



ORIGINAL RESEARCH PAPER

Management

SOCIAL CHARACTERISTICS, BARRIERS AND MOTIVATIONAL DRIVES OF VOLUNTEERS IN MANIPUR.

KEY WORDS:

Lourembam Victoria Devi

Ph.d, Scholar, Manipur Institute of Management Studies, Manipur University.

ABSTRACT

Voluntarism is a fundamental source of community strength and resilience that exists in all societies throughout the world. Voluntarism is expressed through a wide range of activities, including traditional forms of mutual aid and self-help, formal service delivery, campaigning and advocacy, as well as other forms of civic participation. The nature of voluntarism has been changing and newly emerging trend of voluntarism are creating new situation, which requires new approaches and tools. Voluntarism has played important role in human civilization. Voluntarism is a cross cutting social phenomenon that involves all groups in society. It has a strategic role in community development processes and in strengthening community resilience.

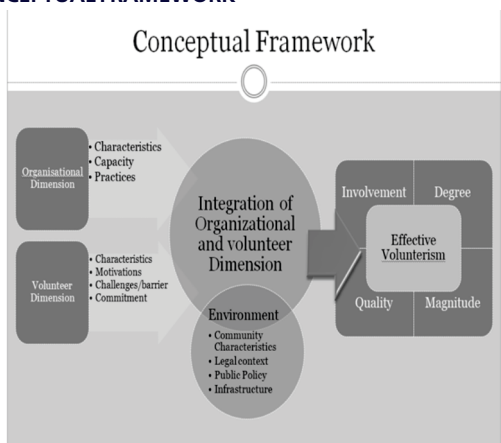
This paper is an attempt to indentify and analyze the various factors of volunteer involvement and organizational factors in voluntarism and also to study how the element of strategic management are linked to dimension of volunteerism and with what outcome.

It may also be considered as the comprehensive study to understand and gain insights on social characteristics of voluntarism, to identity barriers to volunteering and to understand and assess the underlying motivational drives of volunteers and also to identify strategic issue dimensions of voluntarism. The study uses a conceptual framework developed to conduct the research work on strategic dimension of volunteerism in Manipur. The paper is based on extensive literature review whereby a conceptual model is developed to guide the fruitful conduct of research and thus the paper is conceptual in nature.

NEED FOR THE STUDY:

It has been found that fewer people are volunteering and fewer volunteers are doing more work which causes the concern for the society since voluntarism remains a critical and functioning part of our social fabric. Besides, voluntarism is a fertile field for research. Not only is the subject of academic interest, it is also of immediate usefulness to practitioners in volunteer programs and also very few researches have been done in the field of voluntarism in Manipur.

CONCEPTUAL FRAMEWORK



ORGANISATIONAL DIMENSION

- Nature
- Resources and Capacity
- (Fund status, Staff and size capacity of the organization : Professional skillsets, Training, Education , level of heirachy, formalisation, rules and guides etc.)
- Structure, Location (Location –far-parking issue-public transport issue-unsafe.
- Mission
- Sources of Fund
- (Political channel, public Organizational ,Tax payer etc.)
- Output and services
- (Programs, results, group experiences, products or the services the organization intended to provide
- Nurture
- Leadership, (Top leader of the organisation-mgt tactics-involvement-humanised the services
- Culture, (Organizational Philosophy, values and attitudes for voluntarism

- Staff receptivity and communication, (resistance, fear of job, attitude, relationship group dynamics. commuicaion gap
- (mission, location etc
- Practices : Volunteer management system, recruitment,
- (Volunteer Management program, budget, capacity, resource mapping, manager competencies, work design, recruitment screening,

VOLUNTEER DIMENSION

- Characteristics :
- Demographic Profiles : Skill, Competencies, Age group , Qualification, experiences.
- Motivation
- Willingness, individual or social necessity objectives, disposition and influence, Philanthropic thought, selfless thought.
- (3D Charitable though process, Material intention, social thought process.)

OBJECTIVE OF THE RESEARCH

1. To gain insights into social characteristics of voluntarism.
3. To identify barriers to volunteering.
4. To understand and assess the underlying motivational drives of volunteers.

RESEARCH METHODOLOGY:

The study will primarily be based on primary data collected through questionnaire from various Volunteer and volunteer organization around Manipur. For collecting first hand information or primary data such as questionnaire, interview will be utilized.

FINDINGS

TABLE 1. Motivating Factors analysis.

Table 1 : Social Transformation Values

| | To do my bit to improve the world | | To build a better world | | | |
|--------|-----------------------------------|---------|-------------------------|-----------|---------|------|
| | Frequency | Percent | Code | Frequency | Percent | |
| Valid | SD | 1 | 3.3 | N | 2 | 6.7 |
| | D | 1 | 3.3 | A | 14 | 46.7 |
| | N | 5 | 16.7 | SA | 14 | 46.7 |
| | A | 10 | 33.3 | Total | 30 | 100 |
| | SA | 13 | 43.3 | | | |
| Total | 30 | 100 | | | | |
| MEAN | 4.1 | | 4.4 | | | |
| MEDIAN | 4 | | 4 | | | |

- From the above table it can be observe that social transformation values that is to improve the world and contribute toward the society by the volunteer. After analysis the median and mean ranges 4-4.5.

activities also played an important role in influencing and motivating the volunteer in volunteering in Manipur.

- Barrier of volunteerism: Lack of time, Money, Interest, ill health, negative perception of volunteer activities, unsocial mind.

Table 2. Social Relations

| Table 2: Social Relations to develop social relations | | | | | |
|--|-------|-----------|---------|------|--------|
| | | Frequency | Percent | Mean | Median |
| Valid | D | 1 | 3.3 | | |
| | N | 3 | 10 | | |
| | A | 11 | 36.7 | 4.33 | 4.5 |
| | SA | 15 | 50 | | |
| | Total | 30 | 100 | | |

- From the above table it can be observe that social relations values that is to develop and participate towards the society and socialising by the volunteer has been found highly motivating factors. After analysis the median and mean ranges 4.5, 4.3. And found to be the highest motivating factors to volunteers.

Table 3. Organisation Commitment

| Table 3 :Organisation Commitment because I think the NGO I volunteer with is a good organization | | | | | |
|---|-------|-----------|---------|------|--------|
| | | Frequency | Percent | Mean | Median |
| Valid | N | 5 | 16.7 | | |
| | A | 12 | 40 | 4.27 | 4 |
| | SA | 13 | 43.3 | | |
| | Total | 30 | 100 | | |

- From the above table it can be observe that Organisational Commitment Values by the volunteers median and mean ranges 4-4.2. So this factor also contributes towards the motivation of the volunteers.

Table 4. Interest in activities.

| Table 4 : Interest in activities | | | | | |
|---|-------|-----------|---------|------|--------|
| Table.4.1 I enjoy working with youth/people | | | | | |
| | | Frequency | Percent | Mean | Median |
| Valid | D | 2 | 6.7 | | |
| | A | 16 | 53.3 | 4.27 | 4 |
| | SA | 12 | 40 | | |
| | Total | 30 | 100 | | |

| Table 4.2 "working in teams," "working with people," | | | | | |
|--|-------|-----------|---------|------|--------|
| | | Frequency | Percent | Mean | Median |
| Valid | SD | 1 | 3.3 | | |
| | N | 4 | 13.3 | | |
| | A | 13 | 43.3 | 4.17 | 4 |
| | SA | 12 | 40 | | |
| | Total | 30 | 100 | | |

| Table 4.3 I like the activities | | | | | |
|---------------------------------|-------|-----------|---------|------|--------|
| | | Frequency | Percent | Mean | Median |
| Valid | D | 2 | 6.7 | | |
| | N | 3 | 10 | | |
| | A | 14 | 46.7 | 4.13 | 4 |
| | SA | 11 | 36.7 | | |
| | Total | 30 | 100 | | |

- From the above table it can be observe that Interest values of the volunteers that is the individualistic characteristic like personality, activities, interest, mood, experience etc has also contributed towards the involvement of the volunteers in volunteering . After analysis the median and mean ranges 4-4.1.

Conclusions

- Motivational factors
- Social relations values and social transformation value is the major motivating factors for the volunteer in performing volunteering in Manipur at large.
- Followed by the organizational commitment and interest in