

ORIGINAL ARTICLE

Motivating Factors to Volunteers in Hawassa

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Abstract

The purpose of this study was to investigate the joint and independent contributions of power, security, conformity, tradition, benevolence, universalism, self-direction, stimulation, hedonism and achievement values to the variance in motivation to volunteer. The data were collected from 153 volunteers who were providing volunteer services in Hawassa, Misrak, and Mehal Sub-Cities. Quantitative data analysis was used. Similarly, means, standard deviations, logistic regression, discriminant analyses, item and factor analyses, t-tests, and bar charts were used to examine the data gathered from the two volunteer groups. The study finding from regression analysis indicated that the three most prominent factors that significantly contributed to the variance in motivation to volunteer were: security, universalism, and self-direction. Analysis which employed structure coefficients and discriminant analysis nonetheless added stimulation and power as important variables in predicting self-interested motivation to volunteer. These results plainly highlighted that the major contributing factors to self-interested motivation to volunteer were self-expressive orientation variables. In other words, volunteers who displayed self-interested motivation to volunteer if they were not bothered by the stability of society in their relationships, had no value for the protection of all people did not want to avoid the threat of uncertainties by controlling relationships or resources, and were internally interested in personal judgment and uniqueness. This may have implications for volunteering service institutions in that there is a need for an intervention program which is intended to encourage people to develop and internalize other-oriented value priorities for volunteer involvement.

Keywords: protection of all people, stability of society, values, volunteers

Introduction

Values are reactions to three universal circumstances which must be addressed by all persons and societies: the needs of people as biological beings, the principles of coordinated social interaction and the necessities for the graceful operation and survival of groupings. Conscious goals are used to express these situations (Ariza-Montes et al., 2017; Arzheimer, 2023; Mukta et al., 2019; Ponizovskiy et al., 2020; Rossi et al., 2020; Stieger

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et al., 2022; Tams et al., 2020; Weinberg, 2021).

In line with the aforementioned assertions, numerous studies have discovered that prosociality in young adults is significantly correlated with having higher levels of self-transcendence values than prosociality with any other value including: hedonism, stimulation, self-direction, achievement, and power (Abramson et al., 2018; Danioni & Barni, 2019, 2021; Kesberg & Keller, 2021; Lee & Cho, 2019; Leijen et al., 2022; Myyry et al., 2021; Saroglou et al., 2020; Vecchione et al., 2019).

People whose main goal is to advance their own interests may not regard it, but they may even find it offensive when they are “requested to choose” it. However, people who behave in accordance with their goal of achievement, power, hedonism, stimulation, and self-direction value orientations are at odds with others who act in accordance with their pursuit of universalism, benevolence, security, conformity, and tradition (Atif et al., 2022; Belic et al., 2022; Izadpanah et al., 2018; Jeong et al., 2023; Miloš & Novak, 2018; Páez Gallego et al., 2020; Wayment & Bauer, 2018). As far as the way values affect individuals’ behavior, Kajonius et al. (2015), Rudnev and Vauclair (2018), and Liu et al. (2021) stated that people who value self-enhancement and openness to change selfish lives, and who do not value self-transcendence and conservation value types. With respect to people having achievement, power, hedonism, stimulation and self-direction values, they do not acknowledge universalism, benevolence, security, conformity, and traditional values.

When an activity is thought to be pertinent to their life goals, people give it higher priority in terms of value. Prioritizing values was the driving force behind our existence (Arens et al., 2022). The more an object or activity has value to us, the more we choose it over other objects or activities (Higgins, 2015; Rindova & Martins, 2018). As far as an object or activity gives its value and the origins of a value are concerned, there are psychological mechanisms that confer value on something. The psychological mechanisms according to Higgins (2015), included among others important desired results such as satisfying a personal need and fulfilling the need of others. Values themselves could be influenced by the personal focus or social focus which an individual has. The correlations between juxtaposed values such as power and achievement, or benevolence and universalism were strong and significant (Anello et al., 2019; Lonner, 2015; Sverdlík & Rechter, 2020; Tay, 2020). Nevertheless, as far as the oppositional juxtaposed values such as security and self-direction or benevolence and achievement are concerned, there were low correlations (Griffiths, 2021; Lonner, 2015; Witte, 2018).

Volunteers are supposed to develop trust, generate feelings of belonging, and have the motivation to continue providing voluntary services to volunteer organizations. Nonetheless, conditions that prevail in organizations may hamper the motivation of volunteers. Apart from its system and structure, the organizational environment and bureaucracy may affect the motivation of volunteers. Regarding this, Stirling et al. (2011, p. 332) stated that “the practice of keeping a written record for volunteers showed significant negative effects on having enough volunteers.” This means that the nature of organizational bureaucracy and formalization may demotivate volunteers. This study, nonetheless, did not focus on the effects of organizational systems and structures on the motivation to volunteer. Rather, it emphasized predominantly some variables that may motivate volunteers in organizations.

The study comprised variables such as the value volunteers attach to power, security, conformity, tradition, benevolence, universalism, self-direction, stimulation, hedonism and achievement. The justifications behind focusing on these variables were: 1) there is no previous study conducted on the motivating effects of these variables on the motivation

to volunteers, i.e., there is no study that examined power, security, conformity, tradition, benevolence, universalism, self-direction, stimulation, hedonism, and achievement on the one hand and the motivation to volunteer in general on the other, and 2) no research work in Ethiopia has included these variables so far in particular.

Although indigenous ways of helping the helpless has a long history in Ethiopia, this sector has given less attention by different Ethiopian regimes. As a result, there is scarcity of information concerning it in scholarly literatures. During the Dergue regime, many different efforts were made to contest illiteracy nationally. Hence, hundreds of thousands of Ethiopian volunteers participated in it. Nonetheless, despite such government initiatives, the rate of volunteerism in Ethiopia stayed one of the least practiced in sub-Saharan countries. To alleviate this problem, the present government has made appreciable efforts in formulating volunteering service policies, standards, manuals, and strategies. As a result, compared to the rate from the previous regimes, this government avowed to have augmented youth involvement. However, it is merely focused on one section of the society that is the youth.

Even though it is included only the youth section of the society, the present government has set out new volunteering service objectives for the youth which encompassed the following:

1. to create an institutional system where youths of the country acquire important life skills from the society and develop a volunteering mentality and principle so that they will contribute their share in the social and economic endeavors of the society with self-initiation, willingness, and interest.
2. to expand developmental involvement and capacity of youth voluntary service.
3. to aware youth and stakeholders volunteering service is a critical tool for developmental involvement and mobilization so that they design performance, follow up, and evaluation strategies in common.
4. to create a favorable environment for the whole youth of the country to deploy in voluntary service by making youth structure leadership bodies work cooperatively with development partners.
5. to facilitate a fertile condition for youth voluntary service provision institutional (Ministry of Youth and Sport, 2010, p. 7).

Few empirical studies have attempted to address the issue of volunteerism in Ethiopia. In a study by Yadessa (2015) where the data were obtained from Rotaract clubs in Addis Ababa, by adopting a functional theory, the researcher showed that the motives of volunteerism (especially values, understanding, and enhancement) were the major motives of volunteerism among Rotaract club members. The means (with standard deviations in parentheses) for values, understanding, and enhancement motives were 28.74 (4.57), 27.73 (5.56), and 26.59 (6.06), respectively. Although this researcher described the major motives of volunteerism in organizations, she does not use rigorous techniques to investigate the dynamics between and among each variable.

However, according to a study by Melisew et al. (2017), the majority of the youth were not formally invited to participate in voluntary activities by their respective political administrative units (i.e., zones, special weredas, or kebeles) when the data were gathered from youth volunteerism in SNNPRS. Therefore, their motivation for volunteering may have come from within them or through friends, family, or other unofficial networks in their specific communities. Accordingly, 60% (N = 248) of the Hadiya youth said that they had received an official invitation to participate in a voluntary activity. Similarly, 37% of respondents from Gamo Gofa (N = 153) agreed with this statistic. On the other hand, Si-

dama and Konta had the lowest percentages of youth who said that they had received a formal offer to participate in volunteer work (3.5% and 4.6%, respectively; N = 14 and 19). The results indicated that with the exception of Hadya, the majority of the young people in SNNPRS did not get an official invitation to volunteer from their respective zones, weredas, or kebeles. Despite this information barrier, the youth in SNNPRS claimed that they were all involved in volunteer service activities. However, the results of this study indicated that only 36% of them (N = 1661) appeared in doing so. Although these researchers described the state of youth volunteerism in organizations, they have not reported what factors are associated with motivating youth volunteerism.

As clearly spelled out by the Ministry of Youth and Sport (2010), facilitating conducive conditions for youth voluntary service provision institutionally is among the main aims of the country. To realize such a broad volunteering service objective, and to increase the participation of people in volunteering activities in the country, research should be carried out to assess the causal variables that account for motivation to volunteer, as well as to identify some instruments that could assist in the identification of individuals who are other-oriented and egoistically motivated to volunteer.

Thus, this study aimed to answer the following research question:

- Do power, achievement, hedonism, stimulation, self-direction, universalism, benevolence, tradition, conformity and security predict the motivation of volunteers?
- Which variable(s) (have) the strongest predictive values?

Contribution of the Study

Understanding the motivation of volunteers is a very useful ingredient in volunteer management (Chung, 2020; Devin, 2018; Kang et al., 2021; Weerakoon et al., 2020; Wegner et al., 2019).

Han (2007, as cited in Devin, 2018), has stated that so as to produce and implement a strategy for the maintenance of volunteerism, it is crucial that managers and organizations must give due attention mainly to the factors of motivation and human resources management. This researcher said that "... due to the undeniable importance of volunteers... and the paucities of studies in maintaining... volunteers, the knowledge and understanding of the factors affecting the continuity of their maintenance are necessary" (Devin, 2018, p. 12). Along this line of argumentation, to formulate proper intervention programs which are intended for preventing and eradicating the problems hindering volunteerism, it is essential to conduct a study of the factors that explain the motivation to volunteer. Therefore, one contribution of this study is to address these issues.

In addition, the study could also help to deliver proper methodological tools for investigating the motivation to volunteer on the bases of indicator variables. If the instruments developed and used in this study to differentiate the altruistically motivated from the self-interested volunteers serve their intended purposes, they could be used in the future as a guide as far as volunteerism is concerned. Therefore, this by itself is going to be an essential theoretical and practical contribution of the study.

Methods

Participants: Participants in this study were volunteers who were providing volunteer services in Hawassa City, Misrak, and Mehal sub-cities. According to the two sub-cities

heads of the youth and sports offices, 630 volunteers took part in the volunteering program. Out of the 630 volunteers, 245 participants were chosen in random sampling using Yemane's formula: $n = N/(1+N(e)^2)$ where n = the sample size, N = the population of the study, and e = the margin of error in the calculation (Yamane, 1973). Nonetheless, of these volunteers, merely 197 (102 male and 95 female) (65 from Mehal and 132 from Misraq sub-city) provided usable and complete data. As a result, in the data analysis process, it was learned that some volunteers' scores on some measurements highly affected the results because of their extreme divergence. Hence, those extremely outlier scores were thrown away to normalize the distribution of the errors. This decreased the final number of participants to 153.

Data Collection Instruments: A questionnaire which consisted of three parts was used to collect the data from the participants. The first part included socio-demographic data; the second part involved values; and the third part contained motivation to volunteer. The first part of the questionnaire had six closed-ended and open-ended items. In the same way, the second part consisted of 56 closed-ended items which were classified into 10 variables. Originally, there were 56 items adapted from the Shalom H. Schwartz Value Survey (Schwartz, 1992). Similarly, the third part of the questionnaire included 14 closed-ended items which asked about the motivation to volunteer. These 14 items were adapted from the World Values Survey, wave 2 (Inglehart et al., 2014).

Those items that were prepared originally in English language were translated into Amharic. The researchers and two other translators did the translation independently. After the translation was completed, the three translated tools were provided to three professionals in the area to scrutinize the accuracy and correspondence between the translated and original items. The examiners were seated together to talk over each item. Based on their comments, some amendments were made. In the end, after the data had been collected, it was learned that out of the 56 items that were adapted from the Shalom H. Schwartz Value Survey (Schwartz, 1992), five were problematic, and they were deleted. Thus, although originally the number of items prepared to measure the variables was 56, through item selection, only 51 items were retained. Some items were stated positively whereas some others were negatively worded. In the questionnaire, the items were disseminated randomly to reduce the likelihood of a response set.

In this study, by employing factor and item analyses, attempts were made to choose the best items from among those constructed for the scales employed in the study. Results from factor analysis showed that universalism, power, benevolence, achievement, conformity, tradition, hedonism, self-direction, and stimulation were unidimensional. The coefficient alpha reliabilities of the scales were: 0.96, 0.95, 0.98, 0.98, 0.96, 0.94, 0.89, 0.95, and 0.89 with item-total correlations ranging from 0.72 to 0.91, 0.86-0.90, 0.86-0.96, 0.94-0.96, 0.88-0.93, 0.75-0.89, 0.80-0.80, 0.84-0.90 and 0.72-0.83, respectively. The factor structure of the security variable revealed that it was comprised of two factors. Its reliability was 0.77. The item-total correlation ranged from 0.16-0.77 for security. Furthermore, the reliability of altruistic motivation to volunteer was 0.99, and that of self-interest was 0.98.

The reliability indices of all the scales were reasonably good. Almost all of the scales have comparable reliability indices to those found in other societies like Germany. For instance, Stieger and Lewetz (2016), using a Portray Value Questionnaire, reported a reliability coefficient of 0.58 for stimulation and 0.80 for power values. Likewise, Perrinjaquet et al. (2007) also found an alpha coefficient of 0.72 for a stimulation value, and 0.73 for a power value. Moreover, by including volunteers from 18 countries worldwide, Hustinx et al.

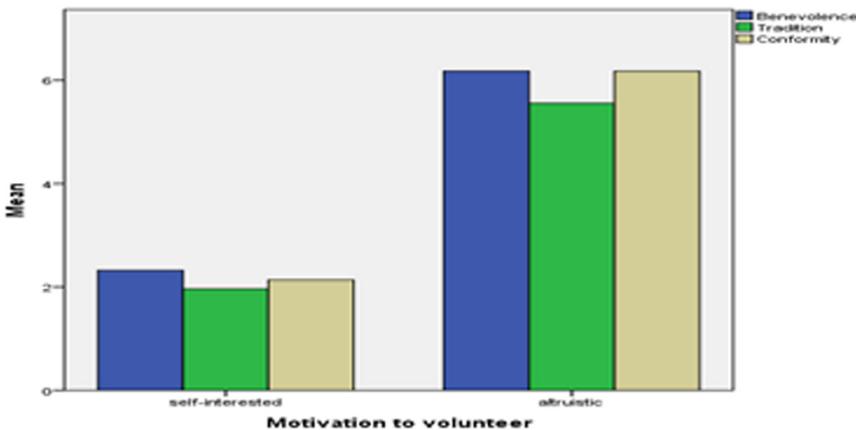
(2015), using 14-item reasons for doing voluntary work, reported a reliability coefficient of 0.81 for altruistic reasons, and 0.66 for self-interested reasons for volunteering. Similarly, Konrath et al. (2012) also found an alpha coefficient of 0.79 for other-oriented motives, and 0.88 for self-interested motives for a 10-item Volunteer Motivations Inventory. On the other hand, the validity indices of the scales have not been determined by employing other instruments developed by other researchers because of their unavailability. Nonetheless, it is viable to watch the intercorrelations of the variables. The correlation coefficients among them were high and strong, and all were in the anticipated directions. This may imply that the scales measured what they were supposed to do properly. Nonetheless, future research should examine how these scales are related to other similar measures.

Data Analysis Techniques: In this study, quantitative data analysis techniques were used. The results of the data analyzed from the two groups of volunteers were figured out using means, standard deviations, logistic regression, discriminant analyses, item and factor analyses, t-tests, and bar charts. Regression analysis was used to investigate the amount of variance explained by those religious and value variables, and to identify the most pervasive factor(s) that contribute the largest proportion of variance in motivating volunteers. Logistic regression was employed to analyze the data because the dependent variable was dichotomous. In the same manner, to identify a set of variables that discriminate between the two groups, discriminant analysis was used.

Group variations on the independent variables were tested using two-tailed t-tests. These results were supplemented by bar charts. To determine the factor structure of the variables, select “optimal” items that did load well on their respective factors, and examine the construct validity of the instruments factor analysis were run for each variable. In addition, to determine the reliability of each scale, and to remove items that did not correlate with the total scores, item analyses were computed.

Results

The first set of analyses focused on envisaging group differences between altruistic and self-interested volunteers in bar graphs. To test whether the differences between the two groups were significant, t-tests were conducted.



Note. Number of altruistic volunteers = 85; number of self-interested volunteers = 68; total N = 153.

As indicated in Figure 1, for all collective interest values, self-interested volunteers scored much lower than their altruistic counterparts. Using t-tests, additional analysis of these differences which are portrayed in Table 1, revealed that the differences were statistically and highly significant ($t = -9.285, p = 0.000, df = 78$, for benevolence; $t = -9.544, p = 0.000, df = 89$, for tradition; and $t = -9.795, p = 0.000, df = 77$, for conformity mean score).

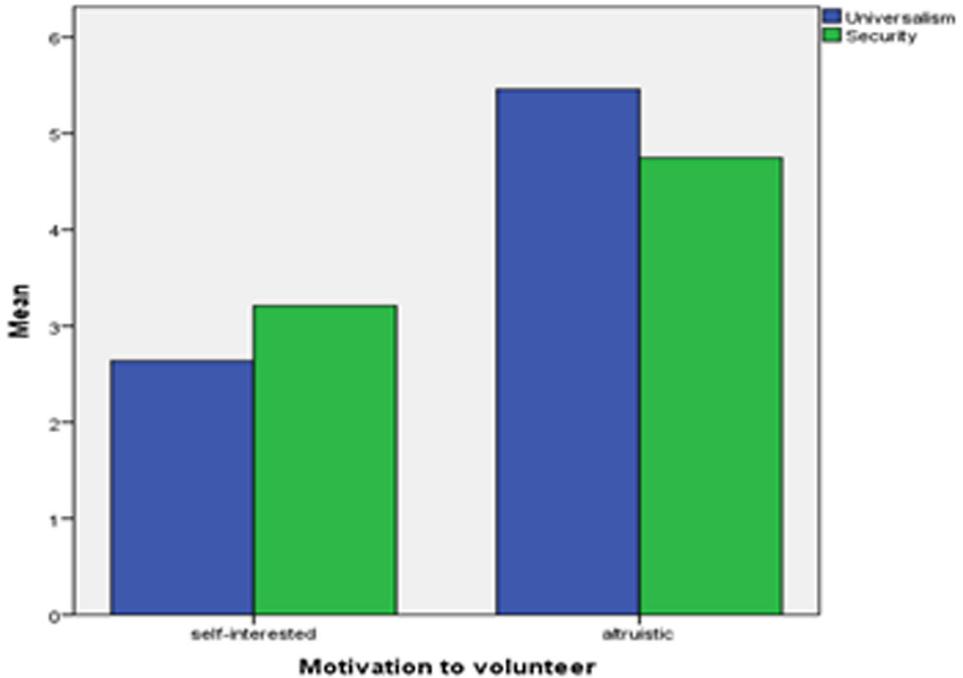


Figure 2: Bar Graphs that Display Differences in Universalism and Security Values Scores for Altruistic and Self-interested Volunteers

Note. Number of altruistic volunteers = 85; number of self-interested volunteers = 68; total N = 153.

A similar procedure was also employed for the other variables. As shown in Figure 2, the priorities of universalism and security values were clear. The self-interested volunteers tend to have a low interest in universalism, and value security is less than the altruistic volunteers. Additional analysis of these differences using t-tests which is depicted in Table 1, revealed that the differences were found to be statistically significant.

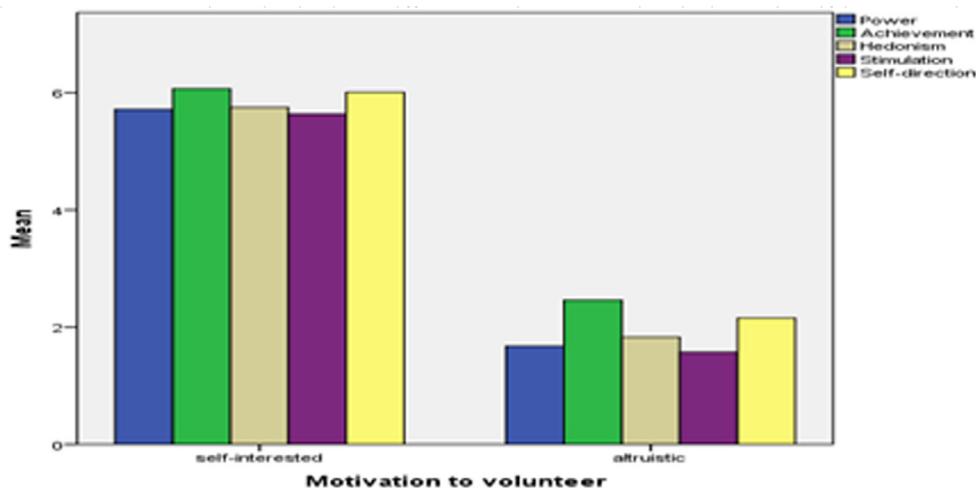


Figure 3: A Comparison of Altruistic and Self-interested Volunteers' Scores on Power, Achievement, Hedonism, Stimulation, and Self-direction Measures

Note. Number of altruistic volunteers = 85; number of self-interested volunteers = 68; total N = 153.

As displayed in Figure 3, the two groups also differed for the rest of the variables. It has been revealed that self-interested volunteers reported higher levels of power, achievement, hedonism, stimulation, and self-direction in comparison to altruistic volunteers. As presented in Table 1, the differences were also statistically significant.

Table 1: Means, Standard Deviations, and t-test Values for the Variables Treated in the Study, by Group

Variables	Groups						t-values	df	P
	Self-interested			Altruistic					
	M	SD	N	M	SD	N			
Benevolence	2.32	3.294	68	6.18	1.037	85	-9.285	78*	0.000
Tradition	1.96	2.870	68	5.55	1.318	85	-9.544	89*	0.000
Conformity	2.14	3.275	68	6.17	1.016	85	-9.795	77*	0.000
Power	5.72	1.396	68	1.68	2.787	85	11.663	129*	0.000
Achievement	6.07	1.237	68	2.46	3.436	85	8.983	110*	0.000
Hedonism	5.75	1.517	68	1.83	3.059	85	10.332	128*	0.000
Stimulation	5.64	1.509	68	1.58	2.687	85	11.799	137*	0.000
Self-direction	6.01	1.122	68	2.15	3.147	85	10.489	109*	0.000
Universalism	2.64	2.817	68	5.46	1.130	85	-7.765	84*	0.000
Security	3.21	2.358	68	4.75	1.086	85	-4.977	90*	0.000

Note. *df adjusted for significant variance differences of the two groups.

Multiple Regression and Discriminant Analyses

Since the dependent variable was dichotomous, the right statistical technique to scrutinize the joint and the independent contributions of the independent variables is binary logistic regression analysis. The motivation to volunteer was regressed on benevolence, tradition, conformity, power, achievement, hedonism, stimulation, self-direction, universalism and security. The results indicated that the variables jointly explained 53% (Cox & Snell R² = 0.53), and the Hosmer-Lemeshow test displayed that the model fit the data superbly ($\chi^2 = 5.316$, df = 8, p = 0.723).

Table 2: Stepwise Logistic Regression Analysis of the Variables on Motivation to Volunteer

Step	Variables entered	β	SE	Wald	p	LLM	Δ -2LLM	P
1	Stimulation	0.736	0.120	37.624	0.000	-105.105	84.821	0.000
2	Universalism	-0.494	0.139	12.654	0.000	-62.695	18.244	0.000
	Stimulation	0.613	0.114	29.119	0.000	-78.247	49.348	0.000
3	Universalism	-0.585	0.159	13.563	0.000	-61.963	22.155	0.000
	Self-direction	0.441	0.196	5.054	0.025	-53.573	5.375	0.020
	Stimulation	0.294	0.180	2.674	0.102	-52.244	2.718	0.099
4	Universalism	-1.089	0.321	11.521	0.001	-57.092	16.614	0.000
	Security	0.644	0.330	3.803	0.051	-50.885	4.200	0.040
	Self-direction	0.500	0.205	5.940	0.015	-51.975	6.379	0.012
	Stimulation	0.208	0.189	1.208	0.272	-49.390	1.210	0.271
5	Universalism	-1.180	0.310	14.514	0.000	-60.793	22.806	0.000
	Security	0.717	0.320	5.025	0.025	-52.244	5.709	0.017
	Self-direction	0.662	0.141	21.922	0.000	-73.461	48.143	0.000

The percent of correct classification of the participants into their respective groups was 86.3. Nevertheless, only two of the regression coefficients were significant. This was because of the sensitivity of the Wald test to the standard errors of the regression coefficients which are influenced simply by the change of the coefficients. Munro (2005) stated that an undesirable property of the Wald statistic is that it becomes too small when the absolute value of the regression coefficient becomes large, and the estimated error is too large which lead to nonsignificant results. Hence, a stepwise logistic regression was used. The results are demonstrated in Tables 2 above and 3 below.

It was plain from Tables 2 and 3 that those variables that had significant contributions to the variance in the motivation to volunteer were: universalism, security, and self-direction. These variables jointly explained 51.7% of the variance in the motivation to volunteer. The rest of the variables had no significant predictive ability for motivation to volunteer. The correct classification of the participants into their respective groups based on these variables was 81.7%.

Table 3: Test of the Model, Variance Explained by the 3 Variables, and Significant Tests

Step	-2LL	Cox & Snell R ²	χ^2 test of the model	P	Hosmer-Lemeshow test (χ^2)	p
1	137.792	0.377	72.418 (df = 1)	0.000	8.102 (df=7)	0.324
2	104.489	0.499	105.721 (df = 2)	0.000	4.385 (df=8)	0.821
3	98.780	0.517	114.430 (df = 3)	0.000	2.622 (df=8)	0.956

Note. LLM = Log likelihood model, Δ -2LLM=change in -2log likelihood of the model

Furthermore, a discriminant analysis was used to complement the results of the logistic regression analysis. Discriminant analysis is employed inclusively to classify participants into groups based on the variables at issue (Pituch & Stevens, 2015).

Pituch and Stevens (2015) also said the following:

Discriminant analysis has two very nice features: (1) parsimony of description; and (2) clarity of interpretation. It can be quite parsimonious in that when comparing five groups on say 10 variables, we may find that the groups differ mainly on only two major composite variables, that is, the discriminant functions. It has clarity of interpretation in the sense that separation of the groups along one function is unrelated to separation along a different function. (p. 392)

Thus, it seems reasonable to employ this analysis to pinpoint the “best” set of discriminators for the two groups. The results are revealed in Table 4.

In the analysis, merely one canonical discriminant function was used. The eigenvalue of the function was 1.402. The test of the function similarly displayed that it was significant ($\chi^2 = 127.933$, $df = 10$, Wilks' Lambda = 0.416, $p = 0.000$). So long as the group sizes were dissimilar, even if not that significant, the Box-M test of homogeneity of covariance matrices was computed. The result displayed that it was significant at 0.05 ($F = 4.479$, $p = 0.000$) demonstrating that the homogeneity of the covariance matrices of the two groups was unequal. Nevertheless, since the log determinant values were similar, it was quite reasonable to proceed with the analysis. The classification was 83% correct. A stepwise discriminant analysis has generated a precisely similar arrangement of results with 81% correct classification of the groups. The canonical discriminant function (canonical correlation = 0.733, Wilks' Lambda = 0.463, and $\chi^2 = 115.425$, $df = 2$, $p = 0.000$) was strong and significant. The eigenvalue of the function was 1.159.

Table 4: A Discriminant Analysis for the Two Groups

Standardized canonical discriminant function coefficients		Structure matrix of pooled within-groups discriminant function-variable correlation	
Variables	Function 1	Variables	Function 1
Universalism	-0.624	Stimulation	0.765
Power	0.524	Power	0.750
Benevolence	0.090	Conformity	-0.738
Achievement	-0.861	Tradition	-0.706
Security	0.381	Benevolence	-0.700
Conformity	-0.610	Hedonism	0.664
Tradition	0.287	Self-direction	0.661
Hedonism	-0.101	Universalism	-0.579
Self-direction	1.065	Achievement	0.566
Stimulation	0.102	Security	-0.368

The discriminant function-variable correlations showed that it is mainly stimulation ($r = 0.765$) and power ($r = 0.750$) that primarily defined the function. This was moreover assisted by the standardized canonical discriminant function coefficients where these two variables were not quite superfluous. Bearing both pieces of information in mind, the function was characterized primarily by self-expressive orientation values. Thus, from the signs of the discriminant-function variable correlation, it is clear that self-interested volunteers scored higher on these variables than those in the other group. The group centroids by function for self-interested and altruistic volunteers were 1.315 and -1.052, respectively. When the canonical discriminant functions were assessed at group means (group centroids), it was the self-interested volunteers who scored a higher degree of self-expressive orientation than the altruistic ones.

Discussion

The major intent of this study was to investigate the joint and independent contributions of those measured variables to the variance in motivation to volunteer. The predictor variables that entered the model were: universalism, power, benevolence, achievement, security, conformity, tradition, hedonism, self-direction and stimulation. Due to the fact that the dependent variable was dichotomous, the appropriate statistical technique to be used was logistic regression (Munro, 2005). These variables jointly explained 53% of the variance in motivation to volunteer (Cox & Snell $R^2 = 0.53$, Nagelkerke $R^2 = 0.714$, Log-Likelihood = 93.655; Omnibus test of the model coefficient, $\chi^2 = 116.556$, $df = 10$, $p = 0.00001$). The Hosmer-Lemeshow test showed that the model fitted the data superbly.

To determine the best predictors of motivation to volunteer, a stepwise logistic regression analysis was run. The findings displayed that the variables that significantly and strongly predicted motivation to volunteer were: security, universalism and self-direction in the order designated. Analysis employing structure coefficients and discriminant analysis nonetheless added stimulation and power as noteworthy variables in predicting self-interested motivation to volunteer. These results plainly highlighted that the major contribut-

ing factors to self-interested motivation to volunteer were self-expressive orientation variables. It is reasonable to think that volunteers who displayed self-interested motivation to volunteer if they were not bothered by the stability of society in their relationships had no value for the protection of all people, did not want to avoid the threat of uncertainties by controlling relationships or resources, and were internally interested in personal judgment and uniqueness. For these volunteers, helping was viewed as a scenario where they either got social status and respect or control or dominance over people and resources. So long as most of the volunteers are youths and they have grown up in Ethiopia where broken homes, extreme poverty, and unemployment, *inter alia*, are prevalent, the rationale for the occurrence of self-expressive value orientations as a guiding principle in their lives could be using volunteerism as a tool to get their “foot in the door” for their future personal success and career opportunities. From this standpoint, it may not be amazing to find that self-expressive value orientations were the primary causes of self-interested motivation to volunteer. Research revealed that desires for career development (Giancaspro & Manuti, 2021) as well as employability lead young people to help and have a significant positive effect on self-interested motivation to volunteer (Hoskins et al., 2020).

Conclusions and Recommendation

This study was conducted to examine factors that account for motivating volunteers in two organizations in one of Ethiopian cities, Hawassa. The variables encompassed in the study were: power, achievement, hedonism, stimulation, self-direction, universalism, benevolence, tradition, conformity and security values. In addition to its importance in giving information about the motivation to volunteers in those particular organizations so that appropriate measures could be taken to seize the barriers to volunteerism, this study provided an essential complement to the current literature on motivation to volunteer in organizations. It came up with mesmerizing results. All the variables correlated significantly and strongly with motivation to volunteer. This could imply that benevolence, stimulation, power, universalism, tradition, conformity, security, hedonism, achievement, and self-direction may serve as variables which could explain organizational motivation to volunteer.

One practical implication of this study is it can revealed in the apparent need for an intervention program which is intended to encourage people to develop and internalize other-oriented value priorities, and volunteer involvements in volunteering.

In addition, in order to deal sufficiently with the issue of self-interested motivation to volunteer in organizations, it seems necessary for socializing young people to develop and internalize the ongoing commitment of other-oriented value orientations for the needy as an integral part of human existence in their early years. These days, the cultural context in Ethiopia seems to be changing from a collectivist culture to an individualistic one. More specifically, people in Ethiopia are abandoning the previously highly valued traits of compassion, generosity and concern for the interests of others, *inter alia*, in the name of “modernization” which focuses on a more individualistic orientation that emphasizes the rights and concerns of each person. Thus, the concerned authorities need to revisit the cultural orientation that is prevailing currently, and they should promote the collectivist one so that there will be an engaged society of all ages.

The motivation to volunteer is a multifaceted phenomenon that could emanate from a wide range of sources. Future research may employ focus-group discussions, observations, and other in-depth data-gathering methods to uncover those contributing circumstances at organizations so that to thoroughly understand the motivation to volunteer along with the barriers to volunteerism and the causes for both, and to investigate effective strategies for change.

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