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Commitment of 4-B [Malaysia] youth leaders towards volunteerism

Suandi, Turiman Bin, Ph.D.

The Ohio State University, 1991
COMMITMENT OF 4-B [MALAYSIA] YOUTH LEADERS TOWARDS VOLUNTEERISM

DISSERTATION

Presented in Partial Fulfillment of the Requirements for the Degree Doctor of Philosophy in the Graduate School of The Ohio State University

By

Turiman B. Suandi, B.S., M.S.

*****

The Ohio State University
1991

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ABSTRACT

COMMITHENT OF 4-B [MALAYSIA] YOUTH LEADERS TOWARDS VOLUNTEERISM

By
Turiman B. Suandi, Ph.D.
The Ohio State University, 1991
Professor Dr. J. David McCracken, Adviser

Volunteer involvement in community services among youth has been a valued and widespread aspect of life throughout the world, including Malaysia. The researcher looked for the major factors associated with commitment of 4-B youth leaders in Malaysia towards volunteerism. It was hypothesized that the following variables would relate to commitment to volunteerism: demographic variables, attitudinal factors, motivational factors and need factors.

A representative sample of 368 4-B leaders were randomly selected. Twelve students from the Universiti Pertanian Malaysia, Serdang helped in collecting the data by using the questionnaire.

From the Pearson Product Moment correlation analysis, it was found that four of the nine demographic
variables (age, being married, number of children and the
degree of involvement in political activities) had low
relationships with commitment towards volunteerism. All the
attitudinal factors (instrumental value of 4-B, attractiveness of 4-B, attitude towards volunteer work, and volunteer work satisfaction) were substantially related to commitment. There were from low to substantial relationships between the motivational factors (altruism, egoism, social obligation, religiosity and political interest) and commitment. Three of the four need factors (need for achievement, need for affiliation and need for dominance) were related to commitment.

A semi-partial multiple regression coefficient was obtained for each variable set. It was found that demographic variables as a set and need factors as a set did not account for a significant unique proportion of the variance in commitment. However, two variables (age and political involvement) within the demographic variable set, and two variables (need for achievement and need for affiliation) within the need factor set, accounted for a significant unique proportion of the variance in commitment. The attitudinal factors as a set and the motivational factors as a set accounted for a significant unique proportion of the variance in commitment. The four
variables (instrumental value of 4-B, attractiveness of 4-B, attitude towards volunteer work and volunteer work satisfaction) within the attitudinal factor set, and two variables (altruism and political inclination) within the motivational factor set, accounted for a significant unique proportion of the variance in commitment.

From the stepwise multiple regression analysis, it was found that altruism and attractiveness of 4-B were the best predictors of commitment.
CHAPTER I
INTRODUCTION

Background Information

Youth organizations in Malaysia are considered as non-governmental even though their establishment may be encouraged or initiated by government agencies responsible for such activities. Generally, they have close rapport with the Ministry of Youth and Sports (formerly known as the Ministry of Culture, Youth and Sports) in terms of obtaining financial and administrative assistance as well as guidance for their organizational activities. There are also youth organizations that are less closely associated with the government bureaucracy. They are generally self financed and operate with less assistance from the government.

There are currently 25 youth organizations at the national level, 14 state youth councils, and about 5,148 youth clubs and associations. The overall membership is about 1.7 million including membership in more than one youth club (ESCAP, 1983). At the national level, youth organizations are classified into four categories: ordinary youth organizations, uniformed youth organizations, religious youth organizations and student youth
organizations. All these youth organizations are registered under the Society Act of 1966. They have their own constitutions, autonomy and branches at the national, state, and district levels. They are united and coordinated by the Malaysian Youth Council which acts as the parent organization.

The Malaysian Youth Council has its own structure, constitution, policy and objectives to instill balanced youth development in economic, social, political and educational matters. It also seeks to inculcate a patriotic attitude in youth and represents Malaysia internationally. The formation of youth organizations is to enable youth to actively participate in the economic, social and cultural development of the nation.

According to the Population census of 1980, the youth population within the age group of 15-34 years was about 4.7 million. By gender, the female youths outnumbered male youths during the 1957-1980 period. The sex ratio in 1980 was 97 males to 100 females. By age group, 58.8 percent of youth were in the age of 15 to 24 and 41.2 percent were in the age of 25 to 34 in 1980 (ESCAP, 1983).

The government recognizes the role of youth in development as stated in the Fourth Malaysia Plan (1981-1985):
"In the nation's development effort, the people must respond positively to the challenges and be prepared to play their part. This they can do through their participation in the cooperative movement, sports and recreation, consumer movement, community and welfare organizations and maintenance of security....The youth, women and parent-teachers organizations will also be mobilized to enable them to participate more fully in the development efforts of the nation." (p.192).

The Malaysian 4-B Youth Movement.

The 4-B is an ordinary youth organization which has about 211,223 members. It is a national level youth organization established in 1966. According to the 4-B annual report of 1980-1981, there were 75 district level organizations and 1920 branches.

There are four main objectives of 4-B, namely:

1. To organize, unite and mobilize youth to take a positive role in national development and establish a just society;
2. To promote and strengthen the economic position of members and to establish a more prosperous society;
3. To provide guidance and training for physical and spiritual development as well as to encourage self reliance, discipline, service and responsibility; and
4. To develop and uphold the National Language, the National Culture (based on Malay Culture) and Islam as the official religion of the Federation (ESCAP, 1983).

The 4-B is one of the most dynamic youth organizations in the country with a wide range of activities. It is an important channel for implementing the objectives of the
New Economic Policy among youth, especially among rural youth. The activities of 4-B are organized into 18 categories: religion; education and training; young entrepreneurs; women; sports; culture; information; welfare; land and agriculture; international affairs; public service; housing and construction; health; finance; hawkers and small business; labor and law; drugs; and transportation.

The National Youth Policy.

Youth organizations participated actively in the formulation of the policy (NYP). A set of guidelines were developed in 1978 with these main objectives:

1. To create spiritually balanced youth;
2. To create youth of high morality, respectability and patriotism;
3. To create youth leaders of high caliber, efficiency, trustworthiness and sincerity;
4. To maintain and strengthen autonomy, democracy and volunteerism;
5. To instill a spirit of patriotism and solidarity;
6. To involve youth in the process of formulating national policies;
7. To create more professionals and skilled workers; and,
8. To form a wide scope for involvement of youth in nation building (ESCAP, 1983).
Definition of youth.

The United Nations recommended that youth be defined as individuals whose age are between 15 to 24. However, due to differences in socioeconomic background and culture, this definition may not be appropriate in Malaysia.

The definition of youth in Malaysia is based on many criteria such as biological maturity and legal, social and economic status (ESCAP, 1983). As far as the government's programs are concerned, youth are defined as those individuals whose age is between 18 to 30. In the non-governmental organizations youth are those individuals aged 15 to 35. The maximum age to become a youth leader is 35. But those who are already youth leaders can be as youth leaders until the age of 40.

Philosophically youth are viewed as individuals that possess idealism marked by their physical, psychological, mental and spiritual growth and development (Ibrahim, 1981).

Status of Volunteer Work

Volunteer involvement in community services has been a valued and widespread aspect of life throughout the world. As a result, volunteers and voluntary organizations have been part of the people of many countries, including Malaysia. Many leaders are emphasizing the importance of volunteerism. For example, during the first 1988 presidential debate, President Bush of the United States stressed on the importance of voluntary sectors in helping
the government to solve many of the domestic problems such as poverty, school dropouts, crime and substance abuse. He stated:

"... do not erode out of the system the thousand points of light, the people that are out there trying to help those kids, the programs like Cities and Schools, the work that Barbara Bush is doing so people can learn to read in this country, and then go on and break this cycle of poverty." (p.2748).

He further explained that the federal government has spent seven percent of the total budget on education; and the rest of the state and local governments and the "thousand points of light" (voluntary sector) are putting up the 93 percent.

Voluntary activities, according to the National Forum on Volunteerism (1980) will continue to be an important element to solve many of the problems that worry the people, institutions and government. Volunteerism, as indicated by the Forum, will be even more critical in the future because the willingness of citizens to volunteer will be critically influenced by other factors in the society such as inflation, energy shortages, the resistance to volunteers by paid helpers, the growing role of government, actions by employers, and a range of personal factors caused by changing values, expectations and lifestyles.

A census Bureau survey which was conducted in 1974 indicated that the number of Americans over 14 years of age who volunteered that year was approximately 37 million.
Others estimated the number to be as high as 50 to 70 million (Wilson, 1976). A poll conducted by Independent Sector (1985) revealed that 48 percent of all Americans over the age of 14 or 89 million people volunteered individually or through organizations.

Despite the large number of volunteers, there are still concerns about the scarcity of volunteer leaders in youth organizations (Boyle and Doughlah, 1964; Coleman, 1979). This concern has been considered by the Extension Committee on Organization and Policy (ECOP) in its document "4-H in Century III":

"The key to success of the 4-H in Century III is volunteer leaders. Over the past ten years the number of volunteer leaders serving the 4-H program has doubled, resulting in an increase in both the number of youth reached by the 4-H program and the quality of their 4-H experiences. Thus a highly desirable goal for the next decade of Century III would be to double the number of volunteer leaders serving 4-H. This should double the number of 4-H clubs, special interest groups as well as 4-H youth participants." (Brown, 1979, p.3).

The word "gotong royong" is not an unfamiliar term to Malaysians. This word can be literally translated as "carrying together" which implies the togetherness towards achieving common goals. During the early days people had been involved in community activities such as constructing or repairing bridges, clearing irrigation canals, building or repairing houses, clearing jungles, preparing land for growing crops and harvesting. Today these scenes cannot be
seen as frequently as in the old days. Volunteer activities are perceived as a waste of time. The time could have been spent for more profitable activities.

Many have voiced their concerns about the fading value of the society towards volunteerism. The youth are not an exception. Thus, the Ministry of Youth and Sports, Malaysia took the initiative to incorporate volunteerism into its National Youth Policy. The Prime Minister of Malaysia, Datuk Sri Dr. Mahathir Mohamad recently provided leadership by example when he symbolically participated in the "gotong royong" project. The project is one of the many efforts to help the poor people earning below M$175.00 (One hundred and seventy five Malaysian Ringgit) through the poverty eradication program (New Straits Times, 1990).

Although the mass media have been utilized to promote the spirit of volunteerism to the society, most of the information has not been research-based. Many people talk or write on the topic of volunteerism but few report about it through systematic studies. Further studies need to be conducted to provide the society with valid and reliable information about volunteerism. When more and more people are aware of the importance of volunteerism, hopefully this once valued element will emerge again in the society. This voluntary action effort must be systematically examined with adequate depth and breadth so that the studies will remain programmatic. Appropriate planning and strategy are needed
to encourage fullscale volunteerism among the 4.7 million youth (ages between 15 to 34 years) in Malaysia.

Statement of the Problem

Effective involvement of people in voluntary activities has been shown to be the solution to many problems in the society (Newsweek, 1989). As far as volunteerism is concerned, youth are an extremely valuable asset to the nation. In Malaysia, there are approximately 4.7 million youth. Out of this, 50 percent are members of at least one of the various youth organizations (ESCAP, 1983). These young people are resourceful and they have been involved as volunteers serving the organization, community and the whole nation. The Ministry of Youth and Sports, Malaysia and the Malaysian Youth Council have exhibited leadership in this area by including volunteerism as an area of concern.

An important element to the success of a voluntary organization is the commitment of members towards volunteerism. It has been noted that strong commitment from members of an organization will lead to desirable outcomes. These include the desire to remain in the organization and contribute to high job performance (Steers, 1977).

This study was aimed at determining the level of commitment of 4-B youth leaders and the major factors related to their commitment to engage in voluntary
activities in Malaysia.

**Need for the Study**

Youth organizations in Malaysia depend very much on the active involvement of their members in voluntary activities. Many writers and youth workers in Malaysia have shown their concerns and interests on this subject. Their contributions have been very useful to youth development. However, new knowledge and understanding and further exploration about volunteerism need to be generated through rigorous research.

Many studies have been conducted in the United States with regard to voluntary activities and their contributions to the society (Henderson, 1979; Independent Sector, 1985; Parrott, 1977; and Phillips, 1982). Realizing the great contribution of volunteers through their involvement in voluntary organizations, an indepth study needs to be conducted concerning their commitment towards voluntary activities. It is even more critical in Malaysia because of the many challenges ahead. One of these challenges is the increasing rate of unemployment among youth. Commitment of volunteers is critical in helping the unemployed youth to engage in activities that would benefit these youth and the society in general. If these youth are not taken care of, they will engage in activities that are harmful to the present society and the future generations, such as vandalism, small crimes, and drug abuses which can lead to
higher order crimes.

An understanding of reasons why people are committed to volunteer is very important because it is basic to good recruitment. In other words, by knowing these factors, volunteer management would be able to develop an appropriate strategy on how to recruit and maintain the membership of volunteers in any particular voluntary organization.

**Purpose of the Study**

The aim of the study was to determine the commitment of 4-B Malaysian youth leaders to engage in voluntary activities. More specifically, the objectives of the study were as follows:

1. To determine the level of commitment of 4-B youth leaders towards volunteerism in the 4-B movement and volunteerism in general.
2. To describe selected demographic characteristics of 4-B youth leaders and their relationships to the leaders' commitment towards volunteerism. These characteristics include age, gender, marital status, number children, educational status, occupational status, income, political involvement and length of residence.
3. To describe the attitudinal characteristics of 4-B youth leaders and their relationships to the leaders' commitment towards volunteerism. The attitudinal
factors include the instrumental value of volunteer work in 4-B as perceived by the leaders, the attractiveness of 4-B to the leaders, the general attitude of the leaders towards volunteer work, and volunteer work satisfaction.

4. To describe the motivational characteristics of 4-B youth leaders and their relationships to the leaders' commitment towards volunteerism. The motivational factors include altruism, egoism, social obligation, religiosity and political interest.

5. To describe the needs characteristics of 4-B youth leaders and their relationships to the leaders' commitment towards volunteerism. The need factors include needs for achievement, affiliation, autonomy and dominance.

**Definition of Terms**

**Achievement need**

A type of need that is felt by individuals who strive hard to perform well in volunteer activities.

**Affiliation need**

A type of need that is felt by individuals who like to involve others group activities.
Autonomy

A type of need that is felt by individuals who like to work on their own.

Altruistic motivation

Motivation with a goal of increasing other's welfare.

Attitude towards volunteer work

Positiveness or negativeness of an individual towards volunteer work.

Attractiveness of 4-B

The quality of an organization (4-B Youth Movement) that draws an individual's attention to participate in it.

Commitment to volunteerism

The extent to which an individual has a strong belief and acceptance of the goals and values of voluntary work.

Dominance

A type of need that is felt by individuals who like to be gain control or power over the group activities.

Egoistic motivation

Motivation with a goal of increasing the volunteer's own welfare.

4-B Youth Movement

An ordinary youth organization where the 4 B's stand for: to learn, to cooperate, to serve, and to strive.

Instrumental value of 4-B

The worth of an organization (4-B Youth Movement) as perceived by an individual.
**National Youth Policy**

A policy that provides guidelines to organize and implement youth development programs in the country.

**New Economic Policy**

A policy that aims at eradicating poverty irrespective of race and restructuring the Malaysian society to correct economic imbalance so as to reduce and eventually eliminate the identification of race with economic function.

**Political interest**

The extent to which an individual is keen in participating in activities which involve politic.

**Religiosity**

The extent to which an individual is devoted to a religion; or doing something because of certain religious beliefs.

**Satisfaction**

The extent to which individuals are satisfied with their performance in 4-B.

**Social obligation**

The feeling of obligation as repaying a debt to the society.

**Volunteer**

An individual who contributes certain amount of time to an organization (4-B Youth Movement) or cause without
Volunteering

Any uncoerced work intended to help others without primary thought of financial gain.

Volunteerism

A doctrine or system based on participation that is not aimed directly at material gain or mandated or coerced by others within 4-B Youth Movement.

Youth

Those individuals whose ages are between 15 and 35 years old.

Youth leaders

Those individuals serving as committee members in any of the 4-B branches.

Delimitation of the Study

The study was limited to the 4-B Youth organization in Peninsular Malaysia. It did not cover all the youth organizations available in Malaysia, representing various ethnic and age groups. This limitation was necessary to enable the researcher to give particular attention and adequate treatment on a single youth organization rather than all the youth organizations which, if studied, would be a massive undertaking.
CHAPTER II

REVIEW OF LITERATURE

Background Information

The development of youth organizations in Malaysia are encouraged by the government. These organizations are formed in order to enable greater participation among youth in the economic, social and cultural development of the nation. The Malaysian Youth Council is the parent body that unifies and coordinates youth organizations at the state and national level. At present, there are 25 youth organizations at the national level, 14 state youth councils and about 5,148 youth clubs and associations. Basically, there are four types of youth organizations: the ordinary youth organizations, the uniformed youth organizations, the religious youth organizations and the student youth organizations (ESCAP, 1983).

The Malaysian 4-B Youth Movement (an ordinary type of youth organization) was established since 1966. It is an ordinary youth organization with approximately 211,223 members. It currently has 75 district level organizations and 1,920 branches (ESCAP, 1983).

The 4-B Movement was established for the following specific purposes:
1. To organize, unite and mobilize youth to take a positive role in the national development and to establish a just society.

2. To provide the spiritual and physical education.

3. To train members to fully participate in activities organized by the movement, the community and the nation.

4. To encourage research, training and guidance for youth in all aspects of skills and knowledge.

5. To promote and strengthen the economic position of members and to establish a more prosperous society.

6. To develop the willingness to serve based on the sense of responsibility and sincerity.

7. To encourage members to move to a better living based on dignity, self-reliance and discipline.

8. To develop and uphold the National Language and the National Culture based on the Malay Culture.

9. To cooperate with the government and voluntary organizations which have similar missions.

10. To support the government and other organizations which are similar to the movement.

11. To promote Islam as the official religion of the Federation.

There are three types of membership in 4-B: young member, ordinary member, and honorary member (Secretariat of
the Malaysian Youth Council, 1985). A young member must (a) be a Malaysian citizen who is between 12 and 18 of years of age, (b) pledge to obey membership rules and regulations, and accept the constitutions and policies of the movement, and (c) not be a member of any other youth organization.

An ordinary member must (a) be a Malaysian citizen who is between 18 and 40 years of age (unless the person is in the committee and not more than 45 years old), (b) pledge to obey the membership rules and regulations, and accept the constitutions and policies of the movement, and (c) neither be a member nor holding any position in any other youth organization.

An honorary member must (a) be an individual who is elected as an honorary member in the annual convention, (b) pledge to obey the membership rules and regulations, and accept the constitutions and policies of the movement, and (c) neither be a member nor holding any position in any other youth organization.

There are four levels of administration in the 4-B: the national level, the state level, the district level and the local level. In this study, only the leaders at the local clubs were involved. A typical 4-B local club is run by the following individuals: (a) a Chairperson, (b) a Deputy Chairperson I, (c) a Deputy Chairperson II, (d) a Secretary, (e) a Deputy Secretary, (f) a Treasurer, (g) not more than seven members elected in the annual general meeting of the
local club, and (h) not more than three members elected by the chairperson (agreed by the committee members).

**Concept of Volunteerism**

Van Til (1988) defined volunteering as "... a helping action of an individual that is valued by him or her, and yet is not aimed directly at material gain or mandated or coerced by others." (p. 6). Thus, a voluntary organization would be defined as a nonprofit group whose members have united without any coercion for the purpose of advancing an interest or achieving certain goals or objectives.

In a working environment, it is often difficult to separate the boundary between business and nonprofit activity. DeLaat (1987) identified four major ways in which work and volunteering are commonly related:

1. Volunteering is supplemental to primary work roles. It often compensates for needs not met in the work role situation;
2. Volunteering is instrumental to primary work roles. It helps in the achievement of career objectives;
3. Volunteering is a form of expanding the work role by doing additional, unpaid labor somehow related to the work role; or
4. Volunteering is, in itself, a conscious work activity.
There are basically three types of volunteering: service, self-help and grassroots volunteering (Van Til, 1988). The aim of service volunteering is to relieve distress and to enhance the quality of life of those who are identified as being in need of such services. The self-help volunteering is aimed at the advancement of those sharing a common interest, perspective, or life experience. The third type of volunteering, grassroots volunteering, is aimed at the clarification and advancement of interests of citizens at the local level of a social-political organization.

Importance of volunteerism

Researchers like Schindler-Rainman and Lippitt (1971) have indicated that volunteerism is becoming one of the major means of providing human services. Volunteerism, according to Prawl et al. (1984), is the lifeblood of the Cooperative Extension Service for without it the organization would not be effective. Volunteers in the Cooperative Extension Service indicated that their involvement in voluntary activities helped individuals improve farming and homemaking activities and practices in terms of knowledge, skill, greater understanding and economic improvement. It also helped individuals improve their quality of life, community resources and environment (Partners in Action, 1985).

To the government, volunteerism is important because there have been studies that indicated that the national
voluntary efforts have been estimated to be worth over 25 billion dollars a year (Stam and Stinson, 1976). According to a 1987-1988 survey by the Independent Sector, as cited by Newsweek (1989), it is estimated that 80 million adults gave a total of 19.5 billion hours in 1987, at a value of about $150 billion. Volunteerism also, according to Luloff et al. (1984), contributes to local social stability by acting as an adaptive mechanism for traditional institutions, and by responding to problems and challenges of development. This is supported by Holden (1973) who stated that a voluntary agency can act as a "shock absorber", lending a certain protection to the government.

Based on several writers, Amis and Stern (1974) indicated that voluntary organizations can function in goal attainment, socialization, support to established institutions, allocation of power and influence, social integration and social change.

The changing context of voluntary action.

The impact of voluntary efforts on the larger society is unquestionable, but the broader societal forces will also bring limitations to the development of volunteerism. Van Til (1988) listed several factors that may influence the future of voluntary action. These factors include the following: inflation, motivation of volunteers, impact of government, energy shortage, empowerment of unemployed people, changing workplace conditions, demographic changes,
stance of the helping environment, corporate involvement, disputive society, and the degree of democratic pluralism.

With regard to the future of voluntary action in society, Van Til (1988) discussed three possible images of volunteerism: a hard-luck future for volunteerism; continuity future for volunteerism; and a good-luck future for volunteerism.

A hard-luck future for volunteerism. According to Van Til (1988), this would be a period of widespread discontent and severe unemployment. These unemployed and underemployed persons will have available to them a large amount of time in which to engage in nonwork activity. At the same time, those fortunate enough to retain employment will be highly pressured to search for additional income in nonworking hours.

Continuity future for volunteerism. Van Til (1988) stated that the role of volunteerism in the future will be to do the following:

1. Keep alive the tradition that the giving of volunteer effort to alleviate social and economic distress is valued and necessary.

2. Foster an intermittent reconsideration of the responsibility both governments and corporations must assume for the construction of a society in which opportunity and achievement match aspiration and
possibility.
3. Join in the consideration of a reconstructed social contract, capable of sustaining trust and productivity in an era of constraint.
4. Organize programs and activities on a community and national level designed to meet a variety of educational, cultural, and leisure needs (p.191).

_A good-luck future for volunteerism._ During this period, according to Van Til (1988), "a voluntary society is created, and individuals join with their neighbours and fellow citizens in the development of a pluralistic commonwealth in which problems are discussed and resolved and solutions conceived and implemented." (p.192).

**Studies related to volunteerism**

Many studies have been conducted to deal with the decision to affiliate or participate in voluntary organizations among volunteers. These factors include the following: demographic variables, attitudinal factors, motivational factors and need factors as shown in Figure 1.

**Demographic variables**

Demographic variables that were found to be associated with the decision to volunteer include: age, gender, marital status, number of children, educational status, occupational status, income, political involvement and length of residence.
Figure 1: Antecedents of commitment towards volunteerism.

Age. Rohs (1982) revealed that the average age of the 4-H volunteer leaders was 39.6 years old. In an earlier study, Smith et al. (1972) indicated that persons of the middle age range (35-55 years of age) exhibit higher voluntary action participation rates than younger or older persons. The typical age of 4-H volunteers in Texas was reported to be 41 years old (Denmark, 1971). Henderson
(1975) reported that the age of leaders surveyed was between 36 and 44. Luloff's (1984) survey of local volunteerism in New Hampshire reported that the volunteers tended to be middle aged (49-52 years of age). From these studies a conclusion can be made that the middle aged persons tend to volunteer more than other age groups. Since 4-B leaders are at a maximum age of 40, it is hypothesized that age will be positively related to commitment towards volunteerism.

**Gender.** Most studies relating sex to membership and participation in voluntary organizations have found men to have more membership and participation (Payne et al., 1972). A study by Luloff (1984) indicated that volunteers were predominantly (70 percent) male. Rohs (1982) however found that 72 percent of the 4-H leaders were female. Rohs (1982) also indicated that there was no significant relationship between continued participation as a 4-H leader and a leader's sex. Based on these findings, it is hypothesized that male 4-B leaders are more committed than female leaders.

**Marital status.** Smith and Reddy (1972) stated that studies of membership participation in voluntary associations had shown that married persons had higher rates of both membership and participation than those who are widowed, separated or divorced. Roh's study in 1982 also indicated that 84 percent of the 4-H volunteer leaders were married. Luloff (1984) indicated a higher percentage (91
percent) of volunteers in the New Hampshire study were married. With regard to the relationship between marital status and continued participation as a 4-H leaders, Rohs (1982) found a low association between them. Based on the above findings, it is hypothesized that married 4-H leaders are more committed than leaders who are single.

**Number of children.** Smith and Reddy (1972) indicated that the more children a parent has the more likely it is that he or she will join and participate in voluntary associations. In a study conducted by Denmark (1971) it was reported that 73 percent of the 4-H leaders had one to three children, and only 23 percent had four to six children. In an earlier study, Banning (1970) indicated that 75 percent of the 4-H leaders had two to five children, and only 10 percent had six or more children. Rohs (1982) found that 88 percent of leaders had children, and the average number of children was three per family. From these findings, it is hypothesized that the number of children is positively related to commitment.

**Educational status.** Participation in voluntary organizations has been found to be positively related to level of education (Payne et al., 1972). However, Ladewig (1980) indicated that the higher the level of educational attainment of the volunteers, the lesser period one would serve as a 4-H advisor. Ladewig (1980) also revealed that 49 percent of the 4-H leaders had completed high school
and 43 percent had college or vocational training. Rohs (1982) found that 43 percent of the leaders had completed high school and 32 percent had some college education. With regard to relationship between level of education and length of service as volunteer leaders Rohs (1982) did not find any significant relationship. It is hypothesized that educational status is positively related to commitment.

**Occupational status.** Payne et al. (1972) cited that higher levels of occupational status have been found to be associated with higher rates of membership and participation in formal voluntary activity. Denmark (1971) reported that of the 4-H leaders participating in his study, 61 percent were homemakers, 12 percent ranchers, 11 percent in some professional field, 9 percent in some other field and 6 percent in business. Goodman and Pigg (1978) indicated that 60 percent of the volunteers were employed outside the home. Of this group, 35 percent were teachers, 9 percent were in the secretarial field and 2 percent were in farming endeavors. Rohs (1982) indicated that 25 percent of the 4-H leaders were homemakers, 23.5 percent were in business, 24 percent were in some professional field and 27.5 percent were either laborers or in farming. The study by Rohs (1982) indicated that there was a low positive relationship between total hours spent per month and the occupational status "homemaker". It is hypothesized that occupational
status is positively related to commitment.

**Income.** Higher income has been found to be associated with higher level of membership participation and leadership in voluntary associations (Payne et al., 1972). However, Rohs (1982) found no significant relationship between level of income and continued participation. It is hypothesized that income is positively related to commitment.

**Length of residence.** According to the National Study of the Implications of Volunteerism in the Cooperative Extension Service (1986), volunteer programs are most likely to attract small and rural town residents. Rohs (1982) found that 74 percent of 4-H leaders lived in a rural area. On the average leaders lived in their present location 15.5 years. According to Rohs (1982), there was a substantial positive relationship between length of residence and length of service as 4-H leaders. Thus, it is hypothesized that length of residence is positively related to commitment.

**Attitudinal factors**

According to the review by Rohs (1982) the following general attitudes were associated with individual's affiliation with organized voluntary groups: general perception of instrumental value of the formal voluntary organization, general obligation to participate in formal voluntary organization, formal group reference, isolation, service orientation to leisure time, favorable attitudes
toward participation in formal voluntary organizations held by significant others, and friendly relations with people in specific formal voluntary organizations.

Rohs (1982) further cited these specific attitudes that were associated to individual's participation in voluntary organizations: commitment to the organization, efficacy of the organization to achieve goals, obligation to participate in the organization, attractiveness of the organization, outside significant others' support for the organization, personal fit with the organization, friendly relations in the organization, and influence by others to join the organization.

Hackman and Oldham (1974) proposed that high work satisfaction would be obtained when individuals feel that the work is meaningful; feel responsible for the outcome of the job; and know of the results of the work activities.

In this study, four attitudinal factors were measured. These were (a) the instrumental value of volunteer work in 4-B as perceived by the individual, (b) the attractiveness of 4-B as voluntary youth organization to the individual, (c) the general attitude of 4-B leaders towards voluntary work organized by 4-B, and (d) the volunteer work satisfaction. It is hypothesized that each of these four factors is positively related to commitment.
Motivational factors

Several studies indicated that motivation to volunteer can be divided into three categories: altruism, egoism and social obligation (Allen, 1982; Batson and Coke, 1981; Carter, 1975; Phillips, 1982; and White, 1981). Motivational factors also include religiosity and political inclination.

Altruistic factor. Luloff et al. (1984) found that people volunteered because they wanted to serve the community. These people indicated the following motivating factors: they had a professional skill to contribute to the town; they were dissatisfied with the way things were run; they felt the community needed new ideas; and they felt the community needed better services. Fitch (1987) found several reasons for students volunteering in community services: they were concerned about those less fortunate than them; an inner sense of benevolent interest in others; the genuine concern they had for the particular population; and they were upset to see people in need.

Others (Weaver, 1975; Parrott, 1977; Ladewig, 1980; and Henderson, 1979) cited that the reasons for people's involvement in 4-H were because they wanted to help people and use their skill. The National 4-H Leadership Development Committee (1973) reported that people volunteer because they want to contribute to the welfare and development of children of their communities. It is hypothesized that altruism is positively related to
commitment.

Egoistic factor. While altruistic motivation is a motivation with a goal of increasing others' welfare, egoistic motivation is a type of motivation with a goal of increasing the volunteers' own welfare (Luloff et al., 1984). According to Luloff et al. (1984), people with egoistic motivation volunteered because they wanted to enhance their prestige. These people indicated the following motivations to volunteer: setting an example for others; receiving the monetary compensations; making new acquaintances; and increasing business profits.

Fitch (1987) found that students volunteer in community services because: it gave them a good feeling or sense of satisfaction to help others; of the people they met and friendships they made with other volunteers; they hoped someone would help them or their family if they were in similar situations; it was an opportunity to learn new skills; it made them feel needed; it was a way to test their personal strength; it was an excellent way to show to future employers; it was a way to explore careers; and of the prestige associated with it.

The National 4-H Volunteer Leadership Development Committee (1973) reported that people volunteer because of self interest and the opportunity for family involvement. Luloff et al. (1984) cited that people volunteer for the following reasons: as a means of satisfying local
affiliation needs; as a means of solving personal problems or as a way of neutralizing loneliness; for self-fulfillment and self-actualization; and understanding the basic principles of organization and operation. It is hypothesized that egoism is positively related to commitment.

**Social obligation.** According to Luloff et al. (1984) the goal of social obligation is as repaying a debt to the society. Fitch (1987) found the following reasons for volunteering in community services among students: they felt that they should give something back to the society since they were so fortunate; others with whom they were close placed a high value on community services; someone close to them was in the same situation as those they were helping; and a volunteer once helped them. In an earlier study, Weaver (1975) reported that people volunteered because they wanted to share it through a strong sense of moral, civic or social obligation. It is hypothesized that social obligation is positively related to commitment.

**Religiosity factor.** In Malaysia, apart from Islam (which is the official religion of Malaysia), there are Buddhists, Taoists, Hindus, Christians of various denominations, and other minor religious groups. Young children are exposed to their religion early in their life through parents, religious institutions and also schools. Religion is being used as a medium to pursue national
objectives and to promote cultural and social values. It has been noted that there is an increase in the number of religious activities in recent years among 4-B youth members (who are all Muslims).

Fitch (1987) found that students volunteered in community services because they felt that it was an integral part of their religious beliefs and practices. In the translation of the Qur'an (Book of Guidance for Muslims) by Yusuf Ali (1990) it is mentioned in one of the verses that people are urged by God to volunteer in doing good deeds:

"They ask thee what they should spend (in charity). Say: whatever ye spend that is good; is for parents and kindred and orphans and those in want and for wayfarers. And whatever ye do that is good; God knoweth it well." (p.84)

The rewards for such deeds are also mentioned in the Qur'an:

"The parable of those who spend their substance in the way of God is that of a grain of corn: it groweth seven ears, and each ear hath a hundred grains. God giveth manifold increase to whom He pleaseth: and God careth for all and He knoweth all things." (p.106).

It is hypothesized that religiosity is positively related to commitment towards volunteerism.

**Political interest.** The political role among youth is not just by merely joining political parties but also includes civic roles or the role of being good citizens. The motivation of individuals towards politics, according to ESCAP (1983), is based upon conscious decisions and sometimes derived from unconscious desires and needs. Youth
participation in politics becomes more obvious after being involved in youth organizations. More than 40 percent of the present political leaders in Malaysia come from youth organizations, including various social welfare and village welfare organizations, parents and teachers associations and unions (ESCAP, 1983). It is hypothesized that political interest is positively related to commitment.

**Need factors**

According to Steers and Braunstein (1976), motivated behavior in a working environment is a function of the strength of various needs such as need for achievement, need for affiliation, need for dominance and need for autonomy. They found that organizational commitment was positively related to both need for achievement and need for affiliation; and inversely related to need for autonomy. It is hypothesized that each of the four need factors is positively related to commitment.

**Concept of Commitment**

All commitments, according to Trigg (1973) must involve two distinct elements: beliefs and personal dedication to the actions implied to these beliefs. Trigg further stated that:

"... if someone is truly committed, both elements will be present. Someone who devotes his life to a cause which he does not believe in cannot be genuinely committed, whatever the reason for his hypocrisy." (p.44-45).
Trigg (1973) also mentioned that individuals can remain committed while their beliefs are being challenged. However, when these individuals reach the point where they lose their beliefs, they must lose their commitment because they cannot be committed to anything which they are certain is false.

Commitment has been defined in several ways. Festinger (1964) stated that "... a decision carries a commitment with it. The decision unequivocally affects subsequent behavior ... that the decision unrolling events as long as the person stays with that decision." (p.156). Secord and Backman (1964) also equate commitment with an "irrevocable choice situation." (p.150). Brehm and Cohen (1962), in an often quoted statement, said that:

"We assume that a person is committed when he has decided to do or not to do a certain thing, when he has chosen one (or more) alternatives, and thereby rejected one (or more) alternatives, when he actively engages in a given behavior or has engaged in given behavior. Any one or combination of these behavior can be considered a commitment." (p.7).

However, these definitions made by Festinger (1964); Secord and Backman (1964) and Brehm and Cohen (1962) were argued by Kiesler (1971) because by using these definitions the word commitment becomes a "throw away" concept (p.47). Kiesler (1971) defined commitment as "the degree to which one is bound or tied to some behavior" (p.48). Kiesler (1971) further stated:
"Commitment is defined as the pledging or binding of the individual to behavioral acts, and its main effect is to make an act more difficult to undo, deny, distort, or reinterpret... that a committing act is one the individual must live with and face up to. That a committing act would produce an extremely stable attribution that would, perforce, subsequently affect alternative attributions to self and others..." (p.157).

Porter, Steers, Mowday and Boullan (1974) in defining organizational commitment stated that it is characterized by at least three factors: a strong belief in and acceptance of the organization's goals and values; a willingness to exert considerable effort on behalf of the organization; and a strong desire to maintain membership in the organization. In this study the writer will adapt the term commitment as defined by Kiesler (1971) and Porter et al. (1974) so that it will fit in the voluntary sector.

**Hypotheses**

Based on the review of literature on volunteerism, there are numerous interrelated factors which are associated with commitment to volunteer. The factors identified and thought to be most related to commitment are classified under these general categories: demographic variables, attitudinal factors, motivational factors and need factors. The following hypotheses were developed to test the relationships between those factors and commitment of 4-B youth leaders to volunteer in Malaysia:
1. There is a positive relationship between age of leaders and commitment to volunteerism.
2. Male leaders are more committed to volunteerism than female leaders.
3. Married leaders are more committed to volunteerism than leaders who are single.
4. There is negative relationship between number of children and commitment to volunteerism.
5. There is a positive relationship between the level of education and commitment to volunteerism.
6. There is a positive relationship between occupational status and commitment to volunteerism.
7. There is a positive relationship between income of leaders and commitment to volunteerism.
8. There is a positive relationship between length of residence and commitment to volunteerism.
9. There is a positive relationship between the degree of involvement in political activities and commitment to volunteerism.
10. There is a positive relationship between instrumental value of 4-B and commitment towards volunteerism.
11. There is a positive relationship between attractiveness of 4-B and commitment towards volunteerism.
12. There is a positive relationship between attitude towards volunteer work and commitment towards volunteerism.

13. There is a positive relationship between volunteer work satisfaction and commitment towards volunteerism.

14. There is a positive relationship between altruistic characteristic and commitment towards volunteerism.

15. There is a positive relationship between egoistic characteristic and commitment towards volunteerism.

16. There is a positive relationship between social obligation and commitment towards volunteerism.

17. There is a positive relationship between religiosity and commitment towards volunteerism.

18. There is a positive relationship between political interest and commitment towards volunteerism.

19. There is a positive relationship between need for achievement and commitment towards volunteerism.

20. There is a positive relationship between need for affiliation and commitment towards volunteerism.

21. There is a positive relationship between need for autonomy and commitment towards volunteerism.

22. There is a positive relationship between need for dominance and commitment towards volunteerism.
Summary.

The purpose of this study was to determine the level of commitment of youth leaders towards volunteerism in Malaysia. Through the review of literature, volunteerism is viewed as extremely important to the survival of youth organizations. Committed leaders are needed to contribute to the success of youth organizations. The question is to what extent are 4-B youth leaders committed to their role as volunteers?, and what are the major factors that are associated to their commitment?

Research studies have indicated that there are several factors related to commitment. These include demographic variables, attitudinal factors, motivational factors, and need factors. In this study, the demographic variables included age, sex, marital status, number of children, educational status, occupational status, income, length of residence, and political involvement. The attitudinal factors included the instrumental value of 4-B, the attractiveness of 4-B, the general attitude of 4-B youth leaders towards volunteer work and the volunteer work satisfaction of the leaders. The motivational factors include altruism, egoism, social obligation, religiosity, and political interest. The need factors included the need for achievement, the need for affiliation, the need for autonomy and the need for dominance.
CHAPTER III
METHODOLOGY

This chapter gives a description of the procedures for carrying out the research. The following aspects will be discussed: (a) research design, (b) instrument development, (c) population and sample, (d) data collection, and (e) data analysis.

Research Design

Primarily, the research was attempting to identify factors influencing the commitment to volunteer among 4-B youth in Malaysia. For this purpose, the research was designed to be a descriptive correlational type of study. In this study, the dependent variable was the level of commitment to volunteer, and the independent variables were as follows: demographic variables (age, gender, marital status, number of children, educational level, occupational status, monthly income, length of residence, and degree of involvement in politics); attitudinal factors (instrumental value of 4-B, attractiveness of 4-B, attitude towards volunteer work and volunteer work satisfaction); motivational factors (altruism, egoism, social obligation, religiosity and political interest); and need factors (need
for achievement, need for affiliation, need for autonomy and need for dominance). Each of these factors was tested for its relationship with the commitment to participate in voluntary activities organized by 4-B.

**Instrument Development**

The development of the instrument had two major purposes: (1) to measure the dependent variable, commitment to volunteer, and (2) to gather information on the independent variables: demographic variables, attitudinal factors and motivational factors. These variables were operationally defined in the following sections:

**Commitment to volunteer.** The degree of commitment towards volunteerism was measured by adapting the instrument developed by Porter et al. (1979). The instrument contained items concerning the three aspects of the definition of commitment towards volunteerism: a strong belief in and acceptance of the goals and values of voluntary work; a willingness to exert considerable effort in voluntary work; and a strong desire to stay as a volunteer leader.

The response format employed a seven-point Likert scale with the following anchors: (1) strongly disagree; (2) moderately disagree; (3) slightly disagree; (4) neutral; (5) slightly agree; (6) moderately agree; and (7) strongly agree. Some items were negatively phrased and reverse scored in order to reduce response bias. High scores
indicated high commitment towards volunteer work in 4-B.

**Demographic Variables.** The demographic variables included the following: age, gender, marital status, number of children, educational status, occupational status, income, and length of residence.

**Attitudinal factors.** Four variables under attitudinal factors were included in this study: the instrumental value of 4-B as perceived by the individual, the attractiveness of 4-B to the individual, the general attitude of an individual towards voluntary work, and the volunteer work satisfaction.

The measures of instrumental value of 4-B and attractiveness of 4-B as perceived by youth leaders were adapted from the questionnaire developed by Rohs (1982). The items included a series of statements that represented feelings that individuals might have about the 4-B Youth Movement. They were asked to indicate the degree of agreement or disagreement with each statement based on seven-point Likert scales.

The measure of general attitude towards volunteer work was adapted from the questionnaire developed by Blunt (1983). The items included a series of statements that represented feelings that individuals might have about volunteer work in general. They were asked to indicate the degree of agreement or disagreement with each statement.
based on seven-point scales.

**Volunteer work satisfaction.** The measure of satisfaction of leaders towards their performance in volunteer work was adapted from the questionnaire developed by Hackman and Oldham (1974). The items included a series of statements that represented feelings that individuals might have about their performance in volunteer work organized by 4-B. They were asked to indicate the degree of agreement or disagreement with each statement based on seven-point scales.

The scales for all the measures of attitudinal factors were as follows: (1) strongly disagree; (2) moderately disagree; (3) slightly disagree; (4) neutral; (5) slightly agree; (6) moderately agree; and (7) strongly agree. Some items were negatively phrased and reverse scored in order to reduce response bias. High scores indicated a positive attitude.

**Motivational factors.** Five variables under the motivational factors were included in this study. These included altruism, egoism, social obligation, religiosity and political interest.

The measures of altruistic, egoistic, social obligation and religiosity factors were developed from two sources: (1) adapted from the questionnaire developed by Fitch (1987) and adapted from the list of reasons for volunteering in a study by Rea (1989). The altruistic factor was measured by the
individual's desire to increase other's welfare. The egoistic factor was measured by the individual's desire to increase one's own welfare. The social obligation factor was measured by the individual's feeling that one had the obligation to repay a debt to the society. The religiosity factor was measured by the individual's feeling that volunteerism was an integral part of one's religious beliefs and/or practices. The measure of political inclination was modified from the questionnaire developed by DeLamater (1973). The items included a series of statements that represented the current affairs in the country (Malaysia). They were asked to indicate their degree of concern with each statement. High scores indicated that youth leaders were inclined towards politics.

The items included in the measures for the motivational factors were series of statements that represented possible reasons that individuals might have for their involvement in voluntary activities in the 4-B Youth Movement. Some items were negatively phrased and reverse scored in order to reduce response bias. The respondents were asked to indicate the degree of agreement or disagreement with each statement based on seven-point Likert scales. The scales were as follows: (1) strongly disagree; (2) moderately disagree; (3) slightly disagree; (4) neutral; (5) slightly agree; (6) moderately agree; and (7) strongly disagree. High scores indicated that the 4-B youth leaders perceived the
statement represented their most likely reason for their involvement in voluntary activities.

**Need factors.** Four variables under need factors were included in this study. These included the need for achievement, the need for affiliation, the need for autonomy and the need for dominance.

The measures of these four variables were adapted from the instrument developed by Steers and Braunstein (1976). The items included were a series of statements that represented behaviors of individuals when they were at work in 4-B. Some items were negatively phrased and reverse scored in order to reduce response bias. Respondents were asked to indicate the degree of agreement or disagreement with each statement based on seven-point scales. The scales were as follows: (1) strongly disagree; (2) moderately disagree; (3) slightly disagree; (4) neutral; (5) slightly agree; (6) moderately agree; and (7) strongly disagree. High scores indicated the existence of any of the four needs among the respondents.

**Pilot testing of Instrument**

The questionnaire were submitted to a panel of experts consisting of faculty members in the Department of Agricultural Education, the Ohio State University, for content validity. Since the data were intended to be collected in Malaysia, the instrument was then translated into Bahasa Malaysia (the National Language of Malaysia).
It was then pilot tested with a sample of subjects consisting of 23 selected Malaysian students at Iowa State University, Ames. Reliability analysis was performed on the variables where values of reliability coefficient (Cronbach's alpha) were obtained. Another reliability analysis was performed on the variables after the survey of the actual sample of the subjects. The summary of the initial and the actual reliability coefficients of the survey instrument is presented in Table 1.

Population and Sampling Procedure

The data of the study were obtained from 4-B leaders and committee members in the 1990/1991 term. In order to obtain a representative sample of 4-B leaders and members the following steps were followed (Van Dalen, 1979, p.128-132).

1. Define the population.
2. Obtain an accurate and complete list of the units in the population.
3. Draw representative units from the list.
4. Obtain a sufficiently large sample to represent the characteristics of the population.

The respondents were selected by using a multistage sampling procedure which included the following steps:

1. A complete list of all 4-B youth organizations, their addresses, and the corresponding four
<table>
<thead>
<tr>
<th>Instrument component</th>
<th>Reliability</th>
<th>Pilot</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Attitudinal variables</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Instrumental Value</td>
<td>.92</td>
<td>.85</td>
<td></td>
</tr>
<tr>
<td>Attractiveness of 4-B</td>
<td>.84</td>
<td>.82</td>
<td></td>
</tr>
<tr>
<td>Attitude Towards Vol.</td>
<td>.89</td>
<td>.85</td>
<td></td>
</tr>
<tr>
<td>Satisfaction</td>
<td>.80</td>
<td>.82</td>
<td></td>
</tr>
<tr>
<td><strong>Motivational variables</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Altruism</td>
<td>.85</td>
<td>.79</td>
<td></td>
</tr>
<tr>
<td>Egoism</td>
<td>.65</td>
<td>.54</td>
<td></td>
</tr>
<tr>
<td>Social Obligation</td>
<td>.78</td>
<td>.63</td>
<td></td>
</tr>
<tr>
<td>Religiosity</td>
<td>.89</td>
<td>.57</td>
<td></td>
</tr>
<tr>
<td>Political Interest</td>
<td>.54</td>
<td>.71</td>
<td></td>
</tr>
<tr>
<td><strong>Need variables</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Achievement</td>
<td>.82</td>
<td>.71</td>
<td></td>
</tr>
<tr>
<td>Affiliation</td>
<td>.75</td>
<td>.62</td>
<td></td>
</tr>
<tr>
<td>Autonomy</td>
<td>.78</td>
<td>.62</td>
<td></td>
</tr>
<tr>
<td>Dominance</td>
<td>.79</td>
<td>.64</td>
<td></td>
</tr>
<tr>
<td>Commitment to Volunteerism</td>
<td>.93</td>
<td>.84</td>
<td></td>
</tr>
</tbody>
</table>
zones (North, East, Central, and South) was obtained from the 4-B headquarters at the federal and the state level.

2. From each zone, consisting of two to four states, a state was randomly selected so that there were four states altogether.

3. From each state, consisting of 10 to 15 districts, a random sample of three districts was drawn so that there were 12 districts involved.

4. From each district, consisting of 10 to 20 4-B branches, a random sample of four branches were drawn so that there were 48 branches involved.

5. From each branch, consisting of seven to ten committee members, eight members were randomly selected. Therefore, a total of 384 4-B youth leaders were selected for the study. A complete list of local 4-B branches is provided in Appendix C.

Data Collection

Information regarding the current leaders and members of 4-B youth organizations were obtained from the 4-B headquarters in Kuala Lumpur, Malaysia. Other related information about membership were also obtained from the Ministry of Youth and Sports, Malaysia; the Malaysian Youth Council; and the 4-B departments at the state and district levels.
Upon the approval of the 4-B Headquarters in Kuala Lumpur, chairpersons of the selected local 4-B ranches were notified about the upcoming research. They were requested to inform leaders at the identified 4-B branches.

Twelve students at the diploma level at the Universiti Pertanian Malaysia were trained to conduct the data collection (the original plan was to utilize the undergraduate students. However, due to budget limitation, diploma students were utilized). Considerable amount of effort was made by the researcher to ensure that usable data were gathered. Three trainings were conducted for the students so that they were familiar with the conduct of the research. They had the opportunity to practice and do some role play to be better prepared for the data collection. The first thing that the students were told to do when they arrived at the 4-B branches was to contact the chairpersons or the secretaries. Then they were to confirm the list of committee members of each branch and to randomly select eight leaders. Students were given two options in the data collection process: (1) to interview each respondent or (2) to group the respondents and to let them complete the questionnaire under the supervision of the students. Most students indicated that they used the second approach.

The students started to go to 4-B branches on the 22nd of April, 1991. Each of them was responsible for four local 4-B branches (that is, 32 youth leaders). The supervision
of these students by the researcher was made through the telephone. By the end of April, 1991, all the students completed the data collection. The completed questionnaires were then pooled at one place in each of the four zones, and later collected by the researcher. The researcher had the opportunity to discuss with the students about the process that they had undergone. A total of 368 usable questionnaires were obtained (95.8 percent response). Sixteen leaders were not able to be included in this study. One 4-B branch was found to be inactive (the eight leaders were not willing to be surveyed). The six remaining leaders were not able to be contacted because they did not stay in the particular village, and no proper record of their addresses was available during the study period.

Data Analysis

The completed questionnaires were examined by the researcher. The data were coded and entered into the computer to be processed using the Statistical Package for Social Sciences (SPSS) program at the Instructional and Research Computer Center facilities of the Ohio State University.

For each of the variables of interest in this study, descriptive data were analyzed in the form of frequencies, and measures of central tendency appropriate for the type of data. Correlational techniques were incorporated to establish the direction and strength of the relationships
between the independent and the dependent variables. A series of Pearson Product Moment Correlation Coefficients were computed between each independent variable and the dependent variable.

The dependent variable, commitment towards volunteerism, was treated in the form of interval data within a regression equation. The scores were obtained by the sum of individual responses to the 15 items on the survey instrument. An item score for the measure of commitment was obtained by dividing the overall mean score by 15. Each group of the independent variables: demographic characteristics, attitudinal factors, motivational factors and need factors were applied to a simultaneous multiple regression to determine the proportion of variance that could be explained by each group of variables. By using this technique, semi-partial multiple regression correlational coefficients were used for each set of the independent variables. This technique provided a multiple correlational coefficient, \( R \), derived from a series of correlational coefficient for each category of the variables minus one.

By subtracting the proportion of variance accounted for by the full regression model without the desired set of independent variables from the proportion of variance explained by the full model, these squared semi-partial proportion of variance were then tested for significance.
using the following equation as presented by Cohen and Cohen (1983):

\[
F = \frac{(R_{YB}^2 - R_{YA}^2)/k}{(1 - R_{YAB}^2)/(n - k - k - 1)}
\]

These calculated F-tests were evaluated for significance using alpha level of .05. Based upon whether significance was obtained or not, individual variables were examined within a particular significant group in an effort to determine which variables explained the variance in the dependent variable.

A stepwise multiple regression analysis was utilized in order to develop a regression equation which could best predict commitment to volunteerism by 4-B youth leader scores. The following raw score regression equation was presented by Cohen and Cohen (1983):

\[
\hat{Y} = B_1 X_1 + B_2 X_2 + \ldots + B_k X_k + A
\]

Those independent variables having a significant relationship with the dependent variable were included in the stepwise regression analysis.
CHAPTER IV
FINDINGS

This chapter contains the findings pertaining to demographic variables, and attitudinal, motivational and need factors which are associated with the level of commitment of 4-B leaders towards volunteerism in Malaysia. Relationships between the various factors and commitment are also reported.

Demographic Variables

One of the objectives of the study was to describe selected demographic characteristics of 4-B youth leaders. Information regarding age, gender, marital status, number of children, educational level, occupational status, monthly income, length of residence and degree of involvement in political activities was collected.

Age. The average age of 4-B youth leaders, as reported in Table 2, was 28.1 years. The age ranged between 15 and 45 years. The median and the mode were 27 and 25 years respectively. The majority (about 60 percent) of the leaders were between the age of 21 to 30 years.
Table 2
Age of Respondents

<table>
<thead>
<tr>
<th>Age</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>15 - 20</td>
<td>41</td>
<td>11.2</td>
</tr>
<tr>
<td>21 - 25</td>
<td>100</td>
<td>27.3</td>
</tr>
<tr>
<td>26 - 30</td>
<td>112</td>
<td>30.6</td>
</tr>
<tr>
<td>31 - 35</td>
<td>57</td>
<td>15.6</td>
</tr>
<tr>
<td>36 - 40</td>
<td>43</td>
<td>11.7</td>
</tr>
<tr>
<td>41 - 45</td>
<td>13</td>
<td>3.6</td>
</tr>
<tr>
<td>Total</td>
<td>366</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Mean = 28.1; Mode = 25; Median = 27; SD = 6.3

**Sex.** The frequency distribution for the variable sex was reported in Table 3. The majority (74 percent) of the leaders were male and 26 percent were female.

**Marital Status.** The marital status of leaders is revealed in Table 4. Forty six percent of the leaders were married and 52 percent were single. Only four leaders (one percent) were widowed and one leader was divorced.
Table 3
Sex of Respondents

<table>
<thead>
<tr>
<th>Sex</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>272</td>
<td>73.9</td>
</tr>
<tr>
<td>Female</td>
<td>96</td>
<td>26.1</td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Table 4
Marital Status of Respondents

<table>
<thead>
<tr>
<th>Marital Status</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>193</td>
<td>52.4</td>
</tr>
<tr>
<td>Married</td>
<td>170</td>
<td>46.2</td>
</tr>
<tr>
<td>Widowed</td>
<td>4</td>
<td>1.1</td>
</tr>
<tr>
<td>Divorced</td>
<td>1</td>
<td>.3</td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Number of Children. About 38 percent of leaders indicated that they had children. Table 5 indicates that the average number of children for leaders was three. The
number of children ranged from one to eight. Forty five percent of the leaders who indicated that they had children had from one to two children; 32 percent had three to four children and 17 percent had more than four children.

Table 5
Number of Children

<table>
<thead>
<tr>
<th>Number of Children</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>One</td>
<td>31</td>
<td>22.3</td>
</tr>
<tr>
<td>Two</td>
<td>32</td>
<td>23.0</td>
</tr>
<tr>
<td>Three</td>
<td>22</td>
<td>15.8</td>
</tr>
<tr>
<td>Four</td>
<td>23</td>
<td>16.5</td>
</tr>
<tr>
<td>Five</td>
<td>14</td>
<td>10.1</td>
</tr>
<tr>
<td>Six</td>
<td>6</td>
<td>4.3</td>
</tr>
<tr>
<td>More than six</td>
<td>10</td>
<td>3.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>139</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Mean = 3.2 ; Mode = 2.0 ; Median = 3.0 ; SD = 1.9

Level of Education. Table 6 reveals the data about the highest level of formal education. Only 12 percent of the leaders indicated that they went through the college or university level. The majority of these leaders had completed secondary education. About eight percent had only
primary education, and 7 percent had completed lower secondary education.

Table 6
Level of Education for Respondents

<table>
<thead>
<tr>
<th>Highest Level of Education</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary School</td>
<td>29</td>
<td>7.9</td>
</tr>
<tr>
<td>Lower Secondary</td>
<td>25</td>
<td>6.8</td>
</tr>
<tr>
<td>Secondary</td>
<td>183</td>
<td>49.7</td>
</tr>
<tr>
<td>Upper Secondary</td>
<td>86</td>
<td>23.4</td>
</tr>
<tr>
<td>Institute / College</td>
<td>32</td>
<td>8.7</td>
</tr>
<tr>
<td>University</td>
<td>13</td>
<td>3.5</td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Occupation. Table 7 reveals the occupations reported by 4-B leaders. Six percent were in administrative or supervisory position; 14 percent were in business; 12 percent were in teaching; 19 percent were blue collar workers and 20 percent were farmers. Eight percent of leaders were unemployed and about three percent were students. The rest of the leaders consisted of extension workers, technicians, clerks, homemakers, security guards,
Table 7
Occupation of Respondents

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
<td>20</td>
<td>5.6</td>
</tr>
<tr>
<td>Business</td>
<td>50</td>
<td>14.0</td>
</tr>
<tr>
<td>Teaching</td>
<td>41</td>
<td>11.5</td>
</tr>
<tr>
<td>Extension</td>
<td>11</td>
<td>3.1</td>
</tr>
<tr>
<td>Technician</td>
<td>12</td>
<td>3.4</td>
</tr>
<tr>
<td>Clerical</td>
<td>28</td>
<td>7.8</td>
</tr>
<tr>
<td>Blue collar</td>
<td>69</td>
<td>19.3</td>
</tr>
<tr>
<td>Farmer</td>
<td>73</td>
<td>20.4</td>
</tr>
<tr>
<td>Homemaker</td>
<td>11</td>
<td>3.1</td>
</tr>
<tr>
<td>Student</td>
<td>9</td>
<td>2.5</td>
</tr>
<tr>
<td>Unemployed</td>
<td>29</td>
<td>8.1</td>
</tr>
<tr>
<td>Other</td>
<td>4</td>
<td>1.1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>357</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Level of Income. Responses to the question on gross monthly income are indicated in Table 8. Nearly seven percent of the leaders reported that they had incomes of less than two hundred Malaysian ringgit. About 49 percent
had incomes between two to five hundred ringgit. Thirty nine percent of leaders had incomes between five hundred to one thousand ringgit. About five percent indicated that they had more than one thousand and one hundred ringgit. The average income of the leaders was 522.9 ringgit, ranging from 50 to 3000 ringgit. The mode and median were 500.0 and 412.5 respectively.

Table 8
Monthly Income of Respondents

<table>
<thead>
<tr>
<th>Income</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than M$200.00</td>
<td>21</td>
<td>6.9</td>
</tr>
<tr>
<td>M$200.00 - M$499.00</td>
<td>148</td>
<td>48.7</td>
</tr>
<tr>
<td>M$500.00 - M$799.0</td>
<td>79</td>
<td>26.0</td>
</tr>
<tr>
<td>M$800.00 - M$1099.0</td>
<td>40</td>
<td>13.2</td>
</tr>
<tr>
<td>M$1100.00 - M$1399.0</td>
<td>7</td>
<td>2.3</td>
</tr>
<tr>
<td>More than M$1400.00</td>
<td>9</td>
<td>3.0</td>
</tr>
<tr>
<td>Total</td>
<td>304</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Mean = 522.9 ; Mode = 500.0 ; Median = 412.5 ; SD = 348.5

* One U.S. dollar is equivalent to 2.7 Malaysian ringgit.
Years of involvement in 4-B. Table 9 indicates the number of years that leaders were involved in 4-B. About seven percent of leaders were involved in 4-B for one year. Forty six percent of leaders were involved from two to five years in 4-B. About 29 percent were involved for six to 10 years. About 17 percent were involved for more than 11 years. On the average, leaders had been involved in 4-B for 6.6 years. The mode and median were both 5.0.

Table 9
Years of involvement in 4-B

<table>
<thead>
<tr>
<th>Years</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>28</td>
<td>7.7</td>
</tr>
<tr>
<td>2 - 5</td>
<td>169</td>
<td>46.3</td>
</tr>
<tr>
<td>6 - 10</td>
<td>105</td>
<td>28.8</td>
</tr>
<tr>
<td>11 - 15</td>
<td>48</td>
<td>13.2</td>
</tr>
<tr>
<td>16 and above</td>
<td>15</td>
<td>4.1</td>
</tr>
<tr>
<td>Total</td>
<td>365</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Mean = 6.6; Mode = 5.0; Median = 5.0; SD = 4.4

Besides the leadership roles in 4-B, about 46 percent of 4-B leaders (Table 10) were holding at least one other leadership position in the following areas: village or
scheme development committees, political organizations, religious groups, block watch committees, parent teacher associations, cooperatives, farmers associations, organizations with uniform (scout, red crescent), cultural groups, sports associations and women activities.

Table 10
Other Leadership Role in the Community

<table>
<thead>
<tr>
<th>Leadership role</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>168</td>
<td>45.9</td>
</tr>
<tr>
<td>No</td>
<td>198</td>
<td>54.1</td>
</tr>
<tr>
<td>Total</td>
<td>366</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Length of Residence. Table 11 indicates that on the average, 4-B leaders had lived in their present location for 22.6 years. The length of residence ranged from one to 45 years. The mode and the median were 20 and 24 years respectively. About 15 percent of leaders had lived in their present location for one to 10 years; 22 percent lived for 11 to 20 years; and majority (73 percent) lived in the present location for more than 20 years.
Table 11
Length of Residence

<table>
<thead>
<tr>
<th>Years</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-5</td>
<td>23</td>
<td>6.3</td>
</tr>
<tr>
<td>6-10</td>
<td>31</td>
<td>8.5</td>
</tr>
<tr>
<td>11-15</td>
<td>25</td>
<td>6.8</td>
</tr>
<tr>
<td>16-20</td>
<td>56</td>
<td>15.3</td>
</tr>
<tr>
<td>21-25</td>
<td>80</td>
<td>21.9</td>
</tr>
<tr>
<td>26-30</td>
<td>91</td>
<td>24.9</td>
</tr>
<tr>
<td>31 and above</td>
<td>59</td>
<td>16.2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>368</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

Mean = 22.6; Mode = 20.0; Median = 24.0; SD = 9.5

**Total hours spent on voluntary activities in a month.**

Respondents were asked to indicate the amount of hours they spent per month on voluntary activities organized by 4-B. On the average, as indicated in Table 12, 4-B leaders spent 24.9 hours per month in voluntary activities organized by 4-B, ranging from one to 90 hours. The mode and median were 10.0 and 16.0 respectively.
### Table 12
Total Hours Per Month Spent on Voluntary Activities

<table>
<thead>
<tr>
<th>Hours</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-10</td>
<td>114</td>
<td>37.5</td>
</tr>
<tr>
<td>11-20</td>
<td>60</td>
<td>19.7</td>
</tr>
<tr>
<td>21-30</td>
<td>52</td>
<td>17.1</td>
</tr>
<tr>
<td>31-40</td>
<td>19</td>
<td>6.3</td>
</tr>
<tr>
<td>41-50</td>
<td>17</td>
<td>5.6</td>
</tr>
<tr>
<td>51-60</td>
<td>30</td>
<td>9.9</td>
</tr>
<tr>
<td>61 and above</td>
<td>12</td>
<td>3.9</td>
</tr>
<tr>
<td>Total</td>
<td>304</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Mean = 24.9 ; Mode = 10.0 ; Median = 16.0 ; SD = 21.5

**Types of activities.** Leaders were asked to list down those voluntary activities organized by 4-B in which they were frequently involved. Table 13 indicates that the majority (56.0 percent) of leaders were involved in community service. About 30 percent were involved in sports and recreational activities. About 20 percent were involved in either conducting or participating in training. About 18 percent spent their time in religious activities; 16 percent on entertainment and cultural activities; 14 percent on club meetings. Only 10
percent of leaders spent their time on activities

Table 13

Involvement in voluntary activities organized by 4B

<table>
<thead>
<tr>
<th>Activity</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community service</td>
<td>206</td>
<td>56.0</td>
</tr>
<tr>
<td>Sports and recreation</td>
<td>112</td>
<td>30.4</td>
</tr>
<tr>
<td>Training</td>
<td>72</td>
<td>19.6</td>
</tr>
<tr>
<td>Religious activities</td>
<td>65</td>
<td>17.7</td>
</tr>
<tr>
<td>Cultural and entertainment</td>
<td>57</td>
<td>15.5</td>
</tr>
<tr>
<td>4-B Meeting</td>
<td>51</td>
<td>13.9</td>
</tr>
<tr>
<td>Economy</td>
<td>37</td>
<td>10.1</td>
</tr>
<tr>
<td>Others</td>
<td>79</td>
<td>21.5</td>
</tr>
</tbody>
</table>

related to economic development. The rest of activities that they were involved in included the following: women's activities, foster family, fund raising, competition, block watch, field trips, political activities, work camps, planning and membership campaigns.

Involvement in politics. Nearly 72 percent of 4-B leaders indicated that they actively participated in political activities (Table 14). About 15 percent were
very active and 23 percent were not active.

Table 14
Degree of Involvement in Political Activities

<table>
<thead>
<tr>
<th></th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not active</td>
<td>104</td>
<td>28.5</td>
</tr>
<tr>
<td>Slightly active</td>
<td>82</td>
<td>22.5</td>
</tr>
<tr>
<td>Moderately active</td>
<td>124</td>
<td>34.0</td>
</tr>
<tr>
<td>Very active</td>
<td>55</td>
<td>15.1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>365</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Attitudinal Factors

The results from the measures of attitudinal factors: instrumental value of 4-B, attractiveness of 4-B, attitude towards volunteer work and volunteer work satisfaction are presented in Tables 15, 16, 17 and 18 respectively.

The measures for instrumental value of 4-B, attractiveness of 4-B and attitude towards volunteer work consisted of 15 items each. The possible range of scores for each measure was from 15 to 105. These scores were determined by summing up the responses to each item on a seven-point Likert scale ranging from 1 (strongly disagree) to 7 (strongly agree) indicating the degree to which they
agreed or disagreed with the statement. A value of 4 signified that the respondents were uncertain about the instrumental value of 4-B on any individual item. The total scale scores which exceeded 60 (midpoint of the scale) were interpreted as indicating a favorable attitude about (1) the instrumental value of 4-B, (2) attractiveness of 4-B and (3) attitude towards volunteer work. Scores less than 60 were interpreted as otherwise.

The satisfaction scale consisted of 10 items. The possible score range was from 10 to 70. Scores were determined by summing the responses to each item on a seven-point scale ranging from 1 (strongly disagree) to 7 (strongly agree) indicating the degree to which they agreed or disagreed with the statement. An item value of 4 signified the respondents were uncertain about the value of volunteer work on any item. Total scores which exceeded 40 points were interpreted as indicating that leaders were satisfied with 4-B and scores with less than 40 points were interpreted as indicating that leaders were not satisfied with 4-B.

An item mean score for each measure was also obtained by dividing the overall mean score by the total number of items for each measure (see Table 19).

**Instrumental Value of 4-B.** When asked whether leaders considered 4-B as valuable, most leaders responded with "strongly agree". The overall mean score on the scale
indicating the attitude of respondents about the instrumental value of 4-B was 92.4. The scores ranged from 59 to 105. In general, as indicated in Table 15, the leaders had a favorable attitude relative to the instrumental value of 4-B. The item mean score for the instrumental value of 4-B was 6.2 (see Table 19).

Table 15
Scale Scores on the Instrumental Value of 4-B

<table>
<thead>
<tr>
<th>Score</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>15 - 27</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>28 - 40</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>41 - 53</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>54 - 66</td>
<td>4</td>
<td>1.2</td>
</tr>
<tr>
<td>67 - 79</td>
<td>32</td>
<td>8.7</td>
</tr>
<tr>
<td>80 - 92</td>
<td>124</td>
<td>33.7</td>
</tr>
<tr>
<td>93 - 105</td>
<td>208</td>
<td>56.4</td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Mean = 92.4 ; Mode = 105.0 ; Median = 94.0 ; SD = 9.2

Attractiveness of 4-B. When asked whether they considered 4-B as an attractive organization, most leaders responded with "moderately agree" to "strongly agree". The
The overall mean score on the attractiveness scale was 88.7. The scores ranged from 57 to 105. Table 16 indicates that in general, leaders indicated a favorable attitude related to the attractiveness of 4-B. The item mean score for attractiveness of 4-B was 5.9 (see Table 19).

Table 16
Scale Scores on the Attractiveness of 4-B

<table>
<thead>
<tr>
<th>Score</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>15 - 27</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>28 - 40</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>41 - 53</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>54 - 66</td>
<td>11</td>
<td>3.0</td>
</tr>
<tr>
<td>67 - 79</td>
<td>60</td>
<td>16.3</td>
</tr>
<tr>
<td>80 - 92</td>
<td>162</td>
<td>44.0</td>
</tr>
<tr>
<td>93 - 105</td>
<td>135</td>
<td>36.7</td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Mean = 88.7 ; Mode = 88.0 ; Median = 89.0 ; SD = 9.9

Attitude Towards Volunteer Work. When asked about their attitude towards volunteer work, most leaders responded with "strongly agree". The overall mean score on the attitude scale was 92.8. The scores ranged from 50 to 105. Table 17 indicates that in general, 4-B leaders
indicated a favorable attitude towards volunteer work. The item mean score for attitude towards volunteer work was 6.2 (see Table 19).

Table 17

Scale Scores on the Attitude Towards Volunteer Work

<table>
<thead>
<tr>
<th>Score</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>15 - 27</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>28 - 40</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>41 - 53</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>54 - 66</td>
<td>3</td>
<td>0.8</td>
</tr>
<tr>
<td>67 - 79</td>
<td>29</td>
<td>7.9</td>
</tr>
<tr>
<td>80 - 92</td>
<td>124</td>
<td>33.7</td>
</tr>
<tr>
<td>93 - 105</td>
<td>212</td>
<td>57.6</td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Mean = 92.8 ; Mode = 92.0 ; Median = 94.0 ; SD = 8.8

Volunteer work satisfaction. When asked about their overall satisfaction about their work as volunteer, most leaders responded with "moderately agree" to "strongly agree". The overall mean score on the satisfaction level was 57.8. The scores ranged from 25 to 70. Table 18 indicates that in general, leaders indicated that they were
satisfied with their volunteer activities. The item mean score for volunteer work satisfaction was 5.9.

Table 18
Scale Scores on the Volunteer Work Satisfaction

<table>
<thead>
<tr>
<th>Score</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>10 - 18</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>19 - 27</td>
<td>1</td>
<td>0.3</td>
</tr>
<tr>
<td>28 - 36</td>
<td>3</td>
<td>0.8</td>
</tr>
<tr>
<td>37 - 45</td>
<td>26</td>
<td>7.1</td>
</tr>
<tr>
<td>46 - 54</td>
<td>86</td>
<td>23.4</td>
</tr>
<tr>
<td>55 - 63</td>
<td>153</td>
<td>41.6</td>
</tr>
<tr>
<td>64 - 70</td>
<td>99</td>
<td>26.9</td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Mean = 57.8; Mode = 62.0; Median = 59.0; SD = 8.1

Motivational Factors

The results from the measures of the motivational factors: altruism, egoism, social obligation, religiosity and political inclination are presented in Table 20 through Table 24.
Table 19
Summary Statistics for the Measure of Attitudinal Factors

<table>
<thead>
<tr>
<th>Variables</th>
<th>Mean</th>
<th>SD</th>
<th>Min.</th>
<th>Max.</th>
<th>No.of Items</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instrumental value</td>
<td>6.2</td>
<td>.6</td>
<td>3.9</td>
<td>7.0</td>
<td>15</td>
</tr>
<tr>
<td>Attractiveness</td>
<td>5.9</td>
<td>.7</td>
<td>3.8</td>
<td>7.0</td>
<td>15</td>
</tr>
<tr>
<td>Attitude</td>
<td>6.2</td>
<td>.6</td>
<td>4.0</td>
<td>7.0</td>
<td>15</td>
</tr>
<tr>
<td>Satisfaction</td>
<td>5.9</td>
<td>.9</td>
<td>2.0</td>
<td>7.0</td>
<td>10</td>
</tr>
</tbody>
</table>

n = 368

Each of the measures for altruistic, egoistic, social obligation, religiosity and political reasons for volunteering consisted of five items. The possible score range was from five to 35. Scores for each measure were determined by summing the responses to each item on a seven-point scale ranging from 1 (strongly disagree) to 7 (strongly agree) indicating the degree to which respondents agreed or disagreed with the statement. An item value of 4 signified that the respondents were not certain about the reason for volunteering on any individual item. Total scale scores which exceeded 20 (midpoint of the scale) were interpreted as indicating that the reason for volunteering was more (1) altruistic, (2) egoistic, (3) due to social obligation, (3) due to religious belief, or (4) due to political inclination. Scores with less than 20 were
An item mean score for each measure was also obtained by dividing the overall mean score by the total number of items for each measure (see Table 25).

**Altruistic Factor.** When asked if their involvement in 4-B was due to altruistic reason, most leaders responded with "strongly agree". The overall mean score on the altruistic factor was 32.2. Their scores ranged from 14 to 35. As shown in Table 20, leaders indicated that they

<table>
<thead>
<tr>
<th>Score Range</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 - 9</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>10 - 14</td>
<td>1</td>
<td>0.3</td>
</tr>
<tr>
<td>15 - 18</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>19 - 22</td>
<td>7</td>
<td>1.9</td>
</tr>
<tr>
<td>23 - 26</td>
<td>19</td>
<td>5.2</td>
</tr>
<tr>
<td>27 - 30</td>
<td>60</td>
<td>16.3</td>
</tr>
<tr>
<td>31 - 35</td>
<td>281</td>
<td>76.4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>368</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Mean = 32.2 ; Mode = 35 ; Median = 33 ; SD = 3.5
volunteered in 4-B activities for altruistic reasons. The item mean score for altruism was 6.4 (see Table 25).

**Egoistic Factor.** When asked if their involvement in 4-B was due to egoistic reason, most leaders responded with "slightly agree" to "moderately agree". The overall mean score on the scale was 26.8. Their scores ranged from 12 to 35. The data presented in Table 21 indicate that leaders volunteered in 4-B activities because of egoistic reasons. The item mean score for egoism was 5.4 (see Table 25).

<table>
<thead>
<tr>
<th>Score</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 - 9</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>10 - 14</td>
<td>4</td>
<td>1.1</td>
</tr>
<tr>
<td>15 - 18</td>
<td>8</td>
<td>2.2</td>
</tr>
<tr>
<td>19 - 22</td>
<td>49</td>
<td>13.3</td>
</tr>
<tr>
<td>23 - 26</td>
<td>114</td>
<td>31.0</td>
</tr>
<tr>
<td>27 - 30</td>
<td>115</td>
<td>31.3</td>
</tr>
<tr>
<td>31 - 35</td>
<td>78</td>
<td>21.2</td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Mean = 26.8 ; Mode = 26 ; Median = 27.0 ; SD = 4.4
Social Obligation. When asked if their involvement in 4-B was due to a feeling of social obligation, most leaders responded with "moderately agree" to "strongly agree". The overall mean score on the scale was 29.7. Their scores ranged from 12 to 35. Table 22 indicates that in general leaders volunteered in activities organized by 4-B due to social obligation. The item mean score for social obligation was 5.9 (see Table 25).

Table 22

<table>
<thead>
<tr>
<th>Score</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 - 9</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>10 - 14</td>
<td>1</td>
<td>0.3</td>
</tr>
<tr>
<td>15 - 18</td>
<td>2</td>
<td>0.5</td>
</tr>
<tr>
<td>19 - 22</td>
<td>13</td>
<td>3.5</td>
</tr>
<tr>
<td>23 - 26</td>
<td>49</td>
<td>13.3</td>
</tr>
<tr>
<td>27 - 30</td>
<td>141</td>
<td>38.3</td>
</tr>
<tr>
<td>31 - 35</td>
<td>162</td>
<td>44.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>368</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

Mean = 29.7; Mode = 29.0; Median = 30.0; SD = 3.8
Religiosity Factor. When asked if their involvement in 4-B was due to religious beliefs, most leaders responded with "strongly agree". The leaders' mean score on religiosity factor was 32.7. Their scores ranged from 19 to 35. Table 23 indicates that in general, leaders volunteered in 4-B activities due to certain religious beliefs. The item mean score for religiosity was 6.5 (see Table 25).

Table 23

Scale Scores on the Religiosity Reason for Volunteering

<table>
<thead>
<tr>
<th>Score</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 - 9</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>10 - 14</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>15 - 18</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>19 - 22</td>
<td>5</td>
<td>1.4</td>
</tr>
<tr>
<td>23 - 26</td>
<td>13</td>
<td>3.5</td>
</tr>
<tr>
<td>27 - 30</td>
<td>52</td>
<td>14.1</td>
</tr>
<tr>
<td>31 - 35</td>
<td>298</td>
<td>81.0</td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Mean = 32.7 ; Mode = 35 ; Median = 34 ; SD = 2.9
Political Factor. When asked if their involvement in 4-B was due to their interest in politics, most leaders responded with "moderately agree" to "strongly agree". The overall mean score on the scale indicating respondents' interest in politics was 30.1. Their scores ranged from 16 to 35. The data presented in Table 24 indicate that in general leaders volunteered in activities organized by 4-B because of their interest in politics. The item mean score for political interest was 6.0 (see Table 25).

Table 24
Scale Scores on the Political Reason for Volunteering

<table>
<thead>
<tr>
<th>Score</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 - 9</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>10 - 14</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>15 - 18</td>
<td>3</td>
<td>0.8</td>
</tr>
<tr>
<td>19 - 22</td>
<td>15</td>
<td>4.1</td>
</tr>
<tr>
<td>23 - 26</td>
<td>52</td>
<td>14.1</td>
</tr>
<tr>
<td>27 - 30</td>
<td>115</td>
<td>31.3</td>
</tr>
<tr>
<td>31 - 35</td>
<td>183</td>
<td>49.7</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>368</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

Mean = 30.1 ; Mode = 35.0 ; Median = 30.0 ; SD = 4.1
Table 25
Summary Statistics for the Measure of Motivational Factors

<table>
<thead>
<tr>
<th>Variables</th>
<th>Mean</th>
<th>SD</th>
<th>Min.</th>
<th>Max.</th>
<th>No. of Items</th>
</tr>
</thead>
<tbody>
<tr>
<td>Altruistic</td>
<td>6.4</td>
<td>0.7</td>
<td>2.8</td>
<td>7.0</td>
<td>5</td>
</tr>
<tr>
<td>Egoistic</td>
<td>5.4</td>
<td>0.9</td>
<td>2.4</td>
<td>7.0</td>
<td>5</td>
</tr>
<tr>
<td>Social obligation</td>
<td>5.9</td>
<td>0.8</td>
<td>2.4</td>
<td>7.0</td>
<td>5</td>
</tr>
<tr>
<td>Religiosity</td>
<td>6.5</td>
<td>0.6</td>
<td>3.8</td>
<td>7.0</td>
<td>5</td>
</tr>
<tr>
<td>Political inclination</td>
<td>6.0</td>
<td>0.8</td>
<td>3.2</td>
<td>7.0</td>
<td>5</td>
</tr>
</tbody>
</table>

n = 368

**Need factors**

The results from the measures of the need factors: achievement, affiliation, autonomy and dominance are presented in Table 26 through Table 29.

Each of the measures for (1) need for achievement, (2) need for affiliation, (3) need for autonomy, and (4) need for dominance consisted of five items. The possible score range for each measure was from five to 35. Scores were determined by summing the responses to each item on a seven-point scale ranging from 1 (strongly disagree) to 7 (strongly agree) indicating the degree to which respondents agreed or disagreed with the statement. An item value of 4 signified that the respondents were not certain about the
reason for volunteering on any individual item. Total scale scores which exceeded 20 (midpoint of the scale) were interpreted as indicating that leaders volunteered because they want to fulfill the needs for (1) achievement (2) affiliation, (3) autonomy and (4) dominance. Scores with less than 20 were interpreted as otherwise.

An item mean score for each measure was also obtained by dividing the overall mean score by the total number of items for each measure (see Table 30).

Table 26
Scale Scores on the Need for Achievement

<table>
<thead>
<tr>
<th>Score</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 - 9</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>10 - 14</td>
<td>1</td>
<td>0.3</td>
</tr>
<tr>
<td>15 - 18</td>
<td>3</td>
<td>0.8</td>
</tr>
<tr>
<td>19 - 22</td>
<td>18</td>
<td>4.9</td>
</tr>
<tr>
<td>23 - 26</td>
<td>73</td>
<td>19.8</td>
</tr>
<tr>
<td>27 - 30</td>
<td>122</td>
<td>33.2</td>
</tr>
<tr>
<td>31 - 35</td>
<td>151</td>
<td>41.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>368</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

Mean = 29.0 ; Mode = 29.0 ; Median = 29.0 ; SD = 4.0
Need for Achievement. When asked if they had a need for achievement, most leaders responded with "moderately agree" to "strongly agree". The overall mean score on the need for achievement was 29.0. Their scores ranged from 14 to 35.

as shown in Table 26, leaders indicated that they volunteered in 4-B because they wanted to fulfill the need for achievement. The item mean score for achievement need was 5.8 (see Table 30).

Need for Affiliation. When asked if they had a need for affiliation, most leaders responded with "moderately

<table>
<thead>
<tr>
<th>Score</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 - 9</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>10 - 14</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>15 - 18</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>19 - 22</td>
<td>7</td>
<td>1.9</td>
</tr>
<tr>
<td>23 - 26</td>
<td>66</td>
<td>17.9</td>
</tr>
<tr>
<td>27 - 30</td>
<td>146</td>
<td>39.7</td>
</tr>
<tr>
<td>31 - 35</td>
<td>149</td>
<td>40.5</td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Mean = 29.5 ; Mode = 29 ; Median = 29 ; SD = 3.2
agree" to "strongly agree". The overall mean score on the need for affiliation was 29.5. Their scores ranged from 19 to 35. As shown in Table 27, leaders indicated that they volunteered in 4-B because they wanted to fulfill the need for affiliation. The item mean score for affiliation need was 5.9 (see Table 30).

**Need for Autonomy.** When asked if they had a need for autonomy, most leaders responded with "neutral" to "slightly agree". The overall mean score on the need for autonomy was 22.1. Their scores ranged from 10 to 35.

**Table 28**

<table>
<thead>
<tr>
<th>Score</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 - 9</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>10 - 14</td>
<td>30</td>
<td>8.2</td>
</tr>
<tr>
<td>15 - 18</td>
<td>64</td>
<td>17.4</td>
</tr>
<tr>
<td>19 - 22</td>
<td>97</td>
<td>26.4</td>
</tr>
<tr>
<td>23 - 26</td>
<td>101</td>
<td>27.4</td>
</tr>
<tr>
<td>27 - 30</td>
<td>55</td>
<td>14.9</td>
</tr>
<tr>
<td>31 - 35</td>
<td>21</td>
<td>5.7</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>368</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

Mean = 22.1; Mode = 23.0; Median = 22.0; SD = 5.2
As shown in Table 28, leaders indicated that they volunteered in 4-B because they wanted to fulfill the need for autonomy. The item mean score for autonomy was 4.4.

Need for Dominance. When asked if they had a need for dominance, most leaders responded with "neutral" to "slightly agree". The overall mean score on the need for dominance was 23.6. Their scores ranged from 10 to 35. As shown in Table 29, leaders indicated that they volunteered in 4-B because they wanted to fulfill the need for dominance. The item mean score for dominance was 4.7.

<table>
<thead>
<tr>
<th>Scale Scores on the Need for Dominance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Score</td>
</tr>
<tr>
<td>5 - 9</td>
</tr>
<tr>
<td>10 - 14</td>
</tr>
<tr>
<td>15 - 18</td>
</tr>
<tr>
<td>19 - 22</td>
</tr>
<tr>
<td>23 - 26</td>
</tr>
<tr>
<td>27 - 30</td>
</tr>
<tr>
<td>31 - 35</td>
</tr>
<tr>
<td>Total</td>
</tr>
</tbody>
</table>

Mean = 23.6; Mode = 22.0; Median = 23.0; SD = 5.0
Table 30
Summary Statistics for the Measure of Need Factors

<table>
<thead>
<tr>
<th>Variables</th>
<th>Mean</th>
<th>SD</th>
<th>Min.</th>
<th>Max.</th>
<th>No. of Items</th>
</tr>
</thead>
<tbody>
<tr>
<td>Achievement</td>
<td>5.8</td>
<td>0.8</td>
<td>2.8</td>
<td>7.0</td>
<td>5</td>
</tr>
<tr>
<td>Affiliation</td>
<td>5.9</td>
<td>0.6</td>
<td>3.8</td>
<td>7.0</td>
<td>5</td>
</tr>
<tr>
<td>Autonomy</td>
<td>4.4</td>
<td>1.1</td>
<td>2.0</td>
<td>7.0</td>
<td>5</td>
</tr>
<tr>
<td>Dominance</td>
<td>4.7</td>
<td>1.0</td>
<td>2.0</td>
<td>7.0</td>
<td>5</td>
</tr>
</tbody>
</table>

n = 368

Commitment Towards Volunteerism
The measure for level of commitment consisted of 15 items. The possible range of scores was from 15 to 105. Scores were determined by summing up the responses to each item on a seven-point scale ranging from 1 (strongly disagree) to 7 (strongly agree) indicating the degree to which they agreed or disagreed with the statement. An item value of 4 signified that the respondents were uncertain about their feeling on any individual item. Total scale scores which exceeded 60 (midpoint of the scale) were interpreted as indicating that leaders were more committed to voluntary activities organized by 4-B. Scores with less than 60 were interpreted as indicating lesser commitment of leaders towards volunteerism.
An item mean score for the commitment measure was also obtained by dividing the overall mean score on commitment by 15, the total number of items for the commitment measure (see Table 32).

The data presented in Table 31 indicate that in general leaders were highly committed to volunteer activities organized by 4-B. The most frequent response to the commitment measure was 'strongly agree'. The overall mean score on the scale indicating the respondents' commitment

Table 31
Scale Scores on the Commitment Towards Volunteerism

<table>
<thead>
<tr>
<th>Score</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>15 - 27</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>28 - 40</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>41 - 53</td>
<td>1</td>
<td>0.3</td>
</tr>
<tr>
<td>54 - 66</td>
<td>6</td>
<td>1.6</td>
</tr>
<tr>
<td>67 - 79</td>
<td>33</td>
<td>9.0</td>
</tr>
<tr>
<td>80 - 92</td>
<td>142</td>
<td>38.6</td>
</tr>
<tr>
<td>93 - 105</td>
<td>186</td>
<td>50.5</td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Mean = 91.1; Mode = 98.0; Median = 93.0; SD = 9.4
towards volunteerism was 91.1. Their scores ranged from 48 to 105. The item mean score for commitment was 6.1 (see Table 32).

Table 32
Summary Statistics for the Measure of Commitment towards Volunteerism

<table>
<thead>
<tr>
<th>Variable</th>
<th>Mean</th>
<th>SD</th>
<th>Min.</th>
<th>Max.</th>
<th>No. of Items</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commitment towards volunteerism</td>
<td>6.1</td>
<td>0.6</td>
<td>3.2</td>
<td>7.0</td>
<td>15</td>
</tr>
</tbody>
</table>

n = 368

Relationships Between Variables

The following scale suggested by Davis (1971) was used to describe the magnitude of relationships among the variables:

<table>
<thead>
<tr>
<th>Coefficient</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>.70 or higher</td>
<td>very strong relationship</td>
</tr>
<tr>
<td>.50 to .69</td>
<td>substantial relationship</td>
</tr>
<tr>
<td>.30 to .49</td>
<td>moderate relationship</td>
</tr>
<tr>
<td>.10 to .29</td>
<td>low relationship</td>
</tr>
<tr>
<td>.01 to .09</td>
<td>negligible relationship</td>
</tr>
</tbody>
</table>
Relationships Between Demographic Variables and Commitment

The relationships between demographic variables: age, gender, marital status, number of children, age of children, educational level, occupational status, monthly income, and length and place of residence and commitment to volunteerism are presented in Table 33.

Age. It was hypothesized that there is a positive relationship between commitment to volunteerism and age of leaders. An examination of Table 33 indicates that the hypothesis was supported. There was a low relationship between commitment and age ($r = .15, p<.01$).

Gender. The research hypothesis that male leaders are more committed to volunteerism than are female leaders was not supported. There was no significant relationship between commitment and being male ($r = .02, p>.05$).

Marital status. The research hypothesis that married leaders are more committed to volunteerism than leaders who are single was supported. There was a low relationship between commitment and being married ($r = .15, p<.01$).

Number of children. The research hypothesis that there is a negative relationship between commitment to volunteerism and the number of children was not supported. There was a low positive relationship between commitment and number of children ($r = .18, p<.05$).
Table 33
Correlations of Demographic Characteristic Variables and Commitment to Volunteerism

<table>
<thead>
<tr>
<th>Age</th>
<th>Being Male</th>
<th>Being Married</th>
<th>No.of Children</th>
<th>Income</th>
<th>Length of Resid.</th>
<th>Political Inv.</th>
<th>Occup. Status</th>
<th>Educ. Status</th>
<th>Commitment</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Age</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>-0.221</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Being Male</td>
<td>0.648</td>
<td>-0.164</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Being Married</td>
<td>0.666</td>
<td>0.070</td>
<td>-0.087</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Income</td>
<td>0.360</td>
<td>-0.264</td>
<td>0.337</td>
<td>-0.276</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Length of Res.</td>
<td>0.298</td>
<td>-0.055</td>
<td>0.145</td>
<td>-0.177</td>
<td>-0.025</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Political Inv.</td>
<td>0.408</td>
<td>-0.146</td>
<td>0.324</td>
<td>-0.323</td>
<td>0.215</td>
<td>-0.492</td>
<td>1.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Occup. Status</td>
<td>0.330</td>
<td>-0.319</td>
<td>0.320</td>
<td>-0.281</td>
<td>0.059</td>
<td>0.405</td>
<td>0.158</td>
<td>1.000</td>
<td></td>
</tr>
<tr>
<td>Educ. Status</td>
<td>-0.143</td>
<td>-0.032</td>
<td>-0.056</td>
<td>0.126</td>
<td>-0.241</td>
<td>0.289</td>
<td>-0.034</td>
<td>-0.094</td>
<td>1.000</td>
</tr>
<tr>
<td>Commitment</td>
<td>0.148</td>
<td>0.015</td>
<td>0.152</td>
<td>0.179</td>
<td>0.033</td>
<td>-0.076</td>
<td>0.237</td>
<td>-0.100</td>
<td>0.019</td>
</tr>
</tbody>
</table>

n = 368 ;

a p<.05 ;  b p<.01
Educational level. The research hypothesis that there is a positive relationship between commitment to volunteerism and educational level of leaders was not supported ($r = .02, p>.05$).

Occupational status. The research hypothesis that there is a positive relationship between commitment to volunteerism and occupational status was not supported ($r = -.10, p>.05$).

Income. The research hypothesis that there is a positive relationship between commitment to volunteerism and income was not supported ($r = .03, p>.05$).

Length of residence. The research hypothesis that there is a positive relationship between commitment to volunteerism and length of residence was not supported ($r = -.08, p>.05$).

Involvement in politics. The research hypothesis that there is a positive relationship between commitment to volunteerism and degree of involvement in political activities was supported. There was a low positive relationship between degree of involvement in politics and commitment towards volunteerism ($r = .24, p <.01$).

Relationship Between Attitudinal Factors and Commitment to Volunteerism

The relationships between the attitudinal factors: instrumental value of 4-B, attractiveness of 4-B, attitude
towards volunteer work, volunteer work satisfaction and commitment towards volunteerism are presented in Table 34.

**Instrumental value of 4-B.** It was hypothesized that there is a positive relationship between instrumental value of 4-B and commitment towards volunteerism. An examination of Table 35 indicates that the hypothesis was supported. There was a substantial relationship between instrumental value and commitment \((r = .58, \ p<.01)\).

**Attractiveness of 4-B.** The hypothesis that there is a positive relationship between attractiveness of 4-B and commitment to volunteerism was supported. There was a substantial relationship between attractiveness and commitment \((r = .56, \ p<.01)\).

**Attitude towards volunteer work.** The hypothesis that there is a positive relationship between attitude towards volunteer work and commitment to volunteerism was supported. There was a substantial relationship between attitude and commitment \((r = .63, \ p<.01)\).

**Volunteer work satisfaction.** The hypothesis that there is a positive relationship between volunteer work satisfaction and commitment to volunteerism was supported. There was a substantial relationship between satisfaction and commitment \((r = .54, \ p<.01)\).
### Table 34

Correlations of Attitudinal Factor Variables and Commitment to Volunteerism

<table>
<thead>
<tr>
<th></th>
<th>Instrumental value</th>
<th>Attractiveness of 4B</th>
<th>Attitude towards volunteer work</th>
<th>Satisfaction</th>
<th>Commitment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instrumental value</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Attractiveness of 4B</td>
<td>0.646</td>
<td>1.000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Attitude towards</td>
<td>0.600</td>
<td>0.618</td>
<td>1.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>a</td>
<td></td>
<td></td>
<td>a</td>
<td></td>
</tr>
<tr>
<td>Volunteer work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfaction</td>
<td>0.475</td>
<td>0.574</td>
<td>0.618</td>
<td>1.000</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a</td>
<td></td>
<td></td>
<td>a</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a</td>
<td></td>
<td></td>
<td>a</td>
<td></td>
</tr>
<tr>
<td>Commitment</td>
<td>0.575</td>
<td>0.561</td>
<td>0.626</td>
<td>0.538</td>
<td>1.000</td>
</tr>
<tr>
<td></td>
<td>a</td>
<td></td>
<td></td>
<td>a</td>
<td>a</td>
</tr>
</tbody>
</table>

n = 368

*p < .01

### Relationships Between Motivational Factors and Commitment to Volunteerism

The relationships between the motivational factors: altruistic, egoistic, social obligation, religiosity and political inclination and commitment towards volunteerism are presented in Table 35.
Table 35
Correlations of Motivational Factor Variables and Commitment to Volunteerism

<table>
<thead>
<tr>
<th></th>
<th>Social</th>
<th></th>
<th>Political</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Altruistic</td>
<td>Egoistic</td>
<td>Obligation</td>
</tr>
<tr>
<td>Altruistic</td>
<td>1.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Egoistic</td>
<td>.195</td>
<td>1.000</td>
<td></td>
</tr>
<tr>
<td>Social obligation</td>
<td>.592</td>
<td>.362</td>
<td>1.000</td>
</tr>
<tr>
<td>Religiosity</td>
<td>.573</td>
<td>.239</td>
<td>.522</td>
</tr>
<tr>
<td>Political interest</td>
<td>.586</td>
<td>.444</td>
<td>.553</td>
</tr>
<tr>
<td>Commitment</td>
<td>.599</td>
<td>.204</td>
<td>.387</td>
</tr>
</tbody>
</table>

n = 368

Altruistic factor. It was hypothesized that there is a positive relationship between altruistic factor and commitment towards volunteerism. An examination of Table 35 indicates that the hypothesis was supported. There was a substantial relationship between altruism and commitment ($r = .60$, p<.01).
Egoistic factor. The hypothesis that there is a positive relationship between egoistic factor and commitment towards volunteerism was supported. There was a low relationship between egoism and commitment ($r = .20$, $p<.01$).

Social obligation. The hypothesis that there is a positive relationship between social obligation factor and commitment towards volunteerism was supported. There was a moderate relationship between social obligation and commitment ($r = .39$, $p<.01$).

Religiosity factor. The hypothesis that there is a positive relationship between religiosity and commitment towards volunteerism was supported. There was a moderate relationship between religiosity and commitment ($r = .35$, $p<.01$).

Political interest. The hypothesis that there is a positive relationship between political interest and commitment to volunteerism was supported. There was a moderate relationship between political interest and commitment ($r = .47$, $p<.01$).

Relationship Between Need Factors and Commitment to Volunteerism

The relationships between the need factors: achievement, affiliation, autonomy and dominance and commitment towards volunteerism are presented in Table 36.
Need for achievement. It was hypothesized that there is a positive relationship between need for achievement and commitment towards volunteerism. An examination of Table 36 indicates that the hypothesis was supported. There was a substantial relationship between need for achievement and commitment ($r = .52$, $p<.01$).
Need for affiliation. The hypothesis that there is a positive relationship between need for affiliation and commitment towards volunteerism was supported. There was a moderate relationship between need for affiliation and commitment (r = .35, p<.01).

Need for autonomy. The hypothesis that there is a positive relationship between need for autonomy and commitment towards volunteerism was not supported (r = .01, p>.05).

Need for dominance. The hypothesis that there is a positive relationship between need for dominance and commitment towards volunteerism was supported. There was a low relationship between need for dominance and commitment (r = .27, p<.01).

Variances explained

As shown in Figure 1, the conceptual framework of this study maintains four sets of independent variables: demographic variables, attitudinal factors, motivational factors and need factors. Further analysis was carried out on those independent variables within each of the three sets which were found to be significantly related to commitment towards volunteerism. The analysis was to enable the researcher to determine the proportion of variance in commitment towards volunteerism uniquely attributable to
each variable set.

A semi-partial multiple regression coefficient was obtained for each variable set. This was achieved by calculating the squared multiple regression coefficient for the full model and then subtracting the squared multiple regression of the model containing all but the independent variables of interest. The significance of these coefficients was calculated using the F-test computational formula below:

\[
F = \frac{(R_{Y,AB}^2 - R_{Y,A}^2)/k}{(1-R_{Y,AB}^2)(n-k-k-1)}
\]

Table 37 presents the calculated semi-partial squared multiple regression correlation and the F-tests for the four variable sets.

**Variable Sets**

**Demographic variable set.** As indicated in Table 37, the demographic variables \((k_B = 4)\) as a set did not account for a significant unique proportion of the variance in commitment towards volunteerism. The calculated semi-partial squared multiple regression correlation coefficient \((sR^2 = .0100)\) did not prove
significant based on the calculated F-test. \( F = 1.87 ; p < .05 ; \text{df} = 4,133 \).

Table 37

<table>
<thead>
<tr>
<th>Variable Set</th>
<th>( k )</th>
<th>( k_B )</th>
<th>( sR )</th>
<th>( F )</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demographic char. set</td>
<td>12</td>
<td>4</td>
<td>.0100</td>
<td>1.87</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(n.s.)</td>
<td></td>
</tr>
<tr>
<td>Attitudinal factor set</td>
<td>12</td>
<td>4</td>
<td>.0980</td>
<td>18.29</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Motivational factor set</td>
<td>11</td>
<td>5</td>
<td>.0702</td>
<td>10.49</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Need factor set</td>
<td>13</td>
<td>3</td>
<td>.0005</td>
<td>.12</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(n.s.)</td>
<td></td>
</tr>
</tbody>
</table>

\( a 2 \)
\( R = .5299; \)
\( b \)
\( p < .05 \)

**Attitudinal factors set.** The attitudinal factors \( (k = 4) \) accounted for a significant unique proportion of the variance in commitment towards volunteerism. The semi-partial squared multiple regression correlation coefficient was .0980 with a calculated F-test value of 18.29 \( (p < .05 ; \text{df} = 4,363) \).
Motivational factors set. The motivational factors \( k = 5 \) accounted for a significant unique proportion \( B \) of the variance in commitment towards volunteerism. The semi-partial squared multiple regression correlation coefficient was \( .0702 \) with a calculated \( F \)-test value of \( 10.49 (p<.05 ; df = 5,362) \).

Need factors set. The need factors \( (k = 3) \) did not account for a significant unique proportion of the variance in commitment towards volunteerism. The semi-partial squared multiple regression correlation coefficient was \( .0005 \) with a calculated \( F \)-test value of \( .12 (p<.05 ; df = 3,364) \).

Significant Variables

Demographic variables. Table 38 presents the semi-partial multiple regression coefficients for the demographic variables found to be significant. The proportion of variance in the dependent variable, commitment to volunteerism, explained by the demographic variables was \( R = .0868 \). The demographic variables were: leaders' involvement in political activities, age of leaders, being married and number of children. The unique contribution \( (sR) \) of each of the independent variables was calculated by subtracting the squared multiple regression coefficient for the model with each variable removed in turn, from \( .0868 \). Table 38 indicates that:
Table 38
Semi-Partial Multiple Regression Coefficient for Demographic Variables Found to be Significantly Correlated with Commitment to Volunteerism

<table>
<thead>
<tr>
<th>Demographic Variables</th>
<th>k</th>
<th>k</th>
<th>sR</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>A</td>
<td>B</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Involvement in politics</td>
<td>3</td>
<td>1</td>
<td>0.0362</td>
<td>14.37</td>
</tr>
<tr>
<td>Age</td>
<td>3</td>
<td>1</td>
<td>0.0109</td>
<td>4.34</td>
</tr>
<tr>
<td>Being married</td>
<td>3</td>
<td>1</td>
<td>0.0003</td>
<td>0.11</td>
</tr>
<tr>
<td>Number of children</td>
<td>3</td>
<td>1</td>
<td>0.0009</td>
<td>0.39</td>
</tr>
</tbody>
</table>

a $R = 0.0868$;  
b $p<.05$; (df =1,136)

1. Leaders' involvement in political activity accounted for a significant unique proportion of the variance in the commitment towards volunteer activities organized by 4-B ($sR = 0.0362, F = 14.37, p<.05, df = 1,136$).

2. Leaders' age accounted for a significant unique proportion of the variance in the commitment towards volunteerism ($sR = 0.0109, F = 4.34, p<.05, df = 1,136$).
3. Being married did not account for a significant unique proportion of the variance in the commitment towards volunteerism (\(\text{sR} = .0003, F = .11, p<.05, \text{df} = 1,136\)).

4. Number of children did not account for a significant unique proportion of the variance in the commitment towards volunteerism (\(\text{sR} = .0009, F = 0.39, p<.05, \text{df} = 1,136\)).

**Attitudinal factors.** Semi-partial multiple regression coefficients for the attitudinal factors found to be significant are presented in Table 39. The proportion of variance in the dependent variable, commitment to volunteerism, accounted for by the attitudinal factors was obtained (\(R = .4857\)). The attitudinal variables were: instrumental value of 4-B, attractiveness of 4-B, general attitude towards volunteer work, and the volunteer work satisfaction. The unique contribution (\(\text{sR}^2\)) of each of the attitudinal factors was calculated by subtracting the squared multiple regression coefficient for the model with each variable removed in turn, from .4857. Table 39 indicates that:

1. Instrumental value of 4-B accounted for a significant unique proportion of the variance in the commitment towards volunteerism (\(\text{sR} = .0274, F = 19.31, p<.05, \text{df} = 1,366\)).
Table 39

Semi-Partial Multiple Regression Coefficients for Attitudinal Factors Found to be Significantly Correlated with Commitment to Volunteerism

<table>
<thead>
<tr>
<th>Attitudinal Factors</th>
<th>k A</th>
<th>k B</th>
<th>sr</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instrumental value of 4B</td>
<td>3</td>
<td>1</td>
<td>0.0274</td>
<td>19.31</td>
</tr>
<tr>
<td>Attractiveness of 4B</td>
<td>3</td>
<td>1</td>
<td>0.0075</td>
<td>5.30</td>
</tr>
<tr>
<td>Attitude towards vol. work</td>
<td>3</td>
<td>1</td>
<td>0.0439</td>
<td>31.01</td>
</tr>
<tr>
<td>Volunteer work satisfaction</td>
<td>3</td>
<td>1</td>
<td>0.0156</td>
<td>10.98</td>
</tr>
</tbody>
</table>

\[ R^2 = 0.4857 \]

\[ p < .05 \ (df = 1,366) \]

2. Attractiveness of 4-B accounted for a significant unique proportion of the variance in the commitment towards volunteerism \( (sr = 0.0075, F = 5.30, p < .05, df = 1,366) \).

3. Attitude towards volunteer work accounted for a significant unique proportion of the variance in the commitment towards volunteerism \( (sr = 0.0439, F = 31.01, p < .05, df = 1,366) \).
4. Volunteer work satisfaction accounted for a significant unique proportion of the variance in the commitment towards volunteerism ($sR = .0156, F = 10.98, p<.05, df = 1,366$).

**Motivational factors.** Semi-partial multiple regression coefficients for the motivational factors found to be significant are presented in Table 40. The proportion of variance in the dependent variable, commitment to volunteerism, accounted for by the motivational factors was determined ($R^2 = .3834$). The motivational factors were: altruism, egoism, social obligation, religiosity and political interest. The unique contribution ($sR^2$) of each of the motivational factors was calculated by subtracting the squared multiple regression coefficient for the model with each variable removed in turn, from .3834. Table 40 shows that:

1. Altruism accounted for a significant unique proportion of the variance in the commitment towards volunteerism ($sR = .1234, F = 205.66, p<.001, df = 1,366$).

2. Egoism did not account for a significant unique proportion of the variance in the commitment towards volunteerism ($sR = .0011, F = .66, p<.05, df = 1,366$).
Table 40
Semi-Partial Multiple Regression Coefficients for Motivational Factors Found to be Significantly Correlated with Commitment to Volunteerism

<table>
<thead>
<tr>
<th>Motivational Factors</th>
<th>$k_A$</th>
<th>$k_B$</th>
<th>$sR$</th>
<th>$F$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Altruism</td>
<td>4</td>
<td>1</td>
<td>.1234</td>
<td>72.43</td>
</tr>
<tr>
<td>Egoism</td>
<td>4</td>
<td>1</td>
<td>.0011</td>
<td>.66 (n.s.)</td>
</tr>
<tr>
<td>Social obligation</td>
<td>4</td>
<td>1</td>
<td>.0000</td>
<td>.04 (n.s.)</td>
</tr>
<tr>
<td>Religiosity</td>
<td>4</td>
<td>1</td>
<td>.0003</td>
<td>.16 (n.s.)</td>
</tr>
<tr>
<td>Political Interest</td>
<td>4</td>
<td>1</td>
<td>.0152</td>
<td>8.91</td>
</tr>
</tbody>
</table>

$a$ $R = .3834$;

$b$ $p<.05$ (df = 1,366)

3. Social obligation did not account for a significant unique proportion of the variance in the commitment towards volunteerism ($sR = .0000$, $F = .04$, $p<.05$, df = 1,366).

4. Religiosity did not account for a significant unique proportion of the variance in the commitment towards volunteerism ($sR = .0003$, $F = .16$, $p<.05$, df =
5. Political interest accounted for a significant unique proportion of the variance in the commitment towards volunteerism ($sR^2 = .0152, F = .891, p < .05, df = 1,366$).

Need factors. Semi-partial multiple regression coefficients for the need factors found to be significant are presented in Table 41. The proportion of variance in the dependent variable, commitment to volunteerism accounted for by the need factors was determined ($R^2 = .2862$). The need factors were: need for achievement, need for affiliation, and need for dominance. The unique contribution ($sR^2$) of each of the need factors was calculated by subtracting the squared multiple regression coefficient for the model with each variable removed in turn, from .2862. Table 41 shows that:

1. Need for achievement accounted for a significant unique proportion of the variance in the commitment towards volunteerism ($sR^2 = .1289, F = 65.74, p < .05, df = 1,366$).

2. Need for affiliation accounted for a significant unique proportion of the variance in the commitment towards volunteerism ($sR^2 = .0096, F = 4.91, p < .05, df = 1,366$).
3. Need for dominance did not account for a significant unique proportion of the variance in the commitment towards volunteerism ($sR = .0008$, $F = .40$, $p<.05$, $df = 1,366$).

Table 41
Semi-Partial Multiple Regression Coefficients for Need Factors Found to be Significantly Correlated with Commitment to Volunteerism

<table>
<thead>
<tr>
<th>Need Factors</th>
<th>$k_A$</th>
<th>$k_B$</th>
<th>$sR$</th>
<th>$F$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Need for achievement</td>
<td>2</td>
<td>1</td>
<td>.1289</td>
<td>65.74</td>
</tr>
<tr>
<td>Need for affiliation</td>
<td>2</td>
<td>1</td>
<td>.0096</td>
<td>4.91</td>
</tr>
<tr>
<td>Need for dominance</td>
<td>2</td>
<td>1</td>
<td>.0008</td>
<td>.40 (n.s.)</td>
</tr>
</tbody>
</table>

$a 2
R = .2862$;

$b p<.05 (df = 1,366)$

Predictor of Commitment to Volunteerism

A regression equation which could best predict commitment scores was developed by computing the stepwise multiple regression analysis. The raw-score regression equation presented by Cohen and Cohen (1983) was utilized:
\[ Y = B_1 X_1 + B_2 X_2 + \ldots + B_k X_k + A \]

All the independent variables that were significantly related to commitment towards volunteerism were included in the stepwise regression analysis. Table 42 presents these variables and their multiple regression correlation coefficients. The best predictors of commitment towards volunteerism in order of significance were: altruism and attractiveness of 4-B.

Table 42
Stepwise Multiple Regression of Commitment to Volunteerism Scores on the Significant Independent Variables

<table>
<thead>
<tr>
<th>Independent Variables</th>
<th>( R^2 )</th>
<th>( R^2 ) Increment</th>
<th>( F )</th>
</tr>
</thead>
<tbody>
<tr>
<td>Altruism (X_1) (^a)</td>
<td>.3803</td>
<td>.3803</td>
<td>83.44</td>
</tr>
<tr>
<td>Attractiveness of 4B (X_2) (^a)</td>
<td>.4694</td>
<td>.0891</td>
<td>59.71</td>
</tr>
</tbody>
</table>

\(^a\) p < .001
The multiple regression equation with the respective raw score partial regression weights (B's) and the intercept value (A) is as follows:

\[ \hat{Y} = 0.39X_1 + 0.34X_2 + 1.62 \]

This equation represents those significant variables that best predict commitment scores. The total multiple regression coefficient \( R^2 \) is 0.46. This value represents the proportion of variance accounted for in the dependent variable by the equation.
One of the most important sectors to any country is the youth sector. Youth represents the future leaders that will shape the development of a nation. Their talents and skills are developed through their involvement in youth organizations. These organizations are voluntary in nature, and so are their members. Their organized voluntary efforts contributed to the development at the local and national levels.

In Malaysia, 4-B is considered to be one of the most dynamic youth organizations with a wide spectrum of activities. Many of the previous 4-B leaders had shown good examples for the next generation to follow. One of the important elements that has contributed to the success of many organizations is the commitment of their members. High levels of commitment among members will lead to desirable outcomes, not only to the organization and its members, but to the larger society and the nation. A close investigation of factors associated to commitment of leaders to volunteer is necessary.
Purpose and Objectives of the Study

The primary purpose of the study was to investigate the major factors associated with commitment towards volunteerism among 4-B leaders in Malaysia. The objectives of the study were as follows:

1. To determine the level of commitment towards volunteerism among 4-B leaders.
2. To describe selected demographic characteristics of 4-B leaders and their relationships to the leaders' commitment towards volunteerism.
3. To describe the attitudinal characteristics of 4-B leaders and their relationships to the leaders' commitment towards volunteerism.
4. To describe the motivational characteristics of 4-B leaders and their relationships to the leaders' commitment towards volunteerism.
5. To describe the need characteristics of 4-B leaders and their relationships to the leaders' commitment towards volunteerism.

Methodology

The target population of the study was the 4-B youth leaders who served as committee members during 1991 year. A total of 384 4-B youth leaders were involved in this study. A total of 368 (95.8 percent) responded to the questionnaire. Interview and self-administered
questionnaire were used as the means of data collection.

Data were processed and analyzed by using the SPSS (Statistical Package for Social Sciences). The facilities at the Instructional and Resource Computer Center of the Ohio State University were utilized.

Reliability analysis was performed on the variables. Descriptive statistics were computed to summarize the data regarding the characteristics of 4-B leaders. Pearson product moment correlation coefficients were calculated to describe and test the hypotheses about the direction and strength of relationships between variables. Semi-partial multiple regression correlation coefficients were calculated to describe the unique contribution of variable sets and individual independent variables in explaining the score on commitment to volunteerism. A stepwise multiple regression analysis was used to determine the best predictors of 4-B leaders' commitment to volunteerism.

Summary of Findings

The proportion of variance in commitment to volunteerism that was explained by the full model containing all significantly related independent variables was .55 $^2$ ($R^2$).

Demographic Characteristics

The demographic variables as a set did not account for a significant proportion of the variance in commitment towards
volunteerism ($sR^2 = .0100, F = 1.87, p<.05$). However, there were four personal characteristics which had a low relationship with commitment towards volunteerism.

1. Age ($r = .15$).
2. Being married ($r = .15$).
3. Number of children ($r = .18$).
4. Involvement in politics ($r = .24$).

**Attitudinal Variables**

The attitudinal variables as a set accounted for a significant proportion of the variance in commitment towards volunteerism ($sR^2 = .0980, F = 18.29, p<.05$). All the four attitudinal factors were found to be substantially correlated to commitment towards volunteerism.

1. Instrumental value of 4-B ($r = .58$)
2. Attractiveness of 4-B ($r = .56$)
3. Attitude towards volunteer work ($r = .63$)
4. Satisfaction towards 4-B ($r = .54$)

**Motivational Variables**

The motivational factors as a set accounted for a significant proportion of the variance in commitment towards volunteerism ($sR^2 = .0702, F = 10.49, p<.05$). There were from low to substantial relationships between the motivational factors and commitment towards volunteerism.

1. Altruism ($r = .60$)
2. Egoism ($r = .20$)
3. Social obligation \( (r = .39) \)
4. Religiosity \( (r = .35) \)
5. Political interest \( (r = .47) \)

**Need Factors**

The need factors as a set did not account for a significant proportion of the variance in commitment towards volunteerism \( sR^2 = .0005, F = .12, p<.05 \). Three of the four need factors were found to be correlated to commitment towards volunteerism. The relationships were from low to moderate.

1. Need for achievement \( (r = .52) \)
2. Need for affiliation \( (r = .35) \)
3. Need for dominance \( (r = .27) \)

**Best Predictors of Commitment**

A stepwise regression analysis was conducted to determine the best predictors of commitment of 4-B leaders towards volunteerism in Malaysia. Two variables were found to be the best predictors:

1. Altruism
2. Attractiveness of 4-B

**Discussion**

1. As mentioned earlier, commitment is an important element to any organization. Higher commitment will lead to outcomes such as desire and intent to remain in the organization, and increase in job performance (Steers, 1977). This element of commitment is important for
voluntary organization such as 4-B. Leaders must be willing to strive hard for the success of 4-B. They must also have broader vision and bigger heart to serve others. As indicated by Table 32, the majority of leaders were highly committed to volunteer activities organized by 4-B. This high level of commitment should be maintained, and further effort should be made to improve the performance of 4-B.

2. Based on the stepwise regression analysis, there were two major factors that can be used as predictors of commitment of 4-B leaders towards volunteer activities organized by 4-B. These factors are altruism and attractiveness of 4-B.

   a. As defined in the Webster's New World Dictionary (1984), altruism is "an unselfish concern for the welfare of others". Altruism is an important aspect in volunteerism because it indicates the willingness of an individual to put aside personal interest for the sake of others. As indicated in Table 40, altruism accounted for a significant proportion of the variance in commitment. Of course, as indicated in Table 21 through Table 24, leaders also volunteered because of reasons like egoism, social obligation, religion and politics. They are still important factors. The researcher feels that youth workers should strive hard to sustain the altruistic motivation among youth leaders.

   b. The majority of leaders felt that 4-B is an attractive organization. This should be considered as a
credit to 4-B. When individuals are attracted to an organization, it will be easier to get them motivated and committed to participate in the activities organized by the organization. Adequate facilities should also be provided to leaders so that they would be able to sustain their interest to serve others, in line with the 4-B motto "to unite, to learn, to work and to serve". However, as indicated in Table 39, attractiveness of 4-B accounted only a very small proportion of the variance in commitment towards volunteerism.

Based on the findings in this study, the attitude of the leaders was positive: they felt that 4-B was a valuable organization; their attitude towards volunteer work was favorable and they were satisfied with their work as volunteer leaders.

3. Besides the two predictors of commitment, it is also important to discuss the demographic characteristics of leader such as age, gender, educational status, occupation, income, total hours spent on volunteer activities, types of volunteer activities, and involvement in politics.

a. There was a low significant relationship between age and commitment. However, it is important to note that 4-B has a high potential of young and energetic leaders. The majority of leaders (73.5 percent) are in the group age between 21 to 35. The Ministry of Youth and Sports should see this as an important asset to the country. The talents
and skills of these young leaders should be channelled into more productive efforts.

b. The percentage of women in leadership position is low compared to male leaders. Most of the female leaders were involved in activities for women. In the Malaysian context (especially in the rural areas), this phenomenon is not unusual. This is not to say that women are not active, but most of them are involved in activities that are organized by women and for women.

c. The majority of leaders have secondary to upper secondary level of education (10th to 12th grade level). There should be less of a problem for the Ministry of Youth and Sports in term of providing educational opportunities for them so that they become well-informed leaders.

d. It is interesting to note that there were different types of occupation held by leaders. It is a great challenge for any youth worker to satisfy everyone who had different working experience. The advantage is that leaders would have the opportunity to tap each other's resources and talents. The disadvantage is that they might have different needs as a result of the orientation in their working environment. It is worth mentioning that eight percent of leaders were unemployed. Even though this figure is small, it should not be taken lightly because it would be difficult to convince both the members and non-members that 4-B provides employment opportunities if some of the
leaders themselves are unemployed.

e. The monthly income of the majority of the leaders was below M$800.00 (only slightly above the poverty level). Since the majority of leaders resided in the rural areas, they may not face great financial difficulties because they have better opportunities to reduce the cost of living by engaging in agricultural-related activities. However, 4-B has to create more economic activities which can generate income for the low income group among its members.

f. The majority of the leaders spent from one to 30 hours per month in volunteer activities. If this amount of time is spent effectively, it will not only benefit 4-B but the whole nation. The majority of them were involved in community services. These are good acts because they can help in saving the government's money, besides creating a better community. The second major activity that leaders were involved in was sports and recreation to create a healthy environment among youth. Only 10 percent indicated that they were involved in economic activities. As mentioned earlier, the second main objective of 4-B is to promote and strengthen the economic position of members and to establish a more prosperous society. The writer feels that greater effort should be concentrated on economic activities so that 4-B can fund more activities in the future without depending too much on the government as its
only source of support.

g. The majority of 4-B leaders were active in political activities. The government should, through 4-B, educate the youth to be better citizens that will understand their roles and responsibilities in maintaining a stable nation.

4. In this study the researcher had the opportunity to get some information about the concerns of the leaders with regard to 4-B. The followings were four major concerns of the leaders:

a. The respondents expected the leadership at the national and state level to provide broader vision for the future development of 4-B youth. According to the respondents, as far as programs were concerned, the top leadership must be futuristic and proactive rather than reactive in nature. The top leadership was also expected to show leadership by example, and to think globally.

b. As far as activities were concerned, leaders felt that activities needed proper planning, monitoring and coordination, especially at the national and state level. The researcher felt that a national database should be developed so that all 4-B clubs could be more well-informed regarding how to provide well-planned and balanced activities.

c. Leaders also indicated that they were still in need of physical and human resources in order to conduct more activities that would benefit 4-B members and the
community at large. Leaders expected more frequent visits by youth officers at the district, state and national level to provide guidance to those clubs that really needed the service.

d. Leaders also expected higher involvement and support from development agencies and the community. According to them, this involvement would increase the morale of the members and the image of the 4-B movement in the country.

Revised model

Based on the findings of this study, a revised model was formed (see Figure 2). The variables included in this model were those variables which were significantly related to the dependent variable, commitment towards volunteerism.

The demographic variables as a set and the need factors as a set did not account for a significant unique proportion of the variance in commitment. However, within the demographic variable set, age and involvement in political activities accounted for a significant unique proportion of the variance in commitment. Within the need factor set, need for achievement and need for affiliation accounted for a significant unique proportion of the variance in commitment.

The attitudinal factors as a set and the motivational factors as set accounted for a significant unique proportion
Commitment Towards Volunteerism

Need factors
*Need for achievement (r = .52)
*Need for affiliation (r = .35)
Need for dominance (r = .27)

Demographic variables
*Age (r = .15)
  Marital status (r = .15)
  Number of children (r = .18)
*Political involvement (r = .24)

Attitudinal factors
*Instrumental value of 4-B (r = .58)
**Attractiveness of 4-B (r = .56)
*Attitude towards volunteer work (r = .63)
*Volunteer work satisfaction (r = .54)

Motivational factors
**Altruism (r = .60)
  Egoism (r = .20)
  Social obligation (r = .39)
  Religiosity (r = .35)
*Political inclination (r = .47)

1
No significant semi-partial regression coefficient (as a set) with the dependent variable.

2
Significant semi-partial regression coefficient (as a set) with the dependent variable.

* Significant semi-partial regression coefficient with the dependent variable.

** Stepwise multiple regression predictor variable.

Figure 2: A model of commitment towards volunteerism.
of the variance in commitment. Within the attitudinal factor set, all the four variables (instrumental value of 4-B, attractiveness of 4-B, attitude towards volunteer work and volunteer work satisfaction) accounted for a significant unique proportion of the variance in commitment. Within the motivational factor set, altruism and political inclination accounted for a significant unique proportion of the variance in commitment.

Altruism and attractiveness of 4-B were the best predictors of commitment towards volunteerism.

Recommendations for future research.

1. Conduct similar studies using different independent variables such as administration, management, supervision, infrastructure, and linkages with other voluntary organizations.

2. Conduct similar studies be conducted with different youth organizations and do comparative studies.

3. Conduct a participant observation to study the actual behavior of leaders in relation to their commitment towards volunteer activities.

4. Conduct a study to examine the roles of government agencies (other than the Ministry of Youth and Sports) and non-governmental agencies, as far as volunteerism is concerned.

5. Develop a programmatic research program in the area of volunteerism. These may include administration and
management, training, recruitment, reward system, leadership, policy and philosophy.

6. Conduct an evaluation of the 4-B Movement in terms of their achievements for the past years, and determine whether high commitment among leaders is related to the performance of 4-B Youth Movement.
APPENDIX A

ORIGINAL QUESTIONNAIRE
Section I. Commitment to volunteerism

Instructions.

Listed below are a series of statements that represent possible feelings that individuals might have about their involvement in social action. With respect to your own feelings about your involvement in voluntary activities please indicate the degree of your agreement or disagreement with each statement by circling the number most closely associated with your feelings based on the following scale:

1  STRONGLY DISAGREE
2  MODERATELY DISAGREE
3  SLIGHTLY DISAGREE
4  NEUTRAL
5  SLIGHTLY AGREE
6  MODERATELY AGREE
7  STRONGLY DISAGREE

1. I talk up volunteer work to my friends as a great activity to involve in.
   1 2 3 4 5 6 7

2. I would accept almost any kind of job assignment in order to keep myself involved in voluntary activities.
   1 2 3 4 5 6 7

3. There is not too much to be gained by involving myself in voluntary activities.(R)
   1 2 3 4 5 6 7

4. I am happy to tell others that I am a volunteer worker.
   1 2 3 4 5 6 7

5. I am extremely glad that I am involved in voluntary work.
   1 2 3 4 5 6 7
6. I feel very little devotion to voluntary work. (R)
   1 2 3 4 5 6 7
7. I really care about the fate of volunteerism.
   1 2 3 4 5 6 7
8. I could just as well be involved in other profitable activities. (R)
   1 2 3 4 5 6 7
9. I am willing to put a great deal of effort beyond that normally expected in order to help voluntary work be exemplary.
   1 2 3 4 5 6 7
10. I feel that my values and values of voluntary work are very similar.
    1 2 3 4 5 6 7
11. It would take a very little change in my present circumstances to cause me to leave the voluntary work. (R)
    1 2 3 4 5 6 7
12. The voluntary work really inspires the very best of me in the way achieving excellence.
    1 2 3 4 5 6 7
13. Often, I find it difficult to agree with policies on important matters relating to volunteer work. (R)
    1 2 3 4 5 6 7
14. I am extremely glad that I chose volunteerism as part of my mission in life.
    1 2 3 4 5 6 7
15. Deciding to be a volunteer (youth leader) was a definite mistake on my part. (R)
    1 2 3 4 5 6 7
Section II. Instrumental value of 4-B

Instructions.

The following statements reflect certain feelings that an individual might have about a youth organization and its programs. With respect to your own feeling about 4-B and its programs please indicate your degree of agreement or disagreement with each statement by circling the number most closely associated with your feelings based on the following scale:

1  STRONGLY DISAGREE
2  MODERATELY DISAGREE
3  SLIGHTLY DISAGREE
4  NEUTRAL
5  SLIGHTLY AGREE
6  MODERATELY AGREE
7  STRONGLY AGREE

1. 4-B promotes those values inherent in Malaysian society.

   1  2  3  4  5  6  7

2. 4-B provides opportunities for youth to assume responsibility.

   1  2  3  4  5  6  7

3. 4-B helps youth make career choices.

   1  2  3  4  5  6  7

4. 4-B helps youth learn how to learn and become self-perpetuating learners.

   1  2  3  4  5  6  7

5. 4-B contributes to community growth and development.

   1  2  3  4  5  6  7

6. 4-B meets certain youth needs not met by other parts of society.

   1  2  3  4  5  6  7
7. 4-B helps to alleviate youth problems and juvenile delinquency.
   1 2 3 4 5 6 7

8. 4-B is beneficial to the national economy.
   1 2 3 4 5 6 7

9. With changing technology and lifestyle within the society, 4-B is important in youth growth and development.
   1 2 3 4 5 6 7

10. 4-B provides youth with social rewards for productive effort.
    1 2 3 4 5 6 7

11. 4-B provides youth with an opportunity to learn about mission in life.
    1 2 3 4 5 6 7

12. 4-B trains youth to use acquired knowledge and skills as a means of contributing to the advancement of mankind and society.
    1 2 3 4 5 6 7

13. 4-B helps youth feel good enough about themselves to be able to perform the tasks of life which come their way.
    1 2 3 4 5 6 7

14. 4-B provides the best opportunity for youth to develop strategies and abilities to adjust to pressures and changing circumstances.
    1 2 3 4 5 6 7

15. 4-B encourages youth to be independent individuals.
    1 2 3 4 5 6 7
Section III. Attractiveness of 4-B

Instructions.

The following statements represent certain viewpoints that an individual might have about a youth organization before joining it. With respect to your viewpoints about 4-B, please indicate your degree of agreement or disagreement with each statement by circling the number most closely associate with your feeling based on the following scale:

1  STRONGLY DISAGREE
2  MODERATELY DISAGREE
3  SLIGHTLY DISAGREE
4  NEUTRAL
5  SLIGHTLY AGREE
6  MODERATELY AGREE
7  STRONGLY AGREE

1. 4-B is well known in my community.
   1 2 3 4 5 6 7

2. Many influential people in our community belong to 4-B.
   1 2 3 4 5 6 7

3. 4-B organization is regarded as a highly prestigious organization in the community.
   1 2 3 4 5 6 7

4. As a volunteer organization, 4-B successfully conduct excellent youth programs.
   1 2 3 4 5 6 7

5. I feel it is important that 4-B remain the largest youth organization in the country.
   1 2 3 4 5 6 7

6. I like the status of belonging to 4-B.
   1 2 3 4 5 6 7
7. 4-B leads youth to alleviate some societal problems.
   
8. I felt I have plenty of help after joining 4-B.
   
9. Cooperation from the community in 4-B programs exceed that of any other youth organization.
   
10. I like to work with youth and 4-B provides that opportunity.
    
11. There are many rewards for being a 4-B youth leader.
    
12. 4-B does an excellent job of providing recognition to 4-B members.
    
13. I feel members of 4-B are adequately rewarded for their leadership efforts.
    
14. I like the flexibility I have to organize our activities.
    
15. Facilities provided by 4-B are adequate.
Section IV. Attitude towards volunteerism

Instructions.

Listed below are a series of statements that represent possible feelings that individuals might have about volunteer work. With respect to your own feelings about volunteer activities please indicate the degree of your agreement or disagreement with each statement by circling the number most closely associated with your feelings based on the following scale:

1  STRONGLY DISAGREE
2  MODERATELY DISAGREE
3  SLIGHTLY DISAGREE
4  NEUTRAL
5  SLIGHTLY AGREE
6  MODERATELY AGREE
7  STRONGLY AGREE

1. Volunteer work has value in the society.
   1 2 3 4 5 6 7

2. Volunteer work is just as important as paid work.
   1 2 3 4 5 6 7

3. People are exaggerating the need for volunteer work.(R)
   1 2 3 4 5 6 7

4. The more people volunteer, the better the society.
   1 2 3 4 5 6 7

5. I do not have time to volunteer.(R)
   1 2 3 4 5 6 7

6. Volunteer work helps people to recognize opportunities in life.
   1 2 3 4 5 6 7

7. People who volunteer have nothing better to do.(R)
   1 2 3 4 5 6 7
8. Volunteer work can help people attain their goals in life.
   1 2 3 4 5 6 7
9. I enjoy volunteering for the sake of volunteering.
   1 2 3 4 5 6 7
10. I cannot see any benefits in volunteer work. (R)
    1 2 3 4 5 6 7
11. Volunteer work is a waste of time. (R)
    1 2 3 4 5 6 7
12. Money would be saved if volunteer work is improved.
    1 2 3 4 5 6 7
13. Most volunteer work are successful.
    1 2 3 4 5 6 7
14. Volunteer work is not important. (R)
    1 2 3 4 5 6 7
15. I would be willing to participate more in volunteer work.
    1 2 3 4 5 6 7
Section V. Job (volunteer work) satisfaction

Instructions.

Listed below are a series of statements that represent possible feelings that individuals might have about volunteer work. With respect to your own feelings about the volunteer work that you do, please indicate the degree of your agreement or disagreement with each statement by circling the number most closely associated with your feelings based on the following scale:

1  STRONGLY DISAGREE
2  MODERATELY DISAGREE
3  SLIGHTLY DISAGREE
4  NEUTRAL
5  SLIGHTLY AGREE
6  MODERATELY AGREE
7  STRONGLY AGREE

1. Generally speaking, I am very satisfied with my work in 4-B.
   1 2 3 4 5 6 7

2. I frequently think of quitting this voluntary work. (R)
   1 2 3 4 5 6 7

3. I am satisfied with the voluntary activities organized by 4-B.
   1 2 3 4 5 6 7

4. I notice that most of my friends are satisfied with 4-B activities in which they are involved.
   1 2 3 4 5 6 7

5. I find that my friends frequently think of quitting this voluntary work. (R)
   1 2 3 4 5 6 7

6. I am satisfied with my personal development gained from my involvement in 4-B.
   1 2 3 4 5 6 7
7. I am satisfied with the relationships with my friends in 4-B.
   1 2 3 4 5 6 7

8. I am not satisfied with my achievement in 4-B. (R)
   1 2 3 4 5 6 7

9. I am satisfied with the 4-B activities which I feel is challenging.
   1 2 3 4 5 6 7

10. I am not satisfied with the facilities provided by 4-B in order to carry out activities.
    1 2 3 4 5 6 7
Section VI. Reasons for volunteering

Instructions.

Listed below are a series of statements that represent possible reasons that individuals might have for their involvement in voluntary activities. With respect to your own reasons about your involvement in voluntary activities please indicate the degree of your agreement or disagreement with each statement by circling the number most closely associated with your feelings based on the following scale:

1  STRONGLY DISAGREE
2  MODERATELY DISAGREE
3  SLIGHTLY DISAGREE
4  NEUTRAL
5  SLIGHTLY Agree
6  MODERATELY Agree
7  STRONGLY Agree

1. Volunteering gives me a good feeling or sense of satisfaction to help others.
   1  2  3  4  5  6  7

2. I would hope someone would help me or my family in the future.
   1  2  3  4  5  6  7

3. I feel I should give something back to society since I am so fortunate.
   1  2  3  4  5  6  7

4. Volunteering is an integral part of my religious beliefs and/or practices.
   1  2  3  4  5  6  7

5. Volunteer work provides me the opportunity to involve in politics.
   1  2  3  4  5  6  7
6. I enjoy working with youth and hope that they will become responsible citizens.

7. Volunteer work provides me the opportunity to learn new skills.

8. I feel that volunteering in youth organization is a public duty.

9. I want to be a person who is always thoughtful of others.

10. Volunteer work enables me to promote unity among the Malay youth.

11. I have an inner sense of benevolent (charitable) interest in others.

12. Volunteer work provides a good change of pace from regular work and other social activities.

13. I feel that the youth and the community needs new ideas.

14. I believe that the rewards will be greater in the hereafter.

15. Volunteer work enables me to help the government to maintain interracial harmony among members of the society.
16. I have a genuine concern for the future of today's youth.

17. Volunteer work enables me to meet many influential people in the country.

18. My present achievement in my career is with the help of 4-B.

19. Volunteering in good deeds is liked by God.

20. I want to help the youth to understand the government policies so that they become better citizens.

21. I want to help youth to develop self-worth so they may reach for higher goals.

22. The society put high respect on volunteers.

23. 4-B had been lacking good leaders that could bring about desirable changes to youth.

24. We must always share what we have with those in need.

25. I want to help the youth in making appropriate choice with regard to their political affiliation.
Section 7. Need factors

Instructions.

Listed below are a series of statements that represent various things people do or try to do on their jobs. With respect to your own feelings about your involvement in voluntary activities please indicate the degree of your agreement or disagreement with each statement by circling the number most closely associated with your feelings based on the following scale:

1  STRONGLY DISAGREE
2  MODERATELY DISAGREE
3  SLIGHTLY DISAGREE
4  NEUTRAL
5  SLIGHTLY AGREE
6  MODERATELY AGREE
7  STRONGLY AGREE

1  I do my best work when my job assignments are fairly difficult.
   1 2 3 4 5 6 7

2  When I have a choice, I try to work in a group instead of by myself.
   1 2 3 4 5 6 7

3  In my work assignments, I try to be my own boss.
   1 2 3 4 5 6 7

4  I seek an active role in the leadership of a group.
   1 2 3 4 5 6 7

5  I try very hard to improve on my past performance at work.
   1 2 3 4 5 6 7

6  I pay a good deal of attention to the feelings of others at work.
   1 2 3 4 5 6 7
7 I go my own way at work, regardless of the opinions of others.

8 I avoid trying to influence those around me to see things my way. (R)

9 I take moderate risks and stick my neck out to get ahead at work.

10 I prefer to do my own work and let others do theirs. (R)

11 I disregard rules and regulations that hamper my personal freedom.

12 I find myself organizing and directing the activities of others.

13 I try to avoid any added responsibilities on my job. (R)

14 I express my disagreements with others openly. (R)

15 I consider myself a "team player" at work. (R)

16 I strive to gain more control over the events around me at work.

17 I try to perform better than my co-workers.
18  I find myself talking to those around me about non-business related matters.

1  2  3  4  5  6  7

19  I try my best to work alone on a job.

1  2  3  4  5  6  7

20  I strive to be "in command" when I am working in a group.

1  2  3  4  5  6  7
Section VIII. General Information.

Instruction.

Please respond to each question by circling the number or filling in the appropriate space provided.

1. How many years have you been in 4-B? ____ YEARS

2. How many years have you served as a 4-B leader? ____ YEARS

3. What leadership position are you holding? (Circle one)
   1  CHAIRPERSON
   2  DEPUTY CHAIRPERSON
   3  SECRETARY
   4  TREASURER
   5  COMMITTEE MEMBER (Please specify: ________________)

4. Are you holding other leadership roles in the community? (Circle one)
   1  NO
   2  YES
   IF YES, PLEASE INDICATE: ______________________________

5. Do you consider yourself to be active in any political party? (Circle one)
   1  NO
   2  YES

6. How many hours did you spend on voluntary activities organized by 4-B during an average month for the past year?
   ____ HOURS.
7. Please indicate the volunteer activities organized by 4-B in which you were most frequently involved in the past year?

8. What is your highest educational attainment?
   1 PRIMARY SCHOOL
   2 LOWER SECONDARY
   3 SECONDARY
   4 UPPER SECONDARY
   5 COLLEGE LEVEL
   6 UNIVERSITY LEVEL

9. What was your age at your last birthday? _____ YEARS

10. Your sex?
    1 MALE
    2 FEMALE

11. What is your present occupation? _____________________

12. What is your gross monthly income? $________.
13. Your marital status?
   1  MARRIED
   2  SINGLE
   3  WIDOWED
   4  DIVORCED

14. Do you have children?
   1  NO
   2  YES
   IF YES, HOW MANY?  _____ CHILDREN
   WHAT ARE THEIR AGES?
   CHILD 1  _____ YEARS
   CHILD 2  _____ YEARS
   CHILD 3  _____ YEARS
   CHILD 4  _____ YEARS
   CHILD 5  _____ YEARS
   CHILD 6  _____ YEARS
   CHILD 7  _____ YEARS

15. How many years have you lived in your present location?  _____ YEARS

16. Place of residence
   1  URBAN
   2  RURAL
   3  SUBURBAN

17. Your address?

   ____________________________
COMMENT AND SUGGESTIONS

THANK YOU AGAIN FOR YOUR COOPERATION
APPENDIX B

ACTUAL QUESTIONNAIRE (TRANSLATED VERSION)
KOMITMEN UNTUK BERBAKTI:
DULU, SEKARANG DAN AKAN DATANG

Pusat Pengembangan dan Pendidikan Lanjutan
Universiti Pertanian Malaysia
43400 UPM SERDANG
SELANGOR DARUL EHSAN
Assalamualaikum,

Saudara/i: __________

Saya, ________________, adalah pelajar dari UPM, datang untuk mendapatkan sedikit maklumat mengenai penglibatan saudara/i dalam kegiatan sukarela anjuran Pergerakan Belia 4-B cawangan _______________. Kajian ini merupakan projek pemyelidikan yang dibuat oleh Encik Turiman Suandi, pensyarah dari UPM.


Segala maklumat yang diberi akan dirahsiakan. Laporan hanya dibuat berdasarkan kumpulan dan bukan perseorangan.

Sekali lagi terima kasih kerana sudi memberikan kerjasama.

Nama Penemuramah: ________________

Jangkamasa diambil: ___ jam ___ minit

Tarikh: ________________

Komen/Catatan:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
Bahagian I.

Arahan.

Berikut adalah senarai kenyataan-kenyataan mengenai perasaan seseorang individu terhadap penglibatan mereka di dalam kegiatan sukarela. Berdasarkan perasaan saudara/i sendiri sebagai pemimpin belia mengenai penglibatan saudara/i dalam kegiatan sukarela anjuran 4-B, nyatakan persetujuan saudara/i (atau sebaliknya) terhadap setiap kenyataan berikut yang paling memberikan gambaran mengenai perasaan saudara/i dengan berpandukan kepada skala berikut:

1  SANGAT TIDAK SETUJU
2  SEDERHANA TIDAK SETUJU
3  SEDIKIT TIDAK SETUJU
4  BERKECUALI
5  SEDIKIT SETUJU
6  SEDERHANA SETUJU
7  SANGAT SETUJU

1. Saya sering menceritakan kepada rakan-rakan saya bahawa kegiatan sukarela sangat baik untuk diceburi.
   1 2 3 4 5 6 7

2. Saya sanggup menerima sebarang tugasan untuk membolehkan diri saya terus terlibat dengan kegiatan sukarela.
   1 2 3 4 5 6 7

3. Tidak ada apa sangat yang saya dapat daripada penglibatan saya dalam aktiviti sukarela. (R)
   1 2 3 4 5 6 7

4. Saya merasa senang hati untuk memberitahu orang lain bahawa saya adalah seorang sukarelawan.
   1 2 3 4 5 6 7

5. Saya sangat bersyukur kerana saya terlibat dengan kerja-kerja sukarela.
   1 2 3 4 5 6 7
6. Hati saya tidaklah begitu cenderung kepada kegiatan sukarela. (R)
   
   1 2 3 4 5 6 7

7. Saya sentiasa mengambil berat tentang nasib (masa depan) kegiatan sukarela.
   
   1 2 3 4 5 6 7

8. Saya merasa lebih baik kalau saya melibatkan diri dalam aktiviti lain yang lebih menguntungkan. (R)
   
   1 2 3 4 5 6 7

9. Saya sanggup untuk berusaha sedaya upaya lebih dari yang biasa diberikan supaya kegiatan sukarela menjadi contoh yang baik.
   
   1 2 3 4 5 6 7

10. Saya merasa bahawa jiwa saya cukup sesuai dengan kegiatan sukarela.
    
    1 2 3 4 5 6 7

11. Jika terjadi sedikit perubahan yang kurang menyenangkan dalam 4-B sekarang ini, saya akan mengundurkan diri dari kegiatan sukarela. (R)
    
    1 2 3 4 5 6 7

    
    1 2 3 4 5 6 7

13. Saya seringkali tidak bersetuju dengan dasar-dasar penting mengenai kegiatan sukarela dalam 4-B. (R)
    
    1 2 3 4 5 6 7

14. Saya terlalu gembira kerana memilih kegiatan sukarela sebagai sebahagian dari matlamat hidup saya.
    
    1 2 3 4 5 6 7

15. Keputusan untuk menjadi seorang sukarelawan adalah satu kesilapan bagi diri saya. (R)
    
    1 2 3 4 5 6 7
Bahagian II.

Arahan.

Berikut adalah kenyataan-kenyataan mengenai perasaan seseorang individu terhadap nilai sesebuah persatuan belia. Berdasarkan pemerhatian saudara/i sendiri terhadap 4-B, sila nyatakan persetujuan saudara/i (atau sebaliknya) terhadap setiap kenyataan yang paling memberi gambaran mengenai perasaan saudara/i dengan berpandukan skala berikut:

1. SANGAT TIDAK SETUJU
2. SEDERHANA TIDAK SETUJU
3. SEDIKIT TIDAK SETUJU
4. BERKECUALI
5. SEDIKIT SETUJU
6. SEDERHANA SETUJU
7. SANGAT SETUJU

1. 4-B menggalakkan ahli-ahlinya supaya mengekalkan nilai-nilai murni masyarakat Malaysia.
   1 2 3 4 5 6 7

2. 4-B menyediakan peluang kepada ahli-ahlinya untuk lebih bertanggungjawab.
   1 2 3 4 5 6 7

3. 4-B gagal membantu ahli-ahlinya dalam pembangunan kerjaya. (R)
   1 2 3 4 5 6 7

4. 4-B membantu ahli-ahlinya belajar bagaimana cara untuk mengekalkan semangat untuk belajar.
   1 2 3 4 5 6 7

5. 4-B memberikan banyak sumbangan tehadap pertumbuhan dan pembangunan masyarakat.
   1 2 3 4 5 6 7
6. 4-B memenuhi beberapa keperluan belia yang tidak diperolehi oleh mana-mana organisasi lain.

7. 4-B gagal membantu dalam penyelesaian masalah-masalah yang dihadapi oleh para belia. (R)

8. 4-B adalah penting untuk pertumbuhan ekonomi negara.

9. Dengan berlakunnya perubahan dari segi teknologi dan gayahidup dalam masyarakat, 4-B adalah penting dalam pertumbuhan dan perkembangan belia.

10. 4-B gagal memberikan ahli-ahlinya ganjaran yang sepatutnya terhadap usaha-usaha yang produktif. (R)

11. 4-B menyediakan ahli-ahlinya peluang untuk mempelajari matlamat hidup.

12. 4-B melatih ahli-ahlinya supaya menggunakan pengetahuan dan kemahiran untuk kemajuan masyarakat sejagat.

13. 4-B gagal membantu ahli-ahlinya melaksanakan tanggungjawab sebagai masyarakat yang berguna. (R)

14. 4-B sentiasa menyediakan peluang kepada ahli-ahlinya untuk membentuk strategi dan kemahiran dalam menghadapi cabaran dan perubahan semasa.

15. 4-B memberi galakan kepada ahli-ahlinya untuk menjadi individu-individu yang berdikari.
Bahagian III.

Arahan.

Berikut adalah kenyataan-kenyataan mengenai keistimewaan sesebuah persatuan belia yang menyebabkan seseorang itu tertarik untuk menyertainya. Berdasarkan pandangan saudara/i sendiri mengenai 4-B, sila nyatakan persetujuan saudara/i (atau sebaliknya) terhadap kenyataan yang paling menggambarkan pandangan saudara/i dengan berpandukan skala berikut:

1  SANGAT TIDAK SETUJU
2  SEDERHANA TIDAK SETUJU
3  SEDIKIT TIDAK SETUJU
4  BERKECUALI
5  SEDIKIT SETUJU
6  SEDERHANA SETUJU
7  SANGAT SETUJU

1. 4-B adalah sebuah persatuan belia yang terkenal dikalangan masyarakat kampung ini.  
   1 2 3 4 5 6 7
2. Ramai orang yang berpengaruh di kampung ini menjadi ahli 4-B.  
   1 2 3 4 5 6 7
3. 4-B dianggap sebagai sebuah persatuan belia yang menjadi kebanggaan masyarakat kampung ini.  
   1 2 3 4 5 6 7
4. Kebanyakan kegiatan yang dijalankan oleh 4-B adalah tidak begitu cemerlang. (R)  
   1 2 3 4 5 6 7
5. 4-B mempunyai keahlian yang terbesar di negara ini.  
   1 2 3 4 5 6 7
6. Saya merasa seronok menjadi anggota 4-B.  
   1 2 3 4 5 6 7
7. 4-B tidak begitu berjaya untuk memimpin ahli-ahlinya dalam menyelesaikan beberapa masalah dalam masyarakat kampung ini. (R)

8. Saya merasa mendapat banyak pertolongan setelah menganggotai 4-B.

9. Masyarakat kampung ini tidak begitu memberikan kerjasama dalam kegiatan yang dianjurkan oleh 4-B jika dibandingkan dengan pertubuhan lain di kampung ini. (R)

10. Saya suka bekerja dengan belia dan 4-B memberikan peluang tersebut.

11. Tidak banyak faedah yang saya perolehi dengan menganggotai 4-B. (R)

12. 4-B sentiasa memberikan penghargaan kepada ahli-ahlinya yang memberi apa dan bentuk sumbangan kepada 4-B.

13. Ahli-ahli 4-B sentiasa mendapat ganjaran yang setimpal dengan penglibatan mereka dalam aktiviti-aktiviti yang dijalankan.

14. Saya suka kepada kebebasan yang diberikan untuk menjalankan aktiviti persatuan.

15. Kelengkapan dan peralatan untuk menjalankan aktiviti persatuan tidak mencukupi. (R)
Bahagian IV.

Arahan.

Berikut adalah kenyataan-kenyataan yang menggambarkan perasaan seseorang individu terhadap kegiatan sukarela. Berdasarkan perasaan saudara/i sendiri terhadap kegiatan sukarela, sila nyatakan persetujuan saudara/i terhadap setiap kenyataan yang paling menggambarkan perasaan saudara/i berpandukan kepada skala berikut:

1 SANGAT TIDAK SETUJU
2 SEDERHANA TIDAK SETUJU
3 SEDIKIT TIDAK SETUJU
4 BERKECUALI
5 SEDIKIT SETUJU
6 SEDERHANA SETUJU
7 SANGAT SETUJU

1. Kegiatan sukarela sangat bernilai kepada masyarakat.

   1 2 3 4 5 6 7

2. Kegiatan sukarela sama pentingnya dengan kerja-kerja yang mendapat bayaran.

   1 2 3 4 5 6 7

3. Orang hanya membesar-besarkan tentang perlunya kegiatan sukarela. (R)

   1 2 3 4 5 6 7

4. Lagi ramai yang terlibat dengan kegiatan sukarela, bertambah baik lagi keadaan masyarakat.

   1 2 3 4 5 6 7

5. Saya tidak ada masa untuk melibatkan diri dalam kegiatan sukarela. (R)

   1 2 3 4 5 6 7

6. Kegiatan sukarela boleh membantu masyarakat untuk membuka mata kepada berbagai peluang dalam kehidupan mereka.

   1 2 3 4 5 6 7
<table>
<thead>
<tr>
<th>No</th>
<th>Statement</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>Mereka yang terlibat dengan kegiatan sukarela tidak ada kegiatan lain yang hendak dilakukan. (R)</td>
<td>1 2 3 4 5 6 7</td>
</tr>
<tr>
<td>8</td>
<td>Kegiatan sukarela boleh membantu masyarakat mencapai matlamat hidup mereka.</td>
<td>1 2 3 4 5 6 7</td>
</tr>
<tr>
<td>9</td>
<td>Saya seronok kerana terlibat dengan kegiatan sukarela.</td>
<td>1 2 3 4 5 6 7</td>
</tr>
<tr>
<td>10</td>
<td>Saya tidak nampak apa-apa faedah dari kegiatan sukarela. (R)</td>
<td>1 2 3 4 5 6 7</td>
</tr>
<tr>
<td>11</td>
<td>Kegiatan sukarela hanya membazirkan masa sahaja. (R)</td>
<td>1 2 3 4 5 6 7</td>
</tr>
<tr>
<td>12</td>
<td>Wang dapat dijimatkan jika kegiatan sukarela dapat diperkemaskan lagi.</td>
<td>1 2 3 4 5 6 7</td>
</tr>
<tr>
<td>13</td>
<td>Kebanyakan kegiatan sukarela yang dijalankan di negara ini saya anggap berjaya.</td>
<td>1 2 3 4 5 6 7</td>
</tr>
<tr>
<td>14</td>
<td>Pada saya, kegiatan sukarela adalah tidak perlu. (R)</td>
<td>1 2 3 4 5 6 7</td>
</tr>
<tr>
<td>15</td>
<td>Saya tidak berkeberatan untuk meningkatkan lagi penglibatan saya dalam kegiatan sukarela.</td>
<td>1 2 3 4 5 6 7</td>
</tr>
</tbody>
</table>
Bahagian V.

Arahan.

Berikut adalah kenyataan-kenyataan mengenai perasaan seseorang individu terhadap kerja-kerja yang dilakukan. Berdasarkan perasaan saudara/i sendiri terhadap kerja-kerja sukarela yang saudara/i lakukan, sila nyatakan persetujuan saudara/i (atau sebaliknya) terhadap setiap kenyataan berikut yang paling menggambarkan perasaan saudara/i dengan berpandukan kepada skala berikut:

<table>
<thead>
<tr>
<th>Skala</th>
<th>Deskripsi</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>SANGAT TIDAK SETUJU</td>
</tr>
<tr>
<td>2</td>
<td>SEDERHANA TIDAK SETUJU</td>
</tr>
<tr>
<td>3</td>
<td>SEDIKIT TIDAK SETUJU</td>
</tr>
<tr>
<td>4</td>
<td>BERKECUALI</td>
</tr>
<tr>
<td>5</td>
<td>SEDIKIT SETUJU</td>
</tr>
<tr>
<td>6</td>
<td>SEDERHANA SETUJU</td>
</tr>
<tr>
<td>7</td>
<td>SANGAT SETUJU</td>
</tr>
</tbody>
</table>

1. Pada umumnya, saya sangat berpuashati dengan kegiatan 4-B yang saya lakukan.
   1 2 3 4 5 6 7

2. Saya sering berfikir untuk berhenti dari menjalankan kegiatan sukarela anjuran 4-B. (R)
   1 2 3 4 5 6 7

3. Saya berpuashati dengan kegiatan sukarela anjuran 4-B.
   1 2 3 4 5 6 7

4. Saya perhatikan bahawa kebanyakan rakan-rakan saya berpuashati dengan kegiatan 4-B yang mereka lakukan.
   1 2 3 4 5 6 7

5. Saya mendapati rakan-rakan saya sering memikirkan untuk berhenti dari bergiat dalam 4-B. (R)
   1 2 3 4 5 6 7

6. Saya berpuashati dengan perkembangan/pertumbuhan diri yang saya perolehi dari kegiatan sukarela.
   1 2 3 4 5 6 7
7. Perhubungan saya dengan rakan-rakan dalam 4-B adalah memuaskan.

   1 2 3 4 5 6 7

8. Saya tidak berpuashati dengan pencapaian saya dalam kegiatan dalam 4-B. (R)

   1 2 3 4 5 6 7

9. Saya berpuashati dengan kegiatan 4-B yang saya rasa cukup mencabar.

   1 2 3 4 5 6 7

10. Saya tidak berpuashati dengan alat kelengkapan untuk menjalankan kegiatan persatuan. (R)

    1 2 3 4 5 6 7
Bahagian VI.

Arahan.

Berikut adalah kenyataan-kenyataan mengenai sebab-sebab seseorang individu itu melibatkan diri dalam kegiatan sukarela. Berdasarkan diri saudara/i sendiri sebagai pemimpin belia yang terlibat dengan kegiatan sukarela anjuran 4-B, sila nyatakan persetujuan saudara/i dengan setiap kenyataan yang paling menggambarkan perasaan saudara/i berpandukan kepada skala berikut:

1  SANGAT TIDAK SETUJU
2  SEDERHANA TIDAK SETUJU
3  SEDIKIT TIDAK SETUJU
4  BERKECUALI
5  SEDIKIT SETUJU
6  SEDERHANA SETUJU
7  SANGAT SETUJU

1. Saya mendapat satu kepuasan dalaman setiap kali saya membantu orang lain.
   1 2 3 4 5 6 7

2. Saya berharap bahawa suatu hari nanti orang lain akan membantu saya atau keluarga saya.
   1 2 3 4 5 6 7

3. Saya rasa saya patut menyumbangkan sesuatu kepada masyarakat kerana saya lebih bernasib baik.
   1 2 3 4 5 6 7

4. Kegiatan sukarela adalah sebahagian daripada tuntutan agama Islam.
   1 2 3 4 5 6 7

5. Kegiatan sukarela membolehkan saya melibatkan diri dalam kegiatan politik.
   1 2 3 4 5 6 7
6. Saya seronok bekerja dengan belia yang mana saya harap akan menjadi rakyat yang bertanggungjawab.

7. Dengan melibatkan diri dalam kegiatan sukarela, saya berpeluang untuk menimba pengalaman-pengalaman baru.

8. Saya rasa menceburkan diri dalam kegiatan sukarela adalah tanggungjawab semua orang.


10. Melalui kegiatan sukarela ini saya berazam untuk membantu dalam menyatupadukan orang-orang Melayu.

11. Hati saya memang cenderung untuk membantu orang lain.

12. Dengan melibatkan diri dalam kegiatan sukarela saya berpeluang untuk rehat dari kegiatan harian yang lain.

13. Saya rasa para belia dan masyarakat memerlukan idea-idea baru.

14. Saya percaya bahawa ganjaran yang besar akan saya perolehi di hari kemudian nanti (Akhirat).

15. Kegiatan sukarela membolehkan saya membantu kerajaan untuk mewujudkan semangat harmoni di kalangan masyarakat berbagai kaum di Malaysia.
16. Saya memikirkan nasib belia-belia sekarang pada masa akan datang.
   1 2 3 4 5 6 7

17. Kegiatan sukarela membolehkan saya untuk menemui ramai orang yang berpengaruh di negara ini.
   1 2 3 4 5 6 7

18. Sebahagian daripada kejayaan hidup saya adalah dengan bantuan orang lain.
   1 2 3 4 5 6 7

19. Melibatkan diri dalam kegiatan kebajikan sangat disukai Allah.
   1 2 3 4 5 6 7

20. Saya ingin membantu para belia memahami dasar-dasar kerajaan supaya mereka menjadi rakyat yang berfungsi.
   1 2 3 4 5 6 7

21. Saya ingin membantu para belia membentuk harga diri untuk membolehkan mereka mencapai matlamat yang lebih tinggi.
   1 2 3 4 5 6 7

22. Masyarakat memberikan penghormatan kepada orang yang menceburkan diri dalam kegiatan sukarela.
   1 2 3 4 5 6 7

23. Saya ingin membawa perubahan yang lebih positif kepada generasi muda sekarang.
   1 2 3 4 5 6 7

24. Kita mestilah berkongsi dengan apa yang kita ada dengan orang lain yang memerlukan.
   1 2 3 4 5 6 7

25. Saya ingin membantu kaum belia supaya faham tentang peranan mereka dalam arena politik.
   1 2 3 4 5 6 7
Bahagian VII.

Arahan.

Berikut adalah senarai kenyataan-kenyataan mengenai perkara yang dilakukan oleh seseorang sewaktu bekerja. Berdasarkan penglibatan saudara/i sendiri sewaktu bergiat dalam 4-B, nyatakan persetujuan saudara/i (atau sebaliknya) terhadap setiap kenyataan berikut yang paling memberikan gambaran mengenai kegiatan saudara/i dengan berpandukan kepada skala berikut:

1  SANGAT TIDAK SETUJU
2  SEDERHANA TIDAK SETUJU
3  SEDIKIT TIDAK SETUJU
4  BERKECUALI
5  SEDIKIT SETUJU
6  SEDERHANA SETUJU
7  SANGAT SETUJU

1. Dalam 4-B, saya lebih suka melakukan tugas yang agak sukar.

   1 2 3 4 5 6 7

2. Kalau diberikan pilihan, saya lebih suka bekerja secara berkumpulan.

   1 2 3 4 5 6 7

3. Sewaktu menyelesaikan sesuatu tugasan, saya lebih suka bertindak bebas tanpa diarah.

   1 2 3 4 5 6 7

4. Saya suka memainkan peranan sebagai seorang pemimpin kepada kumpulan saya.

   1 2 3 4 5 6 7

5. Saya mencuba sedaya upaya saya untuk memperbaiki prestasi saya sebagai anggota 4-B.

   1 2 3 4 5 6 7
6. Saya cukup mengambil perhatian terhadap perasaan orang lain sewaktu menjalankan kegiatan 4-B.
   1 2 3 4 5 6 7

7. Saya mengamalkan cara bekerja yang tersendiri (walau apapun orang lain kata).
   1 2 3 4 5 6 7

8. Saya cuba mengelakkan diri dari mempengaruhi orang lain mengenai sesuatu pendapat. (R)
   1 2 3 4 5 6 7

9. Saya sanggup mengambil risiko untuk maju kehadapan dalam tugas saya sebagai seorang pemimpin belia.
   1 2 3 4 5 6 7

10. Saya lebih suka melakukan tugas saya sendiri dan orang lain melakukan tugas mereka sendiri. (R)
    1 2 3 4 5 6 7

11. Saya mengGeneikan peraturan-peraturan yang menyekat kebebasan untuk saya menjalankan tugas.
    1 2 3 4 5 6 7

12. Saya mendapati bahawa diri saya sering mengatur dan mengarah kegiatan orang lain dalam 4-B.
    1 2 3 4 5 6 7

13. Dalam 4-B, saya cuba mengelak dari menerima tambahan tanggungjawab dalam tugas. (R)
    1 2 3 4 5 6 7

14. Dalam 4-B, saya menyatakan kepada orang lain apa juga yang saya tidak setuju secara terbuka. (R)
    1 2 3 4 5 6 7

15. Saya anggap diri saya sebagai sebahagian dari pasukan dalam 4-B. (R)
    1 2 3 4 5 6 7
16. Saya bekerja keras untuk mengawal kegiatan-kegiatan dalam 4-B.

1 2 3 4 5 6 7

17. Dalam 4-B, saya cuba melakukan sesuatu tugas supaya lebih baik dari rakan saya yang lain.

1 2 3 4 5 6 7

18. Saya sering berbincang dengan rakan seperjuangan tentang hal-hal yang tidak bersangkutan dengan tugas dalam 4-B.

1 2 3 4 5 6 7

19. Saya cuba sedaya upaya untuk melakukan tugas dalam 4-B secara bersendirian.

1 2 3 4 5 6 7

20. Saya mengambil peranan ketua apabila bekerja dalam kumpulan.

1 2 3 4 5 6 7
Bahagian VIII.

Arahan.

Sila jawab setiap soalan.

1. Berapa lama saudara/i terlibat dengan 4-B?
   ______ TAHUN.

2. Apakah kedudukan kepimpinan yang saudara/i sandang sekarang?
   1 PENERUSI
   2 PENOLONG PENERUSI
   3 SETIAUSAHA
   4 BENDAHARI
   5 AJK (Nyatakan: ________________ ).

3. Berapa lama saudara/i menjadi pemimpin belia 4-B?
   ______ TAHUN.

4. Adakah saudara/i memegang tugas kepimpinan lain di tempat saudara/i?
   1 YA
   2 TIADA
   JIKA YA, SILA NYATAKAN: ______________________

5. Adakah saudara/i bergiat aktif dalam parti politik?
   1 TIDAK AKTIF
   2 SEDIKIT AKTIF
   3 SEDERHANA AKTIF
   4 SANGAT AKTIF
6. Berapa jam (secara purata) saudara/i terlibat dalam kegiatan-kegiatan sukarela anjuran 4-B dalam masa satu bulan untuk satu tahun yang lepas? _____ JAM.

7. Sila nyatakan kegiatan sukarela anjuran 4-B yang mana saudara/i paling banyak terlibat dalam satu tahun yang lepas.


8. Apakah taraf pencapaian akademik yang paling tinggi yang saudara/i perolehi?
   1  SEKOLAH RENDAH
   2  MENENGAH RENDAH
   3  MENENGAH
   4  MENENGAH ATAS
   5  MAKTAB/INSTITUT
   6  UNIVERSITI

9. Berapakah umur saudara/i pada harijadi yang lepas?
    _____ TAHUN.

10. Jantina
    1  LELAKI
    2  PEREMPUAN

11. Apakah pekerjaan saudara/i? ________________

12. Berapakah pendapatan kasar saudara/i sebulan?
13. Status perkahwinan
   1  BELUM BERKAHWIN
   2  BERKAHWIN
   3  JANDA/DUDA
   4  BERPISAH

14. Adakah saudara/i mempunyai anak?
   1  YA
   2  TIDAK
   JIKA YA, BERAPA RAMAI? _____ ORANG.
   BERAPAKAH UMUR MEREKA?
   ANAK PERTAMA _____
   ANAK KEDUA _____
   ANAK KETIGA _____
   ANAK KEEMPAT _____
   ANAK KEELIMA _____
   ANAK KEENAM _____
   ANAK KETUJUH _____

15. Berapa lama saudara/i telah bermastautin di tempat ini?
   _____ TAHUN

16. Tempat tinggal saudara/i adalah:
   1  BANDAR
   2  PINGGIR BANDAR
   3  DESA

17. Alamat saudara/i:

_________________________________________________________________
_________________________________________________________________
SEKALI LAGI Saya MENGUCAPKAN RIBUAN TERIMA KASIH KERANA MEMBERIKAN KERJASAMA
APPENDIX C

LIST OF 4-B ORGANIZATIONS INVOLVED IN THIS STUDY
Southern Zone

District: Batu Pahat
1. Gerakan Belia 4B Taman Abdul Rahman Jaafar
2. Gerakan Belia 4B Kampung Bintang
3. Gerakan Belia 4B Seri Merlong
4. Gerakan Belia 4B Ikatan Setia Muhibbah

District: Pontian
5. Gerakan Belia 4B Sungai Benut
6. Gerakan Belia 4B Sungai Karang
7. Gerakan Belia 4B Kampung Ara Pasung
8. Gerakan Belia 4B Seri Kukup

District: Kota Tinggi
9. Gerakan belia 4B Temenin Lama
10. Gerakan Belia 4B Air Tawar Lima
11. Gerakan Belia 4B Bandar Tenggara

Northern Zone

District: Alor Setar
12. Gerakan Belia 4B Bandar Alor Setar
13. Gerakan Belia 4B Rumah Pangsa Alor Malai
14. Gerakan Belia 4B Pulau Kerengge
15. Gerakan Belia 4B Kampung Berjaya

District: Kubang Pasu
16. Gerakan Belia 4B Tualang Palas
17. Gerakan Belia 4B Kampung Kodiang Lama Luar
18. Gerakan Belia 4B Kampung Kodiang Lama Dalam
19. Gerakan Belia 4B Felda Batu Lapan

**District:** Jerai

20. Gerakan Belia 4B Sungai Daun Tengah
21. Gerakan Belia 4B Kuala Sungai Daun
22. Gerakan Belia 4B Sungai Limau Luar
23. Gerakan Belia 4B Yan Kecil

**Eastern Zone**

**District:** Kota Bharu

24. Gerakan Belia 4B Kampung Lating
25. Gerakan Belia 4B Mahligai
26. Gerakan Belia 4B Kampung Chap
27. Gerakan Belia 4B Kampung Ketereh

**District:** Pasir Mas

28. Gerakan Belia 4B Kampung Tok Sangkut
29. Gerakan Belia 4B Kampung Belukar
30. Gerakan Belia 4B Kampung Tok Uban
31. Gerakan Belia 4B Kampung Chap Meranti

**District:** Tumpat

32. Gerakan Belia 4B Dalam Ru
33. Gerakan Belia 4B Kampung Alur Durian
34. Gerakan Belia 4B Kampung Baru Nelayan
35. Gerakan Belia 4B Kampung Kebakat
Central Zone

District: Kuala Selangor
36. Gerakan Belia 4B Sungai Yu
37. Gerakan Belia 4B Kampung Api-Api
38. Gerakan Belia 4B Sawah Sempadan
39. Gerakan belia 4B Sungai Tengi

District: Sabak Bernam
40. Gerakan Belia 4B Taman Muhibbah
41. Gerakan Belia 4B Parit Baharu
42. Gerakan Belia 4B Parit 6 Barat
43. Gerakan Belia 4B Batu 4 Sapintas

District: Sepang
44. Gerakan Belia 4B Sungai Ramal Dalam
45. Gerakan Belia 4B Sungai Merab Luar
46. Gerakan Belia 4B Dengkel
47. Gerakan Belia 4B Jenderam Hilir

Note: One 4B branch (randomly selected for this study) in the district of Kota Tinggi was found to be inactive.
APPENDIX D

LETTERS
PPPL
Pusat Pengembangan dan Pendidikan Lanjutan (Centre for Extension and Continuing Education)
UNIVERSITI PERTANIAN MALAYSIA
43400 UPM, Serdang, Selangor, Malaysia.

Tel: 9488101 - 10 teljen (lines), 9488245 Kewa(Cable): UNIPERTAMA SUNGAI BESI

UPM/PPPL/18.6(J1d.II)
27 November, 1990

Presiden,
Pengerakan Belia 4-B Malaysia,
Kuala Lumpur.

Tuan/Puan,

PERMOHONAN MENJALANKAN PENYELIDIKAN PELAJAR
ENCIK TURIMAN SUANDI

Dengan hormatnya dimaklumkan bahawa Encik Turiman bin Suandi adalah seorang pensyarah di Pusat Pengembangan dan Pendidikan Lanjutan, Universiti Pertanian Malaysia, dan pada masa ini beliau sedang mengikuti Program Ph.D, di Ohio State University, U.S.A. Untuk memenuhi sebahagian daripada syarat bagi mendapatkan ijazah berkenaan beliau dikehendaki menyiapkan satu tesis bertajuk "Commitment of 4-B Leaders Towards Volunteerism in Malaysia".

Oleh yang demikian, sukacita sekiranya dapat pihak tuan memberikan kebenaran dan sokongan bagi beliau menjalankan kajian berkenaan.

Sekian, kerjasama dan sokongan yang pihak tuan berikan, terlebih dahulu diucapkan berbanyak terima kasih.

Yang benar

(PROF. MADA'Y DR. MOHD. NASIR BIN ISMAIL)
Timbalan Pengarah,
Pusat Pengembangan dan Pendidikan Lanjutan
27 November, 1990

The President,
4-B Youth Movement, Malaysia
Kuala Lumpur.

Sir,

PERMISSION TO CONDUCT RESEARCH

This is to inform you that Mr. Turiman Suandi, a staff member of the Center for Extension and Continuing Education, Universiti Pertanian Malaysia, is planning to conduct a research entitled "Commitment of 4-B Leaders Towards Volunteerism in Malaysia". This research is a partial fulfillment of the requirements for the degree Doctor of Philosophy at The Ohio State University, U.S.A.

We would be very happy if your organization could give him permission and support to conduct the research.

Thank you.

Sincerely,

(PROF. DR. MOHD. NASIR BIN ISMAIL)
Deputy Director,
Center for Extension and Continuing Education
Universiti Pertanian Malaysia
Encik Turiman bin Suandi  
Pusat Pengembangan dan Pendidikan Lanjutan  
Universiti Pertanian Malaysia  
43400 Serdang  
SEWA DARULQSAN  

Tuan,  

KAJIAN 'COMMITMENT OF 4-8 LEADERS  
TOWARDS VOLUNTEERISM IN MALAYSIA'  

Dengan segala hormatnya merujuk kepada perkara yang tersebut  
di atas, maka sukacita dimaksudkan bahawa Ahli Jawatankuasa  
48 Kebangsaan bersetuju untuk membenarkan pihak tuan mencaat  
kajian yang dimaksudkan.  

Pihak tuan bila-bila masa boleh hadir di Pejabat 48 Malaysia  
untuk melaksanakan tindakan kajian disamping memerhati  
Ahli Jawatankuasa 48 Kebangsaan yang difikirkan perlu dalam usaha  
kajian tuan. Dalam masalah ini sila tetapkan tarikh terlebih  
dahulu bagi membolehkan temuduga diatur dengan pihak-pihak  
yang terlibat.  

Sekian, terima kasih.  

Yang benar,  

(S/Tuas R. MOHD. SHARIF)  
SETIAUSAH AAGUN  
GERAKAN BELIA 48 MALAYSIA  
s.k: 1. Dato' Presiden  
2. Ketua Pengarah  
Pusat Pengembangan dan Pendidikan Lanjutan
21 March, 1991

Mr. Turiman Bin Suandi  
Center for Extension and Continuing Education  
Universiti Pertanian Malaysia  
43400 Serdang  
SERDANG DARULEHSAN

Sir,

RESEARCH ON "COMMITMENT OF 4-B LEADERS TOWARDS VOLUNTEERISM"

The committee members of the 4-B Youth Movement at the national level are happy to announce that we give you the permission to conduct the above research.

You may, at any time, come to our 4-B headquarters to gather the relevant information regarding 4-B. Please make the necessary arrangements with the individuals concerned to assist you in conducting the survey.

Thank you.

Sincerely,

(ALIAS BIN MOHD. SHARIFF)  
Secretary General  
4-B Youth Movement, Malaysia
APPENDIX E

CORRELATION MATRIX
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<th>No.of Child</th>
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<th>Instrumental value of 4-B</th>
<th>Attractiveness of 4-B</th>
<th>Attitude toward volunteer work</th>
<th>Volunteer work satisfaction</th>
<th>Altruism</th>
<th>Egoism</th>
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<th>Political interest</th>
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REFERENCES


Rohs, F.R. (1982). *Social background, personality and attitudinal factors influencing the decision to volunteer and level of involvement among 4-H leaders.* Unpublished doctoral dissertation, The Ohio State University, Columbus.


