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Determinants of volunteerism in amateur sports in Delhi-NCR

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Abstract

To serve is a privilege; an opportunity; a stride towards greatness. Volunteerism is defined as a drive of individual's willingness or submission to commit themselves to voluntary helping for others without any expectation of any tangible gain or pay. The study was conducted to know the factor (s) that motivates volunteers to participate in amateur sports. For the purpose of the study, 100 active volunteers from Delhi- NCR region of amateur sports were selected. Self-administered questionnaire survey was used to gather information from volunteers. Results of the study showed that gaining skills and experience was most important for volunteers.

Keywords: Volunteer motivation, sports volunteer management, amateur sports

Introduction

The term voluntarism is derived from Latin word volunteers which means 'freedom or will', which is important to life quality. It is the individual's willingness to offer self for some work/ assignment.

Madeline Bridges, the famous US Poet, has said "Give the world the best you have and the best will come back to you." Voluntary actions are born out of absolute free will by its initiators and runs without any form of external influence to benefit others without any expectations. Volunteers are unpaid worker and are key element of sports event, as they serve in an organization or institution on their own accord. On the one hand, volunteers support non-profit sports club through their engagement and on the other hand, guarantees operation of small-scale, major and mega sports events.

Volunteerism is an amazing tradition which has served communities and has produced exceptional results for centuries. Volunteerism is an altruistic activity to promote human quality of life by assisting others in need, but volunteering is also done for their skill development, to make contacts for employment, to meet others, to have fun, and variety of other reasons.

Park (1983) suggested that "heart of volunteerism lies in encompassing countless individual acts through endless variety of tasks."

University of South Australia (2008) in their publication Guidelines to manage volunteers expresses that "Volunteers have unique skills, expertise and knowledge and seeks volunteer opportunities to commit themselves in voluntary helping and donate their time in an intellectual challenging and rewarding environment.

Mahatma Gandhi has said "The best way to find yourself is to lose yourself in the service of others. To give service to a single heart by a single act is better than a thousand hearts bowing down in prayer."

During the past decade importance of volunteers in sporting events has been extensively acknowledged. In sports service delivery volunteers are a core component, and they are an important element of sport event management, because they provide sports administrator with the ability to offer, sustain and even expand the diversity, quality and quantity of sports organization's services.

Six key functions in volunteering

- Values (to express the importance of helping others).
- Understanding (to learn more or use skills).
- Enhancement (to enable growth and development).
- Career (to get experience for a future career or job).
- Social (to meet other people, strengthen social relationships).
- Protective (to address personal concerns, such as guilt or personal troubles).

Methodology

For the purpose of the study, 100 active volunteers of amateur sports from Delhi- NCR region only, were randomly selected. Volunteer's motivation was selected as the variable of the study.

The following determinants were selected for the study to measure motivation of volunteers-

- Doing good.
- Self-esteem.
- Organizational commitment.
- Sense of belongingness.
- Receiving praise.
- The feeling of being needed.
- Gaining skills and experience.
- Recognition of one's own commitment.
- Carrying out God's will.
- Personal satisfaction.

Self-made questionnaire was used to gather information from volunteers. The questionnaire consisted of 2 sections:

- Demographic data
- Determinants of volunteers

Determinants were ranked from 1 to 10 and top ranked determinant was given 10 marks and determinant with least rank was given 1 mark.

The administration of the test was via group distribution. Subjects were introduced about the importance of the study. Descriptive analysis was used in the study. Tables and graphs were used to represent and understand the data. The study was descriptive in nature and therefore the data in this section measured the levels of volunteer motivation.

Analysis

Following has been found after the statistical analysis of the data.

Table 1: Descriptive statistics of Determinants of Volunteer's questionnaire

Determinants	Mean
Doing Good	6.68
Self Esteem	6.05
Organizational Commitment	5.41
Sense of Belongingness	4.95
Receiving Praise	4.01
Tice feeling of being needed	4.9
Gaining skills and experience	7.55
Recognition of one's own commitment	4.75
Carrying out God's will	4.54
Personal Satisfaction	6.29

Table 1 shows the overall ranking of all determinants of volunteers. The mean for the ten motives for volunteering is presented in Table 1. Most importance was given to "Gaining Skills and Experience," by the subjects and least importance was given to "Receiving Praise" by the subject. Whereas "Gaining skills and Experience" got average mean of 7.55. "Doing Good" was ranked 2ND with the mean score of 6.67.

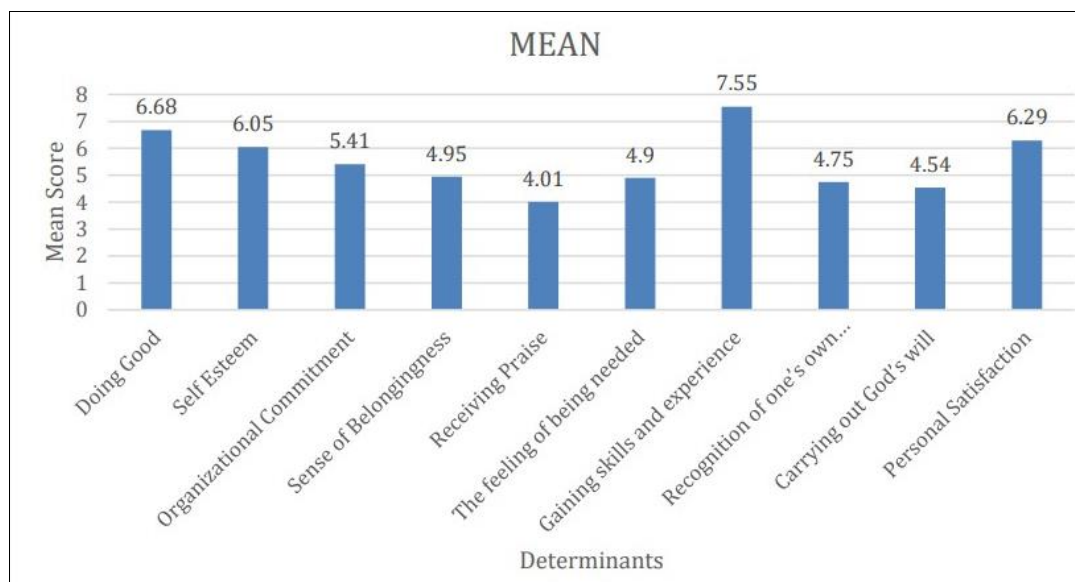


Fig 1: Graphical representation of mean score of Determinants of Volunteers

Discussion

After analysis of the result, it was concluded that volunteers of amateur sports from Delhi- NCR region prioritised Gaining skills and experience with respect to the preference of the volunteers which affect volunteer motivation. The result of the present study is in line with the result of Smith et. al. (2010), investigated that how motivations and perceived

benefits of the volunteers were associated with the frequency of volunteering. Relationship was compared between regular, occasional, and non-volunteers. Main findings were:

1. Number of college and occasional volunteers were higher
2. Awareness of instrumental benefits of volunteering (like applying for a job, learning new skills etc).
3. At the same time, personal satisfaction and need to help

others were also important.

Conclusions

On the basis of result and findings of the study, the following conclusions were drawn:

- Volunteer's involvement ensures victory of the event and their contribution will ensure the survival of the games. In general, organization of the event heavily depends on the contribution of volunteers who organize the event. Organizer must understand key to volunteer's motivation. If they get positive results from their previous contribution, chances for staying in future will also be high. A survey was conducted to check the motivating factors of volunteers which affect them most.
1. The result of the study will help gain better understanding of the concept volunteerism.
 2. The result of the study will help raise awareness about volunteer's motivation in sporting events in Delhi- NCR.
 3. The study will help raise awareness of volunteer's motivation.
 4. This study will benefit event managers and volunteer administrators within sporting events with a tool to measure and understand volunteer motivation, for better recruitment and retention of volunteers.
 5. The subjects were more interested in the following factors- Gaining skills and experience, doing good and personal satisfaction, as per present study.

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