

The Relationship Between Volunteering Motives And Wellness Among Volunteers Of Higher Education Institution Sports Tournament (Sukipt 2022)

Nur Alissa Mahmood¹, Wan Ahmad Munsif Wan Pa¹

¹Faculty of Education, Universiti Kebangsaan Malaysia (UKM), Bangi, Selangor

Corresponding Author Email: munsif@ukm.edu.my

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Abstract

Volunteers contribute to sport's social and economic value, particularly at the grassroots level, and by assisting in the organisation of major sporting events. Volunteers can supply the most basic of labour while also serving as a valuable source of expertise for organisations. Volunteering in sports also can be a great way to give back to the community and feel like they have accomplished something. One's sense of personal fulfilment and general well-being can be greatly increased by realising that their efforts directly help others and create a happier and healthier community. This study investigates the connection between volunteerism's motivations and participants' wellness. It involved 302 volunteers aged 18-30, 105 male and 197 female, participating in a Higher Education Institution Sport Tournament (SUKIPT 2022). The Self-Determination Theory, Theory of Planned Behaviour, and The Six Dimension of Wellness Model approaches were utilised to assess volunteers' motivations and wellness using a questionnaire modified from the Volunteer Functions Inventory and Perceived Wellness Survey. The research found that understanding was the primary motivation for involvement, with social well-being being the primary aspect of overall wellbeing. The study also revealed a significant difference in motivation for participation between male and female participants. The findings are significant as they help organizations understand volunteers' needs and personal growth, attracting and retaining future volunteers and ensuring the success of sporting events.

Keywords: Motivation, Volunteering, Wellness, Sport

Introduction

Volunteering has evolved into a creative, rapid, and dependable method of gathering human resources for every type of event, from small-scale to large-scale global events (Idris et al., 2019). Volunteers are a vital human resource in the sports sector because they provide expertise, experience, time, and commitment without getting financial pay (Kim, 2017). It is acknowledged that most of the athletes in the organisation would be unable to function effectively without the assistance of volunteers. Volunteers in sports are crucial for the growth and development of the sports sector (Lee et al. 2017), aligning with the 2030 Agenda

for Sustainable Development and UNESCO's Fit for Life initiative. It uses data-driven sport treatments to address physical inactivity, mental health, and inequality (UNESCO, 2021). Given the variety of volunteer kinds and their varying perspectives, it is impossible to characterise a volunteer with a single description. Understanding other people's opinions on volunteering is also crucial because different people have various motivations for volunteering, which may influence their level of motivation or create other obstacles (Pearce, 2017). Individuals can offer their time to assist behind the scenes, take part in the event, create networks and partnerships, or make a positive impact on society (Hayton & Blundell, 2020). Volunteers and non-sports volunteers may have distinct reasons for volunteering, according to Kim (2017), who notes that the classification of criteria for volunteering has been varied and dynamic depending on the type of activity and organisation. The variables or incentives influencing volunteerism in sporting events have been the subject of numerous research. The motivations of volunteers are crucial for both attracting new members and maintaining their engagement with volunteer activity (Chacón et al., 2017). Individual variations in motivational traits or attitudes about volunteering may have an impact on the consistency of involvement or amount of time spent serving (Schlesinger & Nagel, 2018). It has been discovered that participation is a key component in the sustainability of volunteer work, and that volunteers' motivation to participate in volunteer work has a significant impact on their happiness with it (Yun & Cho, 2020).

Scholars have repeatedly underscored the significance of comprehending volunteering within the frameworks of health, well-being, and location. This is in line with the modern concept of well-being, which emphasises the intersection of volunteering and well-being (Warburton & Winterton, 2017). Prior research has demonstrated that volunteering has a range of beneficial consequences on participants' health, self-esteem, and psychological well-being (Lawton et al., 2021). Previous studies as well have proven the significant health benefits associated with volunteering where stress reduction, boosted self-esteem, and enhanced mental and physical well-being are some of the advantages (Yasalonis & Pinson, 2021). According to Russell et al. (2020), volunteering has been proposed as a means of assisting people in navigating life transitions by promoting greater community involvement. It has also been suggested that volunteering fosters the development of new social networks and strengthens existing ones.

Problem Statement

Volunteers come from different origins and have different motivations behind their decision to volunteer. Gender variations exist in the motivations for volunteer activity, according to earlier research. According to Mahmood et al. (2021), male volunteers are more motivated for each purpose listed in Clary's (1998) Volunteer Function Inventory (VFI). The results of a previous study by Pearl (2017), however, show that women show a higher level of motivation than men for five out of the six VFI functions. The present study's results are in line with earlier research by Ramlan et al. (2015), which demonstrated that men and women have distinct perspectives on volunteering and differing levels of interest in it. Although Pearl's (2017) study, which found that both gender groups demonstrated lower motivation for their involvement in volunteering, is in conflict with the studies of Kim et al. (2018) and Chacón et al. (2017).

Furthermore, there has been a steady accumulation of data demonstrating the link between volunteering and wellness; but, up until now, little effort has been made in this research to account for the variables that could lead to self-selection among "happier" volunteers

(Lawton et al., 2021). The relationship between volunteering and well-being at different stages of life is not well-documented. Some research indicates that the association is either exclusive to older adults or more prominent in this population; nevertheless, the findings are not entirely clear (Hansen et al., 2018). This is because older groups are the subject of most study, with adult groups receiving less attention (Geng et al., 2022). While volunteering is particularly advantageous for the elderly, it also improves the wellbeing of youth and marginalised populations, including immigrants (Bowe et al., 2020). Additionally, older adult volunteers are thought to gain from well-being more than younger adult volunteers (Stuart et al., 2020).

However, Tabassum et al. (2016) found no evidence linking volunteering in early to middle adulthood to improved mental health, possibly due to social network and family influence. A study in Finland found that volunteering benefits older individuals aged 62-67, despite not being linked to higher happiness levels in younger generations. Therefore, it could be attributed to the developmental stage at which young people are living and the negative impact of social pressure to incorporate volunteering into their schedules (Stuart et al., 2020). Prior studies have indicated that there exist notable disparities in the availability of official volunteer activities, and certain groups have considerable obstacles when it comes to volunteering due to insufficient access, opportunity, and resources (Southby et al., 2019). This is significant for the review because, if volunteering is associated with improved subjective well-being, those who experience more obstacles and are less likely to volunteer will not benefit from it (Stuart et al., 2020). It is equally crucial for people to continue volunteering as it is for them to start out. Certain individuals can have to cease their volunteer work due to a shift in their situation, illness, or a physical or mental impairment. Specifically, the latter portion of life is a period marked by several changes (Jopling & Jones, 2018).

Furthermore, volunteering has been significantly impacted by the global COVID-19 pandemic, and is probably going to continue to be so in a fundamental and useful way. It is acknowledged that interest in online volunteering and virtual possibilities is expanding, and that the epidemic has brought both opportunities and challenges in this regard (Lachance, 2021). This review highlights the significant increase in volunteerism, emphasizing the need to understand how these changes impact volunteers' well-being and how organizations respond to them (Stuart et al., 2020). As a result, this study was carried out to investigate the factors that impact volunteer participation in volunteering activities, as well as their relationship with the wellness felt by SUKIPT 2022 participants. This study was also conducted to answer these questions:

1. What are the motives that influence volunteer involvement in SUKIPT 2022?
2. What are the dimensions of the well-being of sports volunteers at SUKIPT 2022?
3. Is there a difference in the motives of sports volunteer involvement in SUKIPT 2022 based on gender?
4. Is there a significant relationship between the motivation of sports volunteer involvement and well-being in SUKIPT 2022?

Literature Review

Theories and Models

The self-determination theory (SDT) has been widely utilised to explore volunteer motivations, identifying extrinsic and intrinsic motivations. Extrinsic motivation stems from external rewards, like social and career opportunities, while intrinsic motivation stems from satisfaction from activities or abilities. (Ryan & Deci, 2017). SDT also emphasises three

requirements: efficiency, autonomy, and connectivity (Bhavsar et al., 2020). Thus, SDT can be utilised as a framework to interpret the motivational traits present in various volunteer roles, which can help to explain this pattern of correlations (Güntert et al., 2022a). Other than that, Volunteering is considered planned behavior, with individual intention as the primary predictor. TPB is used in volunteering research, particularly for situations where individuals feel complete control over their actions, like teenage volunteer intentions (Sallam et al., 2021). TPB considers personality traits, intelligence quotient (IQ), demographic qualities, and life values as background factors that indirectly influence intentions and behavior by influencing behavioral, normative, and control beliefs (Ajzen, 2020).

Therefore, individual differences in motivational traits or perceptions of volunteering may influence volunteering behaviour in terms of consistency of involvement or time spent helping (Schlesinger & Nagel, 2018). Clary et al.'s (1998) functional approach is the most prominent psychological paradigm in understanding what motivates volunteers to continue volunteering (Güntert et al. 2016). A functional approach was utilised to develop a volunteer role inventory (VFI) with six broad functions: (i) value, (ii) understanding, (iii) social, (iv) career, (v) protection, and (vi) enhancement, with the goal of holistically motivating volunteers in the field of human services (Clary et al., 1998). Moreover, behavioural attitudes, perceived control, and job involvement all have a beneficial impact on volunteers' eudemonic well-being where the cognitive empathy acts as a moderating factor (Tang et al., 2022). The perceived wellness model (PWM) includes six health components: physical, spiritual, intellectual, psychological, social, emotional, occupational, and communal health, based on theoretical backing and empirical data quality (Adams et al., 1997). The model are congruent with Bill Hettler's (1980) Six Dimensional Wellness Model and a holistic well-being perspective that incorporates characteristics of the body, mind, and spirit (Reyes, 2021).

Volunteers' Motivation Based on Gender

Gender is identified as a significant factor in completing a civic involvement analysis. This disparity may reflect the distinct social roles that men and women have traditionally had in the public and private sectors (Miranti & Evans, 2019). Previous theoretical and empirical investigations have shown gender differences in prosocial behaviour, whether voluntary or not, and subsequent time devoted to volunteering (Downward et al., 2020). A recent study by Ramlan et al. (2015) revealed that there are gender disparities in the motivation of involvement, with males and females perceiving volunteering differently and having differing levels of interest in it. Wiepking et al. (2023) indicated that males and females approach voluntary work in different ways. This is in line with a study by Emad et al. (2018) that revealed male and female university students differ significantly in the factors that drive their involvement. Hallmann (2015) as well discovered that females have distinct motivations for volunteering than males, which reflects their involvement in sports volunteering. Previous research has also found that males and females participate in different sorts of non-profit organisations based on their 'gender,' and are assigned to different volunteer tasks based on their gender, even in more gender-neutral nations like Scandinavia (Wemlinger & Berlan, 2016).

Moreover, a study by Mahmood et al. (2021) found that male and female volunteers' overall motivations for participating in the 2017 Southeast Asian Games differ significantly. Meanwhile, the findings of Pearl's (2017) earlier study revealed that females outperformed males in five of the six VFI functions concerning motivation. Males report having significant financial advantages that allow them to engage in volunteerism, whereas females have great

motives to help others, according to the research. Similarly, other research suggest that females are more interested in the role of assisting others, whereas males are more likely to exhibit interest in taking on more risky volunteer positions (Cadesky et al., 2019). Stukas et al. 2016) also discovered that males have higher levels of social motivation, which is more essential to them. Furthermore, Chew and Pyun (2015) revealed that males did not place a higher value on career-related motivators than females, although male volunteers outperformed female participants in the study for protection reasons. Other research, however, indicates that both men and women are motivated by altruistic-ethical and social cohesion incentives for emergency assistance, while egoistic-instrumental goals are less motivating (Kulik et al., 2016). In addition, AbouAssi (2021) found that gender harmony does not strongly influence volunteer ability or level, suggesting that female leaders may not necessarily encourage more challenging volunteer activities.

Volunteer's Motivation and Wellness

Some qualitative research have found a link between volunteering and the development of a stronger or clearer feeling of purpose in life (Cousineau & Misener, 2019). The nature of the partnership has gotten a lot of attention. Various psychological and social mediating pathways between volunteer status and well-being have been postulated in conceptual models, with self-esteem being one of the first propositions uncovered (Brown et al., 2012). The roles that volunteers and host organisations play result in individual wellness outcomes for volunteers as well as those being supported, as well as communal wellness (Taylor-Collins et al., 2021). Previous study has linked volunteering to improved indices of mental and physical wellness (Russell et al., 2019). Volunteering is regarded as a means of improving one's well-being (Geng et al., 2022). Lawton et al. (2021) discovered a strong positive relationship between volunteering and life satisfaction in their analysis of the UK's Community Life and Taking Part survey. They also discovered that volunteering connected with greater levels of anxiety. Furthermore, using data from the UK's Community Life Survey, it was discovered that volunteering and charity activity were positively connected with subjective wellness as measured by individual life satisfaction (Appau & Awaworyi Churchill, 2019). Hence, persons who volunteer for the environment report a variety of positive benefits, including increased human health and wellness (Zelenski & Nisbet, 2014). Other than that, studies using self-reported questionnaires show a positive relationship between psychological capital, perceived social support, voluntary motivation, and volunteer behavior among volunteers in China's Voluntary Services Information System. (Xu et al., 2021).

In addition, moderate amounts of volunteering are regarded as desirable by older persons and have been frequently connected to psychological, physical, and cognitive well-being (Graham et al., 2018). Empirical evidence suggests that volunteering may improve all wellness indices except happiness. This is due to the fact that the impacts of diverse activities vary depending on individual wellness (Gil-Lacruz et al., 2019). Volunteering and wellness change over the life course, with older and long-term (particularly retired) unemployed adults demonstrating a stronger association than their middle-aged, employed contemporaries (Hansen et al., 2018). Research suggests a mixed relationship between volunteering and volunteers' subjective well-being, with most studies showing a positive correlation but not conclusive (Stuart et al., 2020). This is because multiple research have revealed no association between stress and well-being (Haller & Hadler, 2006). Moreover, a study on the effects of volunteer activities on various well-being indicators such as quality of life and life purpose in individuals found no positive changes in psychological well-being in the intervention group

compared to the control group (Pettigrew et al., 2020). This is due to the fact that a tiny number of research that look at the long-term impacts of volunteering have indicated that volunteering had no influence on well-being after a specific amount of time (Stuart et al., 2020). However, epidemiological research has not investigated whether differences in volunteering are related to later health and well-being outcomes (Kim et al. 2020).

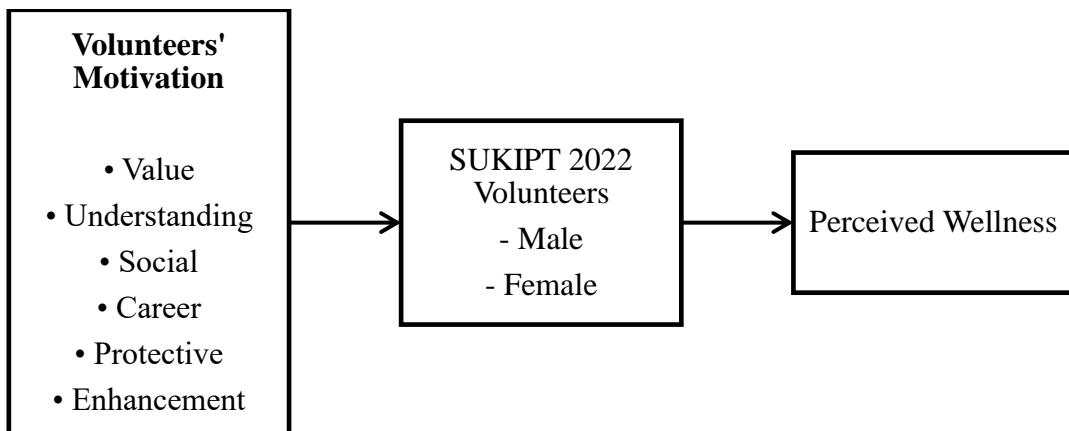


Figure 1 Conceptual Framework

The researcher uses Clary et al.'s Functional Approach to develop a conceptual framework for examining volunteer motivation. The Volunteer Functions Inventory (VFI) was used to examine volunteer involvement and motivation based on gender demographics. The relationship between volunteer motivation and perceived wellness among SUKIPT 2022 volunteers also examined using Adams et al.'s Perceived Wellness Survey.

Methods

This study used a simple random sampling for the SUKIPT 2022 competition, involving 652 volunteers. The sample was chosen randomly, with 302 people included according to Krejcie and Morgan's table, with additional 20% added for potential withdrawals or inaccuracies. The Volunteer Functions Inventory and the Perceived Wellness Survey by Adams et al. (1997) were the two initial questionnaires that Clary et al. (1998) constructed and modified to create the research instrument. The survey includes three sections: Respondent Demographics, Volunteer Functions Inventory (VFI), and Perceived Wellness Survey (PWS). It has been validated by experts, with a Cronbach Alpha value of 0.97 for the VFI and 0.94 for the PWS. The questionnaire was sent via email to 302 respondents, ensuring their information was kept private. The survey data was analyzed using the Statistical Packages for Social Sciences (SPSS) Version 27.0 application, and the volunteers' motivation was compared using Mann-Whitney U and Spearman's Rho analysis, determining the association between their motives and wellness.

Results

302 sport volunteers who participated in SUKIPT 2022 were included in this study (N=302). At this sporting event, 197 female volunteers and 105 male volunteers participated. The volunteers' ages ranged from eighteen to thirty. The results also revealed that the highest family socioeconomic position among respondents (N=76) was more than RM1000, and the highest mean score among respondents (262) was obtained by degree holders in terms of

education. Finally, the data revealed that whilst there were 280 respondents among the jobless volunteers, the employed volunteers had a lower response rate of 22..

Motives of Participation among SUKIPT 2022 Volunteers.

Table 1

Motives of participation among SUKIPT 2022 volunteers.

Motives	Mean	SD	No. of Items	Rank
Understanding	4.69	.41	5	1
Value	4.59	.47	5	2
Enhancement	4.55	.51	5	3
Career	4.38	.60	5	4
Protective	4.23	.66	5	5
Social	4.07	.77	5	6

Based on the descriptive statistics table 1 above, the highest motive for involvement of the sports volunteers in SUKIPT 2022 is the motive of understanding which is 4.69 (SD = .41), and the second highest motive is the motive of value with a mean of 4.59 (SD = .47). The next motive with a mean of 4.55 (SD = .51) is improvement, a career motive with a mean of 4.38 (SD = .60) and a protection motive with a mean value of 4.23 (SD = .66). The last rank of the participation motive of sports volunteers in SUKIPT 2022 is the social motive with a mean value of 4.07 (SD = .77).

Dimension of Wellness among SUKIPT 2022 Volunteers.

Table 2

Dimension of wellness among SUKIPT 2022 volunteers.

Motives	Mean	SD	No. of Items	Rank
Social	4.02	.62	5	1
Intellectual	3.99	.58	5	2
Physical	3.98	.57	5	3
Psychology	3.95	.64	6	4
Spiritual	3.69	.66	6	5

Based on descriptive statistics table 2, the highest wellness dimension among SUKIPT 2022 volunteers is social with a mean of 4.02 (SD = .62), and the second highest wellness is intellectual with a mean of 3.99 (SD = .58). Next wellness with 3.98 (SD = .57) is the physical dimension and followed by psychological with a mean value of 3.95 (SD = .64). The wellness dimension that recorded the lowest mean value among SUKIPT 2022 volunteers was the spiritual dimension with a mean of 3.69 (SD = .66).

Differences on Volunteers' Motivation based on Gender

Table 3(a)

Differences on mean rank volunteers' motivation based on gender.

	Gender	N	Mean Rank	Sum of Ranks
Volunteers' Motivation	Male	105	179.65	18863.00
	Female	197	136.50	26890.00
	Total	302		

Table 3(b)

Differences on volunteers' motivation based on gender.

Test Statistics	Volunteers' Motivation
Mann-Whitney U	7387.000
Wilcoxon W	26890.000
Z	-4.093
Asymp. Sig. (2-tailed)	<.001

Mann-Whitney U is significant at the .05 level (2-tailed)

A Mann Whitney U test was used because the distribution of the data was not normal and the test was conducted to compare the participation motives of SUKIPT 2022 volunteers based on gender. Based on Table 3(a), the mean rank of male respondents is 179.65, while the mean rank of female respondents is 136.50. The average rank obtained in the motive of involvement between men and women does have a significant difference. Thus, the results show that there is a significant difference in the motive of involvement among male respondents and female respondents at the SUKIPT 2022 tournament; ($U = 7387.000$, $p = <.001$).

Differences in Each Volunteers' Motivation based on Gender

Table 4(a)

Differences in mean rank for each volunteers' motivation based on gender.

Motivation	Gender	Mean Rank	Sum of Ranks
Value	Male	179.24	18820.50
	Female	136.71	26932.50
Understanding	Male	175.37	18413.50
	Female	138.78	27339.50
Social	Male	171.01	17956.50
	Female	141.10	27796.50
Career	Male	188.60	19803.00
	Female	131.73	25950.00
Enhancement	Male	179.75	18874.00
	Female	136.44	26879.00
Protective	Male	167.84	17623.50
	Female	142.79	28129.50

Table 4(b)

Differences in each volunteers' motivation based on gender..

Test Statistics	Value	Understanding	Social	Career	Enhancement	Protective
Mann-Whitney U	7429.500	7836.500	8293.500	6447.000	7376.000	8626.500
Wilcoxon W	26932.500	27339.500	27796.500	25950.000	26879.000	28129.500
Z	-4.177	-3.694	-2.855	-5.459	-4.269	-2.399
Asymp. Sig. (2-tailed)	<.001	<.001	.004	<.001	<.001	<.001

Mann-Whitney U is significant at the .05 level (2-tailed)

Based on Table 4(a) and Table 4(b), the Mann Whitney U Test was conducted to compare each of the motives of SUKIPT 2022 volunteer involvement based on gender. The value motive was found to be higher for male respondents with a mean rank of 179.24, while the mean rank for female respondents was 136.71; ($U = 7429.500, p = <.001$). Next, the mean rank of male respondents (175.37) recorded a higher value than female respondents (138.78) for understanding motives; ($U = 7836.500, p = <.001$). The mean rank recorded by male respondents for social motives was 171.01 while female respondents recorded a low mean rank of 141.10; ($U = 8293.500, p = .004$). In addition, female respondents also recorded a lower mean rank (131.73) compared to male respondents (188.60) for career motives; ($U = 6447.000, p = <.001$). The motive of improvement shows that the mean rank of male respondents is higher (179.75), while the mean rank of female respondents is 136.44; ($U = 7376.000, p = <.001$). Finally, the mean rank for the protection motive also shows that male respondents are higher with 167.84 compared to female respondents 142.79; ($U = 8626.500, p = <.001$).

Overall, the mean rank obtained in each motive of involvement between men and women does have a significant difference. Thus, the results show that there is a significant difference in the motive of involvement among male respondents and female respondents at the SUKIPT 2022 tournament, $p = <.001$.

The Relationship between Volunteers's Motivation and Wellness

Table 5

The relationship between volunteers's motivation and wellness.

Spearman's Rho	Volunteers' Motivation	Volunteers' Motivation		Wellness
		Correlation Coefficient	Sig. (2 tailed)	
			<.001	
		N	302	
	Wellness	Correlation Coefficient	.749**	
		Sig. (2 tailed)	<.001	
		N	302	

**Correlation is significant at the .05 level (2-tailed)

Spearman's Rho correlation test is used because the data is not normally distributed and is used to identify the relationship between the motive of involvement and well-being among SUKIPT 2022 volunteers. Table 4.4.2 shows that there is a significant relationship between the motive of involvement and well-being among volunteers of SUKIPT 2022. The correlation coefficient shows a strong positive relationship ($r = 0.749, p = <.001$) and the null hypothesis is rejected. In summary, there is a strong positive relationship between the motive of involvement and well-being among SUKIPT 2022 volunteers.

Discussion

The relationship between volunteerism's motivations and participants' wellness is investigated in this study. Based on the findings of the study, the understanding motive showed the highest mean score compared to the other five motives. This finding is consistent with previous studies by (Nadirah et al., 2013) who found the understanding motive had the highest mean in the motive to volunteer. Oh (2019) also supports that

understanding/enhancement and value motives are the most powerful drivers among VFI functions. Hassan and Harding (2018) state that many volunteers donate their time and resources to learn and acquire new skills, develop their expertise, and gain valuable work experience. This finding is also in line with previous research from (South et al., 2022) which shows that many volunteers stated that they plan to use the experience in other fields through valuable skills and expertise as a result of their volunteer work. However, a study by South et al. (2022) found a sense of altruism to be more critical than involvement in mega events to determine potential (new) volunteer involvement motives. This finding is supported by Lee and Kim (2018) who found that altruism and self-interest are the main motivators for people to participate in certain activities. A study by Faranadia et al. (2018) also stated that volunteering projects help solve the problem of social imbalance, especially volunteers among students. Kim et al. (2018) support those findings by stating that volunteering offers social contact opportunities for volunteers who depend on belonging to a social network. The findings of the study found that sports volunteers who participated in the SUKIPT 2022 tournament were influenced by the motive of understanding. Current demands and skills needed in the outdoor industry or everyday life cause volunteers to want to add knowledge and experience that allows them to be more different from others. Volunteers will also feel more confident to try something new and be able to apply it to any future needs. As a result, the understanding motive has become the most important factor in motivating people to volunteer.

Moreover, the dimension of social well-being shows the highest mean score compared to the other five dimensions of well-being showed in this study. This is because volunteering allows people to connect with others by doing different activities (Tierney et al., 2022). This is also supported by Stuart et al. (2020) who stated that volunteers value social relationships while contributing to wider benefits through direct interactions that lead to increased well-being. Hodgkin et al. (2018) also stated that the presence of social capital measured through the size of the social network and the level of community participation is a predictor of perceived well-being. This is proven through a study by Appau et al. (2019) who found that social integration was associated with higher levels of subjective well-being. However, a study by Zhang et al. (2021) found a positive relationship between volunteering and the psychological well-being of Chinese individuals in Chinese literature. In addition, a study by Freimuth and Dobson (2021), the study shows that the act of volunteering at the center has an impact on the emotional well-being of student volunteers that helps reduce loneliness and build self-esteem. This finding is consistent with the study conducted by Balashov et al. (2018) in Europe against Italian and Ukrainian universities who found that the emotional well-being of both cohorts improved with voluntary action. Clift (2020) also stated that volunteering can reduce anxiety and depression among university students in the United States.

Based on the descriptive analysis of the overall volunteers' wellness dimensions, the findings of the study show that the mean scores for the five dimensions of wellness do not show significant differences. This finding can conclude that all dimensions of wellness increase in tandem where the finding coincides with the Six Dimensions of Wellness Model which explains that each of these dimensions is interrelated with each other (Al Awar et al., 2022). This is because each dimension has an important role in a person's well-being as a whole and if one of the dimensions is marginalized, the balance of well-being is difficult to achieve (Reyes, 2021). In general, volunteering activities at sports tournaments provide social well-being to the volunteers involved. Although the motive of understanding appears as the main factor for volunteers to engage in these volunteering activities, the benefits of social

interaction with each other contribute to the well-being of volunteer relationships in the community. This is because volunteering activities involve interaction with various parties to achieve the goals of the tournament which indirectly establish social networks and attachment to each other.

Furthermore, the current result showed that there is a significant difference in the overall motive of involvement between male and female volunteers in SUKIPT 2022. These results also show that male volunteers have a higher level of motivation for each motive/function. This finding is consistent with previous studies from Ramlan et al. (2015) who showed gender differences revealed that men and women perceive volunteering differently and have different levels of interest. However, the findings are not consistent with the results of a previous study by Pearl (2017) who reported that five out of six VFI functions, females showed higher levels of motivation. Studies from Kim et al. (2018) and Chacón et al. (2017) is also not consistent with the current study where previous researchers showed that volunteer motives for both groups were less significant. Despite this, the six sub-dimensions of the scale showed significant results in protection motives and career motives between both sexes. Both motives showed higher scores on male volunteers compared to female volunteers. This finding is in line with a previous study by Widjaja (2010) who found that instrumental motivators, such as career functions, are more popular among men. On the other hand, a previous study by (Stukas et al., 2016) found that men are higher in social motivation, which motive is more important to them. Furthermore, Chew and Pyun (2015) reported in previous research that males place higher value on career-related motivators than females. For protection motives, male volunteers showed more importance than female volunteers in this study. This finding is in line with a previous study from Wong and Foo (2011) which revealed that the value and function of understanding was scored higher by female volunteers than male volunteers, but other functions were placed at a lower level including protection functions. Chew and Pyun (2015) also stated in a previous study that females place protective motivators significantly higher than males inversely.

The differences found in the findings of this study further coincide with SDT where individual actions result from autonomy that affects their voluntary actions as free and uncontrolled choices (Kramer et al., 2021). This is because motivation focuses on two scopes, namely self-oriented motives and other-oriented motives that are associated with volunteer satisfaction (Stukas et al., 2016). Furthermore, individual differences can show different emotions even when the same effort is exhibited while performing a task (Güntert et al., 2022b). Based on this study, the researcher can conclude that men and women have different perceptions and interests in volunteering, therefore, they have different motivations to volunteer. Men usually associated with a high ego believe that volunteering can help them as a shield from any negative thoughts about themselves, so that is why the motive of protection is higher in this group.

This study also found there is a significant relationship between the motive of involvement and well-being among volunteers. The correlation coefficient obtained shows a strong positive relationship. This is because volunteering is seen as a way to improve well-being (Geng et al., 2022). This finding is consistent with the findings of a study by Huang (2019) who found that active volunteering has a significant positive relationship with well-being, which is true for all aspects of well-being. Additionally, a growing body of research shows that volunteering is associated with better health and well-being outcomes (Kim et al., 2020). In addition, volunteering is an activity that not only benefits society but is also associated with optimal mental health in the general population (Santini et al., 2019). Previous research has

also found that there is a relationship between volunteering and increased indicators of mental and physical well-being (Russell et al., 2019). A study by Held and Lee (2020) found that individuals who were involved in volunteering were more likely to report better health status compared to those who were not involved in volunteering. This finding is supported by a study by Han et al. (2018) who found lower levels of stress and cortisol output when participating in volunteering compared to not participating in it among older volunteers. The findings of the study are in line with the findings of the study by Raposa et al. (2016) conducted on young volunteers.

Based on the findings of this study, the researcher can conclude that volunteering is one of the ways to improve the well-being of life. This is because volunteering activities not only benefit the community, but are also linked to optimal health in the entire population, reducing fatigue, stress and conflict between work and life. The well-being obtained is also the result of high satisfaction and positive experiences of volunteers achieved through the achievement of their goals such as fulfilling interests, social relationships, personal growth, recognition and support needs of volunteers. As a result, the rate of community involvement in volunteering activities will increase and encourage the retention of volunteers in the future.

Conclusion

Overall, this study has achieved the purpose and objective of the study. Through this study, the researcher was able to identify the motives of volunteer involvement through a functional approach consisting of six functions, namely; values, understanding, social, career, improvement and protection where understanding the motive is an important factor of volunteer involvement. Next, this study identifies five dimensions of well-being (psychological, social, physical, spiritual and intellectual) among volunteers based on the well-being model that is felt and social well-being is the main benefit received by volunteers. This study also identified differences in volunteer involvement motives based on gender. Finally, the study has identified a significant positive relationship between the motive of involvement and well-being among volunteers involved in sports tournaments. In summary, a high level of awareness by volunteer organizations in exploring the motivation of involvement and wellness felt by volunteers is very important to achieve the goals of the organization as well as the volunteers themselves. This is because the two variables are interrelated with each other and even though they consist of various different aspects for a volunteer. Moreover, this study may enhance comprehension of the theoretical idea that is employed, according to which the decision and will to be satisfied in engaging in volunteer work are founded on logical and methodical factors while making the choice to volunteer. In addition to serving as a basis for meeting personal needs, the study's findings have the potential to assist volunteer organizations in comprehending the factors that drive volunteers to give their valuable time and energy toward the accomplishment of the organization's objectives. Organizations may make sure volunteers feel good about what they are doing, even though their efforts are voluntary and unpaid. Additionally, this will foster positive ties between volunteers and the organization, which will aid in both attracting and retaining current volunteers. Thus, further research on volunteers' motivation and wellness especially among youth is needed and other factors that have been identified as being able to influence well-being are such as the support of organizations that do not have extensive research in the field of volunteerism.

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