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## ORIGINAL ARTICLE

### Philanthropic and Functional Motivation of DREAMS Afterschool Intervention Programme Volunteers: A Correlational Study

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#### ABSTRACT

Rapid increase in access to information and communication technology among youths have changed their approach towards life. Present study aims to find the relationship between philanthropy and functional motivation among fresh DREAMS volunteers. Study adopted two standardized tool to measure philanthropy and functional motivation. Study selected all the fresh 255 volunteers who just joined DREAMS afterschool intervention programme (AIP), which included 25 boys and 230 girls. Study employed descriptive correlational design and administered the survey questionnaire to participants of the study. Statistical analysis of the data revealed a significant positive moderate correlation between philanthropy and functional motivation. Philanthropy could explain 11.8% variation in functional motivation of fresh volunteers. Quartile points explains almost 74% of the participants fared high on functional motivation than philanthropy. Thus, present day youths have high functional motivation to volunteer than philanthropy. Future researchers may delve into the root cause for lack of philanthropic mindset among gen Zs.

*Keywords:* Afterschool, Altruism, Functional-motivation, Philanthropy, Volunteering.

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## 1. Introduction

DREAMS stands for Desire, Readiness, Empowerment, Action, and Mastery for Success. Dreams afterschool intervention programme (ASIP) is to encourage youths who are weak in prosocial skills thereby lag behind in realizing their full potential to lead a successful life. This motto attracts many youngsters to participate voluntarily in DREAMS activities. There are several factors, which affect their volunteering act. Philanthropy and functional motivation seem to significantly affecting volunteering act among youths. Philanthropy through youth engagement needs to be understood in the era of technological advancement. Youth are viewed as problem solvers through the lens of philanthropy and volunteerism<sup>61</sup>). Philanthropy is compassion towards humanity that are related to the motivational aspects of altruistic actions and benevolence<sup>53</sup>). Volunteerism is the outcome of varied attributes that facilitates decision-making capacities among youth. These attributes include institutional culture, impactful interpersonal ties, preparedness to acquire, and an optimistic disposition that guide in structuring volunteering programs<sup>58</sup>). It is noticeable that volunteers are aware of the challenges but are unaware of the problem-solving strategies in order to resolve them<sup>18</sup>). Cho et al., (2023) found that personality dispositions are indicators of six motivational features, like showcasing its value proposition, community participation, social ties, inclination toward career, self-development, and appreciation of physiological activities<sup>12</sup>). All these factors positively envisioned an ongoing intentional process that negated extrinsic motivational factors. Therefore, the relevance of volunteer organizations in tailoring both the enrolment process and the volunteering involvement to endorse volunteer motivation and continual intention is needed<sup>12</sup>). This paves its foundations towards intrinsic motivational competencies. It was found that individual competencies favorably outcome intrinsic motivation and job satisfaction. This job satisfaction further positively impacts intentions and mediate relationships. Thus, these intentions can be understood through self-determinism in comprehending the processes of volunteerism<sup>65</sup>). During the COVID-19 pandemic, it was noticed that motivational qualities among students led to volunteerism<sup>67</sup>). These students perceived that volunteering denotes realistic actions of nurturance. It further indicated that there is a need to scientifically explore these managerial skills of volunteers.

Scientific findings suggest that an institution motivates its employees to become active participants in voluntary tasks which needs to develop interactions between its members and the community<sup>27</sup>). This would include the development of social responsibility, improvisation of volunteering services, enhancement of cohesive work culture, and extension of community opportunities for engagement. Thus, these developmental initiatives would inculcate principles of organizational citizenship behavior and improvisation of service-based performance. Thus, it was found through interviews that volunteers who are experimentally trained imbibed a greater understanding of the program<sup>57</sup>). It also included challenges of time constraints and participation that were suggested to be improved by addressing concerns like time management, human resource personnel, motivation, and values. It recommended the need for research to understand the relationship between decision-makers and involvement. These can be observed at through the scientific outcome of LMX-Leader-Member-Exchange that was affected through the accomplishment of values, understanding, and development of social and career motivations<sup>62</sup>). It indicated that the development of motives is integral in uplifting the results of a positive workplace through volunteer-supervisor connections.

Hence, there are many motivational indicators and numerous forms of engagement. It was found that nature discourse was a pivotal motivational factor for joining the program and the main indicator for continuing involvement was knowledge through interpersonal interactions<sup>28</sup>). A survey conducted on 271 volunteers also found that the ability to nurturance within

the community that stimulates understanding strengthens the motivations of young volunteers<sup>2)</sup>. It showed that volunteers value outcome-based intrinsic rewards. Thus, a creative method of identification of sustained interactive volunteerism is integral for the recruitment of volunteers in cultural settings<sup>3)</sup>. This recruitment facilitated by training empowers performance, relationships, attitudes, and job satisfaction. A similar finding showed that the aspect of learning is viewed as the influential motive for volunteerism<sup>13)</sup>. Thus, it's important to understand the volunteer intentions. A study finding suggested that altruistic concerns and attitudes influenced volunteer actions<sup>8)</sup>. These altruistic tendencies impact internalized motivational tendencies. In a study volunteer's are guided by internalized altruistic motivational aspects than extrinsic ones<sup>30)</sup>. During the pandemic, these volunteers participated in community outreach and thus volunteer managerial boards should confirm that volunteers are empowered. Hence, altruistic capacities and humane value-based motivation outcomes both volunteering and resilience with competencies to work with challenges<sup>49)</sup>. It further develops empathy. Research also suggests exploring the levels of volunteerism<sup>6)</sup>.

Volunteerism needs to be understood from the lens of religiosity. Study results discovered the four principles that motivated volunteer participation that is religiosity, biospheric values, altruism, and egoistic ideals. Thus, it is urgent to embed religious ethics in volunteering intervention to inspire communities to cooperatively involve in ecological preservation<sup>1)</sup>. These motivational qualities that outcome from volunteering, therefore, are associated with personalized principles and lowered volunteerism due to dysfunctional value orientation and apathy<sup>19)</sup>. It was narrated by youth that through volunteering there is an expression of morals and capacities, and autonomy in decision-making in developing a progressive community through the maintenance of program guidelines, promoting engagement, and identification of goals<sup>56)</sup>. Thus, volunteering took place due to the working of altruistic qualities, contextual changes, opportunities to associate with the community, and individual accomplishment. It was defined to be intrinsically motivational for the acquisition of new capacities, and knowledge, thereby providing opportunities for greater interpersonal associations and physiological activities<sup>59)</sup>. The motivational indicators of volunteers include the factors like supporting the community and instill personal development<sup>63)</sup>. These volunteering processes are recognized to be meaningful and fulfilling<sup>45)</sup>. Thus, these aspects of contentment among volunteers are associated with civic involvement. It was found that volunteer contentment impacted an attitudinal change and outcome in service<sup>4)</sup>. Volunteerism through the diverse contexts is motivated for strengthening community interests and individual benefits<sup>20)</sup>.

The motives for volunteering necessitate to comprehend the interplay of philanthropy and functional motivation among youth volunteers. The internal and external motivation, contentment, interpersonal cohesiveness, individual empowerment outcome volunteering<sup>32)</sup>. These could be due to the institutional environment that collated with independent motivation and contentment<sup>44)</sup>. A study found that volunteering emerged through rural and urban contexts. Youth within the rural contexts were motivated to volunteer through peer influence while urban youth volunteered to understand their potentials. Thus, this study highlighted the need for contextual attributes in developing methods for recruitment and sustenance of youth volunteers<sup>48)</sup>. Hence, altruistic factors are accompanied by other motivational causes that empower volunteerism<sup>26)</sup>. A finding reflected that volunteers are unable to deliver due to greater workload, inability to voice out, isolation and inability to believe in one's leadership<sup>39)</sup>.

### 1.1. Theoretical framework

Present study draws its background from Maslow's theory of needs. Maslow's hierarchy of needs describing freedom and self-actualization guides philanthropic motivation of UG students. Similarly, safety and esteem needs guides the functional motivation of students in the present study<sup>35,29</sup>). Self-determination theory (SDT) by Deci and Ryan (1985) supports the present study, while students decide on becoming volunteers in spite of their regular studentship routine unlike other peers<sup>15</sup>). It is interesting to note their motivation at such early age besides partial fulfilment of their psychological needs and other age appropriate needs<sup>15,52</sup>). Herzberg's motivation-Hygiene theory guides the present study, in order to improve volunteers' motivation, understanding motivational factors within DREAMS organizational culture is essential<sup>24</sup>). ub-section headings should be numbered 1.1, 1.2, etc, and left justified.

### 1.2. Context of the Study

DREAMS came into existence in 1998. Since then college-student-volunteers conduct the summer intervention for schoolchildren in rural areas. However, gradually DREAMS spread to urban areas too to encourage schoolchildren of weaker sections living in big cities. DREAMS invite volunteers every year from student group pursuing their undergraduate studies in higher education institutions. These undergraduate students volunteer to DREAMS activities due to varied reasons. Their volunteerism sometimes come from their religious bearing, socio-economic-status, peer-influence, DREAMS organizational culture, for personal development, and for academic benefit. Each year around 300 fresher join and seniors exit as they completed their UG studies at the University. Organisers observe variations in their commitment and dedication. It was challenging to understand this variation and the volunteer's true motive behind joining this programme. DREAMS also run their afterschool intervention in countries like USA and Germany. In order to improve their performance, DREAMS research team conducts various quantitative and qualitative research studies. Present study is taken up by the researchers to understand whether the DREAMS volunteers have philanthropic motivation or functional motivation. The findings of the present research may help the programme efficacy. Thus, following objectives are framed to carry out the present research.

### 1.3. Objectives of the Study

- To describe the nature of DREAMS volunteers and to measure their philanthropic and functional motivation levels
- To find the relationship between philanthropic motivation and functional motivation towards volunteerism
- To determine whether philanthropic motivation predicts functional motivation of volunteers

## 2. Method

The present study employed descriptive survey research with a correlational design. Study adopted two standardised tools to measure philanthropic motivation and functional motivation. Philanthropic motivation is a 5-point Likert scale constructed by Schuyt et al., (2004)<sup>54</sup>) and functional motivation is a 7-point Likert scale constructed by Clary et al., (1998)<sup>14</sup>). The study found each of the scales appropriate to the present study; however, researcher conducted a pilot study to establish reliability of the tools on a small sample of 50 volunteers from the context. Cronbach's alpha statistical analysis gave internal consistency reliability coefficient of 0.708 ( $p < 0.05$ ) and 0.953 ( $p < 0.05$ ) respectively for

philanthropic and motivation scales, indicating that the tools are highly reliable<sup>46)</sup>. Researchers employed purposive sampling technique while recruiting the sample for the present study. Study recruited all the participants who took part in DREAMS after school intervention programme. Researchers collected data from 255 DREAMS volunteers for the year 2023. It included 230 girls and 25 boys. Girls enrolment out number boys in higher education as per the recent survey conducted by human resource development<sup>21)</sup>, India. Similarly, DREAMS had more girls participating in the intervention programme than boys did. Researchers administered the survey booklet containing items on demographic details, philanthropic motivation, and functional motivation to the study participants in the month of July 2023 and obtained the data required for the study by September. Researchers stored the data collected in an excel sheet and then imported it to SPSS version 24 for statistical data analysis. The study employed descriptive statistics, Pearson correlation test, and simple linear regression test to analyse the data as per the objectives set for the study. The researchers considered a *p*-value of 0.05 or lower to reject or accept null hypothesis of the study.

## 2.1. Ethical considerations

The authors sought institutional review board clearance to carry out the present research study. Study obtained informed consent signed by each of the DREAMS volunteers at the beginning of the survey administration and gave them the privilege to withdraw from participating in the survey if they find themselves uncomfortable at any point of time. Survey did not collect any identifying information of the participants and assured all the participants on the data confidentiality and anonymity. Researchers stored the data obtained in a password-protected file and the data file is accessible only to the researchers.

## 3. Results

As per the study design, the result section has three parts such as descriptive, correlation, and regression. However, study also used independent sample t-test to measure the mean differences for demographic variables. Table number 1 below presents the descriptive statistics results of the study.

Table 1. Showing the descriptive statistics

Demographic variables		N	N Percentage	Philanthropic motivation Mean %	Functional motivation Mean %
Gender	• 1 Boys	25	9.8 %	77.37 %	78.23 %
	• 2 Girls	230	90.2%	78.09 %	80.26 %
Age	• 1 below 20 years	168	65.9 %	78.89 %	80.60 %
	• 2 between 20 to 25 years	87	34.1 %	76.34 %	79.01 %
SES	• 1 Low SES	23	9 %	79.14 %	75.47 %
	• 2 Average SES	181	71 %	77.66 %	80.03 %
	• 3 High SES	51	20 %	78.89 %	82.24 %
Location	• . Rural	119	46.7 %	78.11 %	79.82 %
	• 1 Urban	135	52.9 %	78.09 %	80.44 %

SES – Socio economic status

From the table 1 above, it is clear that, 90 % of the volunteers are girls. Majority (around 66%) of the participants are aged below 20 years and around only 34% are in the age group 20 to 25 years. Almost 91% of the participants are from average to high SES and only 9% are from low socio economic status. However, study had almost equal representation of volunteers from rural (46.7 %) and urban (52.9 %) parts of the country. It is interesting to note that, in almost all of the demographic categories, average score on functional motivation is more than the philanthropic motivation. However, volunteers from low SES showed increased philanthropic motivation than functional motivation. Similarly, volunteers from high SES showed highest functional motivation (82.24 %) than philanthropic motivation and it is the highest functional motivation average percentage score among all the other demographic categories.

As hypothesized, study conducted Pearson correlation statistics to check the relationship between philanthropic and functional motivation of DREAMS volunteers, further with demographic categories of the volunteers. Table 2 below presents the results of correlation analysis.

Table 2. Showing the Pearson correlation statistics

Volunteers	Gender		Age (in years)		SES			Location		Overall
	Boys	Girls	below 20	between 20 to 25	Low SES	Average SES	High SES	Rural	Urban	
Correlation - Philanthropic & Functional motivation	.577**	.313**	.245**	.520**	-.028**	.395**	.380**	.348**	.330**	.349**

\*\*Significant at 0.01 level, SES - Socio economic status

From Table 2, it is clear that overall volunteers had significant moderate positive correlation between their philanthropic and functional motivation. The strength of relationship between philanthropic and functional motivation among most of the demographic characteristics of volunteers remained moderately positive. Interestingly, boys had correlation co-efficient value of 0.577 highest among all and volunteers from low SES had no correlation (-0.028 approximately zero). Students in the age group 20 to 25 had high correlation co-efficient value of 0.520. Nevertheless, volunteers from average SES background and rural background had correlation co-efficient value of 0.395 and 0.348 respectively.

Further, to check whether volunteers' philanthropic motivation predicts their functional motivation, researchers conducted simple linear regression (SLR) analysis. Tables 3, 4, and 5 along with figure 1 and 2 presents the results of SLR analysis.

Table 3. Showing model summary of the SLR

Model	<i>R</i>	<i>R</i> Square	Adjusted <i>R</i> Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					<i>R</i> Square Change	<i>F</i> Change	df1	df2	Sig. <i>F</i> Change	
1	.349 <sup>a</sup>	.122	.118	23.863	.122	35.012	1	253	.000	2.102

a. Predictors: (Constant), Philanthropic motivation

b. Dependent Variable: Functional motivation

From table 3 above, it is clear that, the philanthropic motivation accounts for 12.2% variation in functional motivation of the fresh DREAMS volunteers. Further, Durbin Watson statistics with the value almost equal to 2.102 indicate that there is no autocorrelation.

Table 4. Showing SLR model summary

Model		Sum of Squares	<i>df</i>	Mean Square	<i>F</i>	Sig.
1	Regression	19937.947	1	19937.947	35.012	.000 <sup>b</sup>
	Residual	144072.782	253	569.458		
	Total	164010.729	254			

a. Dependent Variable: Functional motivation

b. Predictors: (Constant), Philanthropy

From table 4 above, it is clear that, the assumed regression model is a good fit and all the variances are well explained by the model ( $F = 35.012, 1$ ) and is statistically significant ( $p < 0.005$ ).

Table 5. Showing SLR coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	<i>t</i>	Sig.	95 % Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	80.090	14.954		5.356	.000	50.641	109.540
	Philanthropy	3.224	.545	.349	5.917	.000	2.151	4.297

a. Dependent Variable: Functional motivation

Thus, from table 5 above, the fitted regression model equation to predict functional motivation is, Functional motivation =  $80.090 + 3.224 * (\text{Philanthropic motivation})$ . This is further evident from the figures 1 and 2. Figure 2 clearly demonstrates the homoscedasticity of the regression model.

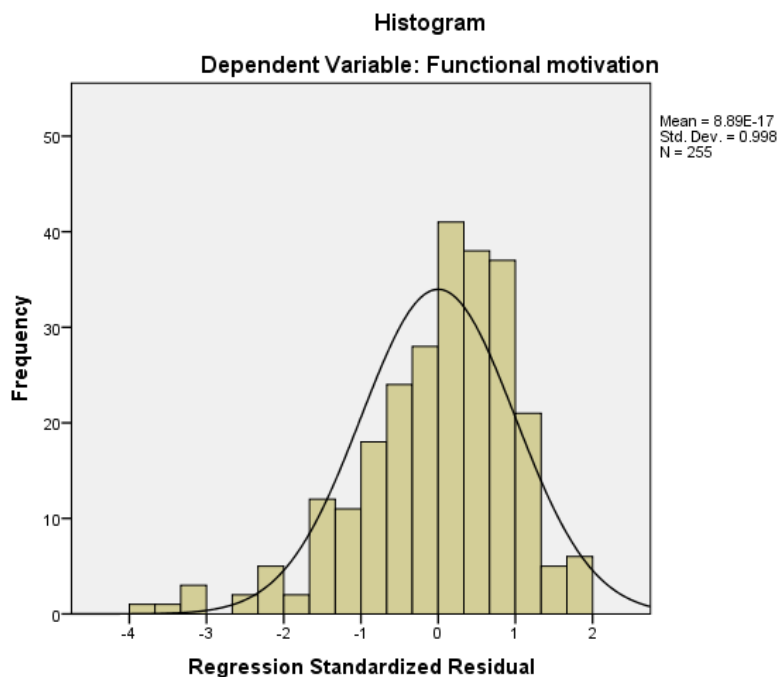


figure 1. Showing Histogram for Simple linear regression (SLR)

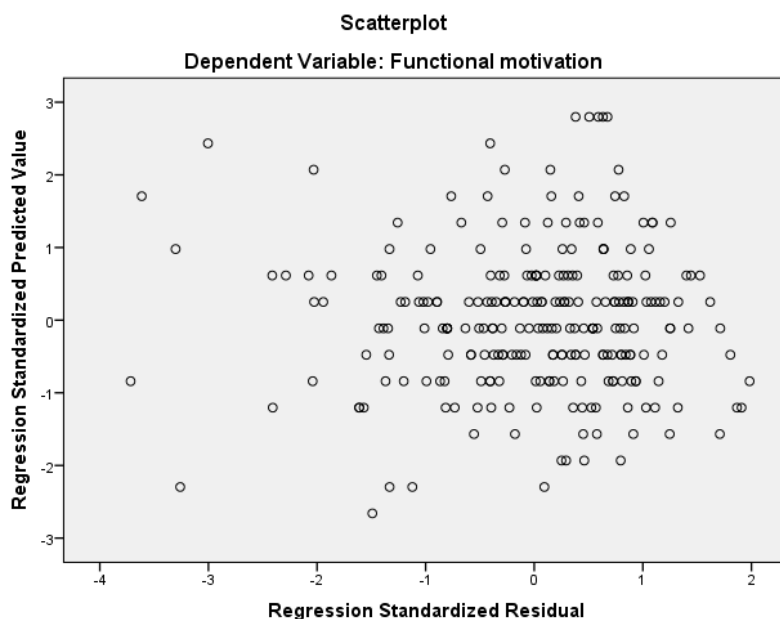


figure 2. Showing the Scatterplot for Simple linear regression (SLR)

Incidentally, study also found mean differences in philanthropic motivation and functional motivation based on the demographic variables through independent sample t-test. Study found no significant mean differences in philanthropic and functional motivation between boys and girls, rural and urban. However, there exist a significant mean difference in philanthropic motivation based on volunteers’ age group. Volunteers in the age group of 21 to 25 years had higher philanthropic motivation than volunteers below 20 years have. However, ANOVA test revealed that, there exist no differences in philanthropic and functional motivation among volunteers from low, average, and high socio economic status.



## 5. Discussion

The study found the correlation between philanthropic and functional motivation among the DREAMS volunteers as intended. Study revealed a moderate correlation between philanthropic and functional motivation. A study found that people with philanthropic mindset donate to social cause<sup>16</sup>. Adolescent's conventional motivational tendencies of prosocial action were related to their personal developmental intentions<sup>5</sup>. Boys had almost strong correlation between philanthropic and functional motivation. It is evident in McMahon et al. (2006)<sup>37</sup> study that revealed males have the ability to take perspectives that guides helping actions. Volunteers from low SES group had no significant correlation between philanthropic and functional motivation. Most of the demographic groups had moderate correlation between philanthropic and functional motivation. A study from China also revealed that the outcome of volunteering reflects altruism through the lens of motivation<sup>17</sup>. Philanthropic motivation accounted for 11.2% of the functional motivation among volunteers. Study noted that, volunteers from low SES had higher mean score on philanthropic motivation and volunteers from high SES group had higher mean score on functional motivation. A recent study made a similar observation; act of philanthropy goes beyond socio-economic status where individuals belonging to the rural sectors from lower socio-economic strata showed greater philanthropy<sup>23</sup>. Further, volunteers in the age group of 21 to 25 years had higher philanthropic motivation. Moore et al. (2014)<sup>40</sup> finds that the act of volunteering is more context-specific driven by values of altruism and the urge to learn from newer experiences. Volunteers' gender, SES, and their location did not show any difference in their philanthropic and functional motivation. Burns et al., (2005)<sup>7</sup> found that the various demographic groups of young adolescents showed more involvement in volunteering.

The present study is unique, as it proved that some of the characteristic trends of volunteerism continued to exist even today. As the world is becoming more technologically sophisticated and Gen Zs are showing mixed response towards pro-social behaviour, revisiting volunteering act with the lens of motivation is imperative and so do the present studies revelations. The study with the help of regression analysis clearly showed that, 11% of functional motivation is because of Philanthropic mindset and thus leaving us with the question why is it so. Thus, study expects the future researchers to find what other factors are accounting for remaining 89% of the functional motivation. The recent reviews reveals that, volunteering experience as an important factor contributing to functional motivation. Another interesting factor contributing functional motivation is volunteers join a volunteering organisation if there is a new learning in it. Furthermore, those who have high social motive happens to indulge themselves in volunteering activities. In the present study, 11% of functional motivation is from philanthropic motivation and rest from the factors like social motive, element of new learning, and positive volunteering experiences.

## 6. Conclusion

It is clear from the present study that, volunteers' philanthropic motivation is positively related to their functional motivation. However, volunteerism among youths these days is mostly driven by the extrinsic motivation and they have expectations in return for their volunteering act. Therefore, study recommends the need to inculcate philanthropic attitude and awareness among gen Z students. Philanthropic value should be the part 21st century education in order to achieve greater sustainability, peace, and reconciliation. However, some of the limitations of the present study are; study measured volunteerism only in DREAMS programme, study applied only correlation design, and sample size is only 255. Including bigger sample size and multiple organisations might fetch better results. Though the study measured volunteers' motivation

with standardized tools, yet there can be biased response since it is administered within the DREAMS.

Study emphasizes the need for establishing more DREAMS alike organisations to uplift the societies in low-income countries. Though the study is limited to DREAMS volunteers motivation to volunteering it is applicable to most of the non-profit, religious, and other volunteering acts in the society. If we do not sow the philanthropic value now, equity and sustainable future will remain a distant dream. Study recommends future research studies to delve deep into the root cause for lack of philanthropic mindset among gen z students.

### Conflict of Interest

Authors have no competing interest. All authors have significantly contributed.

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