EMPLOYEE VOLUNTEERING BEHAVIOR

Archana Tangri
B.S., Punjab Agricultural University, Ludhiana, India, 2002

PROJECT

Submitted in partial satisfaction of the requirements for the degree of

MASTER OF BUSINESS ADMINISTRATION

at

CALIFORNIA STATE UNIVERSITY, SACRAMENTO

SPRING
2011
© 2011

Archana Tangri
ALL RIGHTS RESERVED

ii
Student: Archana Tangri

I certify that this student has met the requirements for format contained in the University format manual, and that this project is suitable for shelving in the Library and credit is to be awarded for the project.

Monica Lam, Ph.D.
Associate Dean for Graduate and External Programs

College of Business Administration
Abstract

of

EMPLOYEE VOLUNTEERING BEHAVIOR

by

Archana Tangri

Employee volunteering is one of the recent trends where an increasing number of employees contribute their time and skill towards volunteering activities of their own choice or some designated activities assigned by the organization. It helps fulfill the organization’s social responsibility towards its community and environment and helps retain talented employees by enhancing their level of satisfaction. This type of volunteering is good for motivating the employees and is good for enhancing the organization’s reputation. This research project focused on reviewing the motives behind employee volunteering behavior and is conducted among employees of technology and nonprofit sectors. A survey method is used as methodology to do the research. The research showed that employee volunteering seems to have positive effects on attitudes and behavior of employees towards themselves and the organization.

__________________, Committee Chair
Laura T. Riolli, Ph.D.

________________________
Date
ACKNOWLEDGMENTS

I would like to thank Dr. Laura for her guidance and assistance. Her suggestions had been invaluable at all times during my research. I also want to thank all the respondents of the survey that helped me complete my research.

I am grateful to my loving parents, my in-laws, brother and sister for their unending support and love throughout my degree progress. No words can express my gratitude and love for my husband Saurabh and my son Abhyut for all the love and support, encouragement and help all this time.
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Acknowledgments</th>
<th>vi</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chapter</td>
<td></td>
</tr>
<tr>
<td>1. INTRODUCTION</td>
<td>1</td>
</tr>
<tr>
<td>Purpose of the Project</td>
<td>2</td>
</tr>
<tr>
<td>Description of the Project</td>
<td>2</td>
</tr>
<tr>
<td>Significance of the Project</td>
<td>3</td>
</tr>
<tr>
<td>Limitations</td>
<td>3</td>
</tr>
<tr>
<td>Findings</td>
<td>3</td>
</tr>
<tr>
<td>2. BACKGROUND OF THE STUDY</td>
<td>4</td>
</tr>
<tr>
<td>Review of the Literature</td>
<td>4</td>
</tr>
<tr>
<td>Current Volunteering Trends</td>
<td>5</td>
</tr>
<tr>
<td>Motivations for Employee Volunteer Behavior</td>
<td>7</td>
</tr>
<tr>
<td>Supporting Theories</td>
<td>10</td>
</tr>
<tr>
<td>Beyond Motives</td>
<td>11</td>
</tr>
<tr>
<td>3. METHODOLOGY</td>
<td>16</td>
</tr>
<tr>
<td>4. FINDINGS AND INTERPRETATIONS</td>
<td>17</td>
</tr>
<tr>
<td>5. CONCLUSION</td>
<td>21</td>
</tr>
<tr>
<td>Appendix: Survey Questions</td>
<td>22</td>
</tr>
<tr>
<td>Bibliography</td>
<td>28</td>
</tr>
</tbody>
</table>
Chapter 1
INTRODUCTION

Volunteering and contributing one’s time for less fortunate people is a very humanitarian and considerate task. People volunteer for a number of varied reasons- to learn new skills, make a difference, internal satisfaction, or just to have a different experience. Some of the volunteers are truly committed for their focus cause (eg. women upliftment), while others don’t focus on a single cause and they prefer to contribute in simpler ways for various foundations. Employee volunteerism is one of the high growth fields in volunteerism. Employee volunteering is a very special and an important type of volunteering that serves the community. Employee volunteers contribute their paid or unpaid time out of their work hours to help the needy organizations and people. This project is a subjective research that brings light to the new ways of volunteering. The project is based on a survey that is the tool used to impart light on motivating factors behind employee volunteering. The research tries to find out if employees do volunteering for their own satisfaction or because of trends in their respective organizations. Employee volunteering can be employer driven or employee driven. In either case, the related employer makes a contribution for the time and effort spent by their employees for a particular cause. Employee volunteering is an important aspect in the job recruitments nowadays for both potential employees and potential employers. The employee volunteers are the cherished assets for an organization.
Purpose of the Project

The purpose of this project is to find what motivates employees from the technology sector and from the not for profit sector to volunteer their time for the greater good of society and environment. While it is very clear that corporate want to volunteer or get their employees to volunteer because of their social responsibility and other gains by doing so; there are still some questions why employees are motivated to volunteer their time and skill in those efforts. Do they participate because they can get some time off of work or is the responsibility feeling toward the society is more important? Do they participate to improve their skills and satisfy their personal growth or do they feel forced to volunteer for their employer? Further analysis is done by using the available literature in conjunction with the insights from a survey analysis of current employee volunteering practices.

Description of the Project

The qualitative research was undertaken by employees from the technology sector and from the nonprofit sector from California. This approach was chosen deliberately to find out the difference in the behaviors of the above mentioned sectors towards volunteering. The survey was sent online and around 40 people combined from both the sectors filled out the survey. Theories from human psychology and sociology were used to find the reasons behind the volunteering attitude of people.
Significance of the Project

The research can help the employers to find out what reasons can motivate their employees to contribute their time for volunteering. This project may uncover some new approaches to recruitment and management and possibly can make ways for further research.

Limitations

This research involves several limitations and further research and study may be needed. The survey sample was very small (n=40) and consisted of small number of employee volunteers and more of nonprofit sector volunteers. The volunteers from the nonprofit sector were more proactive for filling the survey than the employees from the technology sector. The theories used in the study are not directly related but may support the volunteering behaviors.

Findings

This research concludes that the employees are motivated to volunteer their time for their own personal satisfaction and for giving back to their community. The employers are very supportive of their employees’ roles in the volunteering process and provide various occasions for them to volunteer and work for the enhancement of their community and environment. Employees and the employers both benefit from this experience besides the organization which is being volunteered for.
Chapter 2

BACKGROUND OF THE STUDY

Review of the Literature

Volunteering has always been part of society in some way. Earlier people used to volunteer for liberating their communities, societies or country at large of various social and community issues and taboos, and to improve the standard of living of people. It was more of a self preferred conduct, but from the past two decades there has been a marked growth in volunteering opportunities through the workplace, known as Employee Volunteering, or Employee Community Involvement programs. Employee volunteering refers to employees who are voluntarily active to make a contribution towards society, supported in some way by their employer (Brewis, 2004).

A majority of the companies at the Fortune 500 allow their employees to volunteer during their regular work hours. These formalized Employee Volunteering Programs (EVPs), also known as Employer Supported Volunteering, are regarded as a part of the companies' sustainability efforts and their social responsibility activities (Boston College Center for Corporate Citizenship, 2009.) According to information from Volunteer Match, a service that provides Employee Volunteering Program solutions, the key drivers for companies that produce and manage EVPs is that it builds brand awareness and affinity, strengthens trust and loyalty among consumers, enhances corporate image and reputation, improves employee retention, increases employee productivity and loyalty and provides an effective vehicle to reach strategic goals. Instead of donations and
financial help, the companies are now substituting charitable giving with their employees volunteering for various activities. In a 2004 survey of 71 U.S. companies including 30 on Fortune's Top 100 list, 81% reported having a domestic volunteer program (Committee Encouraging, 2005). According to a 2010 survey by Deloitte, more than 8 in 10 companies (84%) believe that volunteerism can help nonprofits accomplish long-term social goals, and are increasingly offering skills-based volunteer opportunities to employees. In fact, corporate managers report that the top priorities when determining workplace volunteer activities include the potential to alleviate a social issue (36%), help the nonprofit function more effectively (31%) and serve more clients (31%) (Volunteermatch).

The employee volunteer programs include the employees visiting school campuses, hospitals, senior citizen homes, distributing food in the homeless shelters, walking or running for some cause, building public parks, houses or shelters for needy. Most of the companies offer paid time off for the community work and volunteer programs. The employees can be seen on their volunteering days wearing t-shirts with company logos, cleaning the areas, collecting and distributing food to the hungry, donating blood, building public parks or houses for the homeless or poor people, teaching the children or some other voluntary activity.

Current Volunteering Trends

According to Corporation for National and Community service brief on Volunteering in America, in 2009, the volunteer rate increased to 26.8 percent, up from 26.4 percent in
2008. The number of volunteers also increased to 63.4 million, up from 61.8 million in 2008. This was the largest single year increase in the number of volunteers and the volunteer rate since 2003. California has an average annual volunteer rate of 24.2%, with 6.8 million volunteers serving 935 million per year. When analyzing the differences in skills-based volunteering habits among volunteers in various occupations, it is important to note that volunteer rates vary widely among those occupations. Though the national average volunteer rate for 2010 is 27.2 percent, occupational rates vary anywhere from 50.3 percent for education, training, and library professionals to 15.8 percent for construction and extraction laborers. Management, professional, and related occupations tend to have higher volunteer rates than others. This trend may be explained in part by disparities in income among the occupational groups as well as the differing levels of education typically acquired for each, as adults with higher income and higher education levels are generally more likely to volunteer.

According to Volunteering in America, more than 230,000 people participate in national service each year through 366 national service projects and programs in California. The state is ranked 41st for volunteer rate and has a average annual volunteer rate of 24.2 % with 6.8 million volunteers serving 935 million per year. Below is a pie chart showing where the people volunteer most of their time and skills in general.
Motivations for Employee Volunteer Behavior

One cannot be a passive volunteer; action requires purpose and motivation (Wilson, 2000). There are many grounds that establish why employees, employers and not-for-profit sectors get involved in employee volunteering programs. For the employers or organizations, they have their social responsibility towards their community and they can get their employees to learn new skills which will help in improving the organization’s work culture behavior too like employees develop significant team work and leadership skills. According to University of Florida, rather than siphoning off work hours or adding distraction, workers given permission to engage in public service worked harder, worked harder on the job and supported their employers in the workplace and in the community.

Source: http://www.volunteeringinamerica.gov/CA
Employees have more loyalty toward their organization and also it helps in the retention of the employees. Also, the end consumers are aware of the charitable image of the organization and there is an opportunity to attract new customers while holding on to the existing loyal customers. The most common voluntary activities are working on education, crime, environment, literacy, drug addiction and child care. Multinational companies provide a global view to volunteering by encouraging their employees in different countries. Intel Involved is a very right example here which has a webpage detailing on how the employee volunteers from the various countries are working for the upliftment of the people from those countries. For example, the employees are educating poor children in Indian slums, helping raise funds for Pakistan flood relief program, Haiti earthquake.

Intel has a webpage dedicated to life at Intel which tells about the opportunities available to volunteer. The webpage says,

“If community involvement is important to you, you'll feel right at home at Intel. Our Intel Involved Matching Grant Program offers many opportunities for giving back in a variety of areas. We even have an in-house volunteer database where you can track your hours, look for new opportunities, and earn additional money to support local schools and qualified nonprofit organizations by donating your time through the program.”

For the employees, they frequently want to volunteer to work for the community, to aid the needy, learn new knowledge and skills, personal growth, accomplishment or increase
their personal satisfaction. Employee volunteering programs or activities can be excellent promotional tool for them. Another factor could be they want to make the community, country and world a better place to live in for their children and coming generations. Also, their children will learn from their parents’ volunteering roles to do the same. Some of the organizations hold the family volunteering programs and they serve the perfect tool to transfer these values to the children which make them more compassionate and idealistic citizens. There are some studies and surveys conducted in the past few years which give some insight in this behavior. Some of the questions pointed on to whether employee volunteering has developed workplace skills. For example, a Deloitte survey asked whether “volunteering offers employees the opportunity to develop skills they can use at work” and whether “volunteering offers employees the opportunity to enhance leadership skills” (Deloitte, 2005). Similarly, an Aetna employee survey asked whether volunteering helped develop decision-making, communication and other skills. Across virtually all these survey items, the majority of respondents reported that volunteering helped them develop that specific skill (Deloitte, 2005; Deloitte and Points of Light Foundation, 2006; Markitects and Woman’s Way, 2006).

Not-for-profit organizations also benefit from employee volunteering by having a bigger resource pool of volunteers, with specific skills and expertise, employer support in their volunteering activities, and access to a new form of support for the organization. United Way is a not for profit organization which coordinates various employee volunteering activities and helps raising funds for other not for profit services in various areas. They have clients from bigger multinational corporations to local organizations.
Motivation to volunteer has received widespread empirical and theoretical attention (Pearce, 1993). The various theories about the motivational foundations of helped in identifying some reasons and motivations for volunteering (Clary et al., 1998). The six motivational functions that move people to volunteer are as follows:

(1) Values, where individuals exhibit altruistic and humanitarian concern for others;

(2) Understanding, considering that volunteering provides volunteers with the opportunity for new learning experiences and the chance to use personal skills that might otherwise go unused;

(3) Social experience, given that volunteering offers person opportunities to be with friends and build social relationships;

(4) Career, because it provides people with a way to improve professional skills that might be useful in their career;

(5) Protection, centered on protecting the ego and reducing the guilt that one may feel at being more fortunate than others; and

(6) Enhancement, which offers a means to obtain satisfaction through personal development and self-esteem (Clary et al., 1998).

While a key use of theories on volunteer motivation is to predict an individual’s inclination for volunteering based upon that person’s personal motives (Omoto & Snyder,
1990; Clary et al., 1998; Peterson, 2004), determining such motives can be difficult and requires a complex process. Different volunteers have different motivational characteristics, and matching needs to volunteer opportunities without testing everyone is inherently problematic. An individual can express one or more motives for a single volunteering activity (Musick & Wilson, 2008). People may express sincere concern for others who are less fortunate and at the same time improve a personal skill or fulfill a desire for additional social interaction. While religious organizations are credited with providing the largest percentage (34.8%) of volunteers in the U.S. (Corporation for National & Community Service, 2009), it is not clear whether religious motivation is the answer. Religious beliefs do provide a moral basis for volunteering; however, those with greater religious motivation do not spend more time volunteering than do those with low religious motivation (Cnaan, Kasternak, & Wineburg, 1993). This finding suggests that religious motivation is not an adequate explanation for volunteering behavior, where multiple sources of motivation may be in play. One of the lessons of motivation theories is that people who have volunteered in the past may innately possess one or more motives for volunteering in the future. While motive theories may do a good job of explaining why people decide to volunteer, they fail to fully explain the conditions and stimuli that motivated them to act in the first place (Musick & Wilson, 2008). (Don E. Teague, 2010)

Beyond Motives

The strength of an individual’s motivation to volunteer is largely explained by the strength of his or her “intention” (Harrison, 1995). A key determinant of intention is the
perceived influence of “important others” (Ajzen & Cote, 2008). The influence of important others on individual intentions was introduced as a key determinant of the theory of planned behavior (Ajzen, 1991; Ajzen & Fishbein, 1977; Ajzen, 2002). Multiple empirical studies have found that volunteering behavior is largely influenced by perceptions of what degree of importance others in a person’s life would assign to the act (Harrison, 1995; Warburton & Terry, 2000; Warburton, Terry, Rosenam, & Shapiro, 2001; Greenslade & White 2005).

When it comes to encouraging employees to volunteer, if we exclude managers to avoid the classic problems associated with management coercion, the important others in the workplace become employee peers and coworkers. While workplace social groups tend to consist mostly of casual acquaintances, with a minority of people forming close personal ties (Putnam, 2000), a sense of community and norms of mutual help and reciprocity among coworkers create important personal connections and favorable perceptions of coworkers (Ibarra & Andrews, 1993). In workplace settings, coworkers who are no more than acquaintances can be just as important as friends are. They communicate with one another and connect coworkers to events and activities that would otherwise be inaccessible to them (Granovetter, 1973). Studies of employee volunteerism have clearly found that the beliefs and perceptions of coworkers are important to employees who are considering volunteering (Warburton et al., 2001; Greenslade & White 2005) and that this positively influences their volunteering behavior (Harrison, 1995). (Don E. Teague, 2010)
There is also some gender difference in the theories proposed by the scholars. A behavioral difference exists in behavior towards volunteering within these two genders. Women tend to be more motivated by fun, broadening their horizon and volunteer because they want to help others. According to Wuthnow (1995), women volunteer due to expressive motives. These motives are gaining enjoyment, feeling needed and feeling compassionate towards people in need. These findings leads to the question if women have a higher perceived score on the elements of fun (gaining enjoyment), feeling needed and compassion (broadening horizon). Moreover, it seems that women look for fulfillment in terms of needs when they volunteer (Meaning, Musick and Wilson, 2008). That women are more altruistic (Musick and Wilson, 2008), could lead to a higher perception on altruistic effects such as meaning in life.

On the other hand, men are seeking for more tangible effects of their volunteer activities, such as gaining skills. According to Musick and Wilson (2008), men will expect more specific rewards for the voluntary work that they perform than women. Women tend to experience the voluntary work as rewarding when they gain awareness and understanding, while men are looking for more instrumental rewards. In terms of the rewards in participating in a community program, men could look for rewards in terms of improving one’s competencies, while women are looking more for broadening their horizon (Roza, 2009).

The difference in the ages and volunteering behavior has been researched widely. The volunteers are broadly categorized into
1) Young professionals (18-35),

2) Mid career (35-45),

3) Established career (45-65) and

4) Retirees (65+).

In US, most volunteers are from young professionals, as they are encouraged or required to volunteer during their high school or college phase of life (Musick and Wilson, 2008). In a later life phase (age 25-34) volunteering declines, whereas in the middle life stage (35-45) it reaches a peak as the need for volunteers is large in response to the children (primary) school career. After this phase volunteering declines again. (Roza, 2009).

In paid or conventional work settings, employees often perform sets of well-learned tasks during contiguous hours, days, weeks, and so on. In contrast, potential volunteers in nonprofit and service organizations are often called on to perform fairly novel tasks during one or a few isolated occasions (Brudney, 1990). Examples include raising or refurbishing homes in impoverished areas one week (or one weekend) per year, delivering Christmas toys to hospitalized children, staffing phone lines in a seasonal telethon, serving Thanksgiving meals to the homeless, retrieving litter from beaches on designated cleanup days, judging a Special Olympics track meet, and so on.

The first attempt at volunteering holds important to if a person would volunteer again or not or would be a regular or episodic volunteer. If a volunteer has a positive experience and feels that his volunteering efforts made some difference in someone’s life or would
be good for the society, he is more likely to volunteer his time and skills towards volunteering. If the experience is not positive, a person might want to try again or sometimes would not be interested to a great extent towards volunteering.

The volunteers who are devoting their time on a regular or weekly basis are categorized as regular volunteers and others are described as episodic volunteers. Most of the employee volunteers from the technology sector fit in the category of episodic volunteers as it is difficult for employees to take out time or for employers to allow the time off on a routine or weekly basis to go out and volunteer.
Chapter 3

METHODOLOGY

The methodology used to conduct the research was an open ended survey which was administered online. The survey conducted had the qualitative open ended questions to get more insight into the behaviors of the volunteers. It was conducted from the volunteers from technology sector and the volunteers from the nonprofit sector to see the differences in the volunteering behavior. The survey comprised of 30 questions in total with 40 respondents.
19 respondents were males, 18 females with 3 of them opting for not mentioning their gender in the survey. Of the respondents 4 are single, 27 are married or committed, 8 are divorced/ widowed and 2 have listed themselves in the others category. In the role of household providers, 14 of the respondents are the sole providers, 10 are primary providers, 7 are the secondary providers and 10 are equal providers. 11 respondents were holding some entry level positions in their organization, 17 were from mid-management level and 4 were from top executive level positions. Out of the 40 respondents, 15 answered they were in some technical field and 9 of them mentioned they were in technology industry. 25 of the respondents were directly or indirectly linked to the not for profit organizations like Red Cross. The ages of the respondents ranged from 21- 75 years, with 3 respondents in 20-30 years age group, 3 from 30-40 age group, 10 from 40-50 age group, 17 from 50-60 age group, 5 from 60-70 age group, and 2 from 70-75 age groups. As the earlier theories and hypothesis discusses the primary age range is 45-65 years for the volunteering behavior, it fits this survey too. Also, the gender results for volunteering are 50 % for males and females both according to the survey. The number of children in the family ranged from 0 to 5 children.

The volunteering experience and routine for the respondents ranged from a year to 40 years. While there were no significant downsides or challenges the employers had to face
because of the volunteering activities of their employees but there were two responses which indicated there could be possible conflicts in the schedule or loss of people during business hours because of injuries resulting from the volunteering activities. The downsides the respondents faced during their volunteering efforts were some of the volunteering activities were not well organized and the volunteering efforts were wasted or underutilized because of this lack of organization. Some of the not for profit volunteers give more than 100 hours per month on average for the volunteering activities while those from the technology and other sectors were able to give 3-8 hours per week for the volunteering activities not necessarily the paid time from the employer. Some of the interesting responses to the advice the respondents wished to get before actually volunteering were to understand the commitment being made in terms of time, emotional and financial terms. One of the respondents thought it was really important have specific information on the volunteering activities before actually making commitments. It would help group together the right motivation, skills, and expectations between volunteers and volunteering efforts.

On what made them decide to volunteer, the respondents cited the need to help, the want to share and the satisfaction of participating and working towards achieving a goal. They want to have a different experience than their routine activity and have some fun. While answering on how their volunteer efforts have helped their charitable cause, their organizations will help give the benefit of time and talent to their selected organizations. On the skills and knowledge, the volunteers acquired from their volunteering time and
efforts the responses stated that they got an opportunity to meet, work, interact and learn from people of different ages, work experiences, cultures, and countries. These efforts improved their communication skills, improved people coordination, need assessment, mentoring, supervisory, time management, and public speaking skills. Besides getting confidence and leadership skills, they found tolerance and peace of mind by volunteering their time for these activities. They got the knowledge on how to value their existing skills and the needs of people who are living in less fortunate conditions or are struck by some disasters. They acquired knowledge of being prepared for the responsiveness by working in disaster response teams. They have started applying their knowledge strategically in their work environment and can manage their time better. The volunteering efforts have given them insight into prioritization of the tasks at hand and taking on new challenges.

The employers provide some time for volunteering efforts as mentioned in two examples provided in the survey, they were provided 6 paid hours per quarter to do volunteer work and in other instance 16 paid hours per fiscal year. Some of the employers host some of the volunteering activities like blood donation in the workplace or company’s campus. The employers are supportive of the volunteering activities and most of the time, give paid time off for the volunteering activities associated with the organization. There are some dedicated work days in certain organizations like Cisco, Intel, Google, hp, and other multinational or big organizations. Employers encourage the volunteering activities
of their employees in most of the cases mostly for already mentioned reasons. They support the organizations or the cause their employees volunteer for.

Volunteering can help build a modest image for the volunteers. Volunteers sometime do not want their contributions and efforts to be known by others but with employee volunteering it is a little different as people love to go out and volunteer with their colleagues and peers which help them develop some team skills too. The respondents from the survey have clearly mentioned on what they gained from volunteering. There is a sense of pride related to the volunteering works they do. More and more people and also more and more employers want their peers, coworkers or employees to volunteer their time for the greater good of the society.
Chapter 5

CONCLUSION

Employee volunteering benefits employers, employees and their nonprofit partners. The nonprofit sector has a greater human resource pool of volunteers with various skills. Various studies and supporting theories argue that employee volunteering develops organizational behavior and a great work culture. The numbers of organizations which support employee volunteer programs have grown rapidly in the past few years. The survey suggests that it makes greater sense for the volunteers to work for organized volunteer activities than some unorganized projects which let their interest wander away from the community good.
APPENDIX

Survey Questions

1. Please describe your most significant volunteer experience(s).

2. What made you decide to volunteer?

3. What advice (if any) did you receive in making the decision to volunteer?

4. What have you gained from the volunteer experience(s) described above?

5. What could an employer gain from your volunteer experiences?

6. How have your volunteer efforts helped your charitable cause?

7. What skills have you acquired from volunteering?
8. What knowledge have you acquired from volunteering?

9. How could these skills/knowledge be used in the workplace?

10. What has your current/previous employer done to facilitate your volunteer efforts?

11. What challenges have you encountered in your efforts to serve as a volunteer?

12. What might an employer do to assist you in overcoming these challenges and further support your volunteer efforts?

13. What might the organization(s) for which you volunteer do to assist you in overcoming these challenges and further support your volunteer efforts?

14. In general, what downsides have you experienced from your volunteering efforts?
15 What downsides might an employer experience from supporting volunteer efforts?

16 What advice or information do you wish you had known that may have helped you avoid or deal with any downsides and challenges?

17 Please think about the volunteer experience(s) you described in question #1. Would you describe this experience as: (a) on-going (e.g., serving a charitable cause multiple times a month over an extended period of time) or (b) a one-time experience (e.g., participating in a 6-week volunteer project)?

On-going

One-time

Other, please describe:

18 Approximately how much time did (or will) you invest in this volunteer work?

example for on-going: 10 hours a month for 3 years

example for one-time: 8 hours everyday for 6 weeks
19 In general, how long have you been volunteering?

20 How long have you been working for your current employer?

21 Approximately, how many hours a week do you typically work?

22 What is your job/profession?

23 What industry do you work in?

24 How would you rank your position within your employing organization on a scale of 1-7? (1=lowest-level ranking and 7=highest-level ranking)

lowest (entry-level) middle (mid-management) highest (CEO/President)

1 2 3 4 5 6 7

25 Are you male or female?

Male/Female
26 How old are you (in years)?

27 What is your marital status? Please check one.

   Single

   Married/Committed

   Divorced/Widowed

   Other

28 How many children, if any, do you have and what are their ages?

   Example: 2 children (ages 8, 10)

29 Please check the box that most accurately describes your role as a household provider.

   sole provider

   primary provider

   secondary provider

   equal provider
Thank you very much for completing this survey!! We are hoping to follow-up with some respondents. If you are open to a follow-up email or phone call, where could we contact you?


Don E. Teague. 2010. The impact of charisma in employee volunteer programs: Do employees motivate their coworkers? Case Western Reserve University.6-10.


Roza, Lonneke. 2009. The Effects of Corporate Community Involvement: What are the effects of corporate volunteering for business’ and their employees?


http://www.volunteermatch.org/corporations/resources/businesscase.jsp


http://www.volunteermatch.org/corporations/resources/businesscase.jsp

http://www.volunteeringinamerica.gov/CA


http://planetgreen.discovery.com/work-connect/companies-profit-when-employees-volunteer-during-work-hours.html