **Method**

### **Sample**

Purposive sampling technique was applied for collecting information. The sample of this study consisted of students ( $N=184$ ) including male ( $n=83$ ) and female ( $n=101$ ) students of different universities of Karachi. Age range includes 18-29 years ( $M=21.7011$ ,  $SD=2.54421$ ). Questionnaire forms were distributed to 250 students of different universities of Karachi. Final data of 184 were collected, incomplete questionnaire were discarded before data entry into SPSS.

### **Measures**

A three part survey questionnaire was used to undertake this study. First part contains demographics information about each participant. Second part includes two research questionnaires.

### **Demographic form**

Demographic information includes gender, age, educational status, occupational status, marital status, working years in volunteering and number of earning members at home.

### **Volunteer functions inventory (VFI) (E. Clary et al.)**

A scale of volunteerism was used which consists of thirty items that measures of motivational level for volunteering services. Participants need to answer each item on scale of 7 point that ranges from 1 till 7 (extremely important /to not important).

### **The satisfaction with life scale (Diener, Emmons, Larsen, & Griffin, 1985)**

Scale of life satisfaction were used that consists of five items. Participants need to answer on scale of 7 point that whether they agree or disagree with each items (ranges from strongly agree to strongly disagree).

### **Procedure**

Data was collected from different universities of Karachi. Before administration of the study permission was taken to universities faculties'. Study's purpose has been described to the participants. Instructions and confidentiality issues has been described. Queries of respondents were dealt by the researcher.

### **Statistical analysis**

Descriptive statistics of the measures were examined, as well as predictability of motivation behind volunteerism on life satisfaction were analyzed by student's t-test and regression correlation through SPSS software of version 20.0.

## **Results**

Table 1

### **Descriptive Statistics**

Variables	Category	Frequenc y	Percent	Valid Percent	Cumulative Percent
Gender	Male	83	45.1	45.1	45.1
	Female	101	54.9	54.9	100.0
	Total	184	100.0	100.0	
Marital status	Single	172	93.5	93.5	93.5
	Married	12	6.5	6.5	100.0
	Total	184	100.0	100.0	

Age	18.00	10	5.4	5.4	5.4
	19.00	26	14.1	14.1	19.6
	20.00	39	21.2	21.2	40.8
	21.00	23	12.5	12.5	53.3
	22.00	29	15.8	15.8	69.0
	23.00	13	7.1	7.1	76.1
	24.00	16	8.7	8.7	84.8
	25.00	10	5.4	5.4	90.2
	26.00	9	4.9	4.9	95.1
	27.00	3	1.6	1.6	96.7
	28.00	4	2.2	2.2	98.9
	29.00	2	1.1	1.1	100.0
	Total	184	100.0	100.0	
Years of working	<1	68	36.2	37.0	37.0
	1.00	32	17.0	17.4	54.3
	2.00	48	25.5	26.1	80.4
	3.00	9	4.8	4.9	85.3
	4.00	20	10.6	10.9	96.2
	5.00	2	1.1	1.1	97.3
	6.00	3	1.6	1.6	98.9
	7.00	1	.5	.5	99.5
	8.00	1	.5	.5	100.0
	Total	184	97.9	100.0	
Job status	Part Time	3	1.6	1.6	1.6
	Employed	65	34.6	35.3	37.0
	Unemployed	116	61.7	63.0	100.0
	Total	184	97.9	100.0	

Table 1 shows descriptive statistics of all demographic characteristics of the study.

Table 2

Descriptive Statistics for Age

Variable	N	Minimum	Maximum	Mean	SD
Age	184	18.00	29.00	21.7011	2.54421
	184				

Table 2 shows descriptive statistics of age characteristics of the study.

Table 3

*Linear Regression Analysis of Motivation Behind Volunteerism and Satisfaction with Life Among University Students*

Model	R	R <sup>2</sup>	Adjusted R <sup>2</sup>	Change Statistics				
				R <sup>2</sup>	F	df1	df2	Sig.
1	.146 <sup>a</sup>	.02	.016	.021	3.958	1	182	.048

The findings of study shows that motivation behind volunteerism is significantly predictor of satisfaction with life among university students

Table 4

*Analysis of Variance Statistics*

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	168.602	1	168.602	3.958	.048 <sup>b</sup>
	Residual	7752.958	182	42.599		
	Total	7921.560	183			

Table 4 shows Dependent Variable: Satisfaction with Life Scale and independent variable : (Constant), Motivation Behind Volunteerism Scale

Table 5

*Life Satisfaction as a Predictor of Motivation Behind Volunteerism*

Model		Standardized Coefficients		t	Sig.
		B	Std. Error		
1	(Constant)	18.945	2.193	8.640	.000
	MBV Scale	.030	.015	1.989	.048

a. Dependent Variable: Satisfaction with Life Scale

Table 6

*t-test statistics Used Between Males and Females on the Variable of Motivation Behind Volunteerism*

Variable	Gender	N	Mean	SD	t	p
MBVS	Male	83	133.9157	31.64830	-2.622	.009
	Female	101	146.0396	30.83988		

The findings of study shows that there is significant difference on the variables of motivation behind volunteerism between male and female university students

Table 7

*t-test statistics was Used Between Males and Females on the Variable of Satisfaction with Life*

Variable	Gender	N	Mean	SD	t	p
SWLS	Male	83	22.0241	7.37824	-2.223	.027
	Female	101	24.1683	5.69924		

The findings of study shows there is a significant gender difference on the variable of life satisfaction.

## Discussion

Aim of current study was, to estimate the motivation behind volunteerism on life satisfaction among university students. Youth Volunteerism provides a great opportunity to young people of the society to engage themselves in personal and social development. Volunteerism is an essential aspect of every human nature, which can be related to other constructive human's aspects. Time and efforts are provided by volunteers without any pay for different reasons, which shows that exclusive of monetary compensation there are other many factors which motivates individuals to provide volunteer services.

Present study shows existence of predictive relationship between motivation behind volunteerism and satisfaction with life among university students. The presence of the factors determining helping behavior indicates the higher probability of volunteerism. Perhaps, the most important asset for volunteering alumni is, attainment of educational credit hours and achieving credibility. Research data suggests positive relation between volunteering and educational level (Finlay & Murray, 2005). Hence, rate of providing volunteering services are higher among students (18 to 24 age ) in comparison to general population. Results obtained in our study showed 21.7 was the mean age of university students who are involved in volunteering. Youthful grown-up volunteers are more probable than the individuals who are not volunteering to have been near their folks

as young people, accepting affection, warmth, and minding from them, being happy with their relationship to them, and feeling that their folks comprehended and focused on them (Eagly & Crowley, 1986).

Rise of technology has created many gaps among individuals who possess technology and who do not possess and introduced new ways of work. Technology is critical considering the fact that it offers the volunteering opportunities like it links up the volunteers, provide platform to encourage dialogue and share information on pertinent issues touching development (Delli Carpini, 2000). It further provides forum for training, learning and active participation by a large number of individuals who would want to engage their services freely for the benefit of their society's development. Younger generation try out new things through new ways and treasure their freedom. Volunteers that are technologically literate prefer to use technology in order to connect in new and different ways to a global world. Individual desire is driven by the fact that an individual would like to make a difference in his life and that of his/her community and to achieve and contribute towards development, one engages in volunteering.

Social exchange theory played vital role for volunteers' involvement in volunteer work while assuming social rewards which were equated to the motivational strategies e.g. learning, satisfaction and recognition among others (Cook, Cheshire, Rice, & Nakagawa, 2013). Individuals are more motivated by intrinsic and extrinsic factors which impact on their contribution and performance, this may not be different from the volunteers despite their commitment to offer voluntary services. Financial and socioeconomic status is also plays an important role in giving volunteering services. Those individuals who are in phase of struggling and fighting with financial crises has the least probability to spare time, energy and efforts to volunteer. Previous researches showed that volunteerism rate is higher in people who belongs to financially strong family, as compare to low income families.

Women volunteers are more inclined towards more caring, helpful, warm and sympathetic where as men are more engaged in agencies, being assertive and outspoken. There are other sex differences in volunteering, such as (1) amount of time volunteering, (2) frequency of volunteering, (3) motives for volunteering, (4) interest in volunteering, (5) nature of volunteer work (6) volunteer commitments. Females possess higher concerns for well-being of other girls and manifests greater empathy for their fellows. Greater nurturing attitude, intimacy, and emotional as well as

social support has been found more in girls. However, males are more task oriented and shows more concerns towards establishment and maintenance of social dominance. They also want to their control in group activities and possess more risk-taking attitude. It has been seen that though male tend to maintain dominating hierarchies, but their social groups are more stable across situations and time than female social groups. Achievement of goals, power and status are the top most concerns of male population. However, females are more focused towards developing and maintaining good communication and cooperation. Sharing and loving attitude in maintaining interpersonal relationships are also important for them. It is generally observed that male's priority is to value work whereas pay more importance to maintain their inter personal relationships.

As far as acknowledging societal associations, females watch out for worth generous, and steady connections. Males strive for worth power, judicial issues, battle, and normal position (Van Willigen, 2000). Men look to overwhelm other men through climbing in classified gatherings. Females look for impact, however they put more prominent incentive on complementary connections. Females esteem assembles situated and bunch encouraging acts more than males.

### **Conclusion**

The research questions mentioned help to study the volunteering behavior of the youth in university students of Karachi, Pakistan. Findings showed that a few are involved in formal volunteering whereas as more are involved in informal way of volunteering. The volunteers believed that they do have time to volunteer or they should volunteer however they are not introduced to volunteering activities. The area wise analysis of the responses helps the related bodies to focus the less attentive areas of volunteering. Awareness can be increased by holding Seminars or events. By focusing on the respective areas to promote volunteerism according to interests / subjects of the students or youngsters, overall volunteering in the country can be increased bringing improvement in individuals, society and the country activities.

### **Limitations**

It would be interesting to see that there is a difference between private and public universities. There is an extensive variety of research in volunteerism, many factors that may affect volunteering such as religiosity, intrinsic and extrinsic motivations. We will do comparison of young adolescence and old age voluntarism in future. Additional research should compare the volunteer motivations of current student volunteers to those who have volunteered in the past, but are no longer active. This was a basic and general study; however there is need for authors to focus on hurdles for youngsters to volunteer. The hurdles been studied and controlled or reduced can help increase volunteering.

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