Abstract
Volunteerism has advantages for the community. So, the measurement of volunteerism is important to research. Some study finds that motivation to volunteer are unidimensional construct. However, there are researchers that obtain evidence that it is multidimensional construct. This study aims to examine the motivation to volunteer construct in Indonesian sample, that never be done in the previous study. The instrument used is the Indonesian adaptation of Volunteer Functions Inventory by Clary et al (1998). Confirmatory Factor Analysis (CFA) used to examine the six dimensions of the construct (Values, Understanding, Social, Career, Protective, and Enhancement). The example of the item is “by becoming a volunteer I don't feel lonely”. Item analysis using Rasch method is examined to check the items of the scale. Result shows that motivation to volunteer in 108 Indonesian sample aged 18-59 years old (M=26.82; SD=5.66) is multidimensional construct (RMSEA<0.08; CFI>0.9; TLI>0.89). Rasch analysis show good person reliability (0.87) and good item reliability (0.96). All items have good psychometric evaluation. However, based on Rasch analysis, it is identified that an item has differential item functioning (DIF). The feeling of being needed when volunteering was higher in the male sample than in the female sample. The findings provide empirical evidence that motivation to volunteer with Indonesian sample is multidimensional construct. Besides, an item should be revised, so there is no gender bias. The findings of this study can be used to develop a further research about motivation to volunteer especially in Indonesia sample with its culture and norm.

Keywords: Construct, Motivation, Rasch, Validity, Volunteerism
Introduction

Volunteerism has many advantages for the individuals who volunteer and for the community they serve. For the community, it can solve the community needs, give social impact for the organization, and contribute to positive social change (Snyder & Omoto, 2008). For the individuals, it benefits to personal growth (Borgonovi, 2016), professional development, social connections (Wilson, 2012), health and well-being (Gil-lacruz et al., 2019; Willigen, 2000; Wilson, 2012), and many more. There will be an disruption if volunteers not provided in many environment such in school, health, clinics, etc. (Stukas et al., 2016).

Volunteerism is also impactful form of prosocial behavior (Snyder & Omoto, 2008). Therefore, understanding the motivation of volunteerism is essential for researchers and practitioners. However, the study of volunteerism, moreover on motivation to volunteer is still not widely researched, especially in Indonesia (Akhtar et al., 2021). Based on Gallup’s study, Indonesia is one of most generous country in the world (Clifton, 2018).

Volunteerism is different with helping others (Clary et al., 1998). It is the form of planned helping (Penner, 2004). Clary et al’ study examine that volunteerism is actively searching opportunities to help people and may take an amount of time and commitment to the particular activities in helping others. Volunteering involves long-term, planned, and beneficial prosocial behavior for strangers, and usually occurs in an organizational setting (Penner, 2002).

Motivation is a core concept in volunteerism research because it influences individual decisions to initiate, maintain, and end volunteer activities (Clary et al., 1998). Studying motivations for volunteering not only provides insight into the drivers of volunteer behavior but also highlights the diverse needs, values, and aspirations of volunteers. By understanding these motivations, organizations and policymakers can develop more effective strategies for recruiting, retaining, and supporting volunteer efforts.

The measurement of motivation to volunteer is important to research. The dominant research about motivation to volunteer use Volunteer Functions Inventory (VFI) by Clary (1998) (Zhou & Muscente, 2022). This study aims to examine the motivation to volunteer construct in Indonesian sample, that never be done in the previous study.

Based on VFI, there are six functions that motivate volunteerism. Values, is function that express value that related to altruistic and humanitarian concerns for others. Understanding, is the function involves the opportunity for volunteerism to permit new learning experiences and the chance to exercise knowledge, skills, and abilities. Social, is the functions that concern relationship with others. Career, is the function that related benefits that may be obtained from volunteering. Protective, is the function to protecting the ego; in volunteerism it may reduce guilt over being more fortunate than others and to address one's own personal problems. Enhancement, is the function that focus on psychological growth and development.

Methods

Participants

There were 155 participants on this survey that filled out the questionnaire by google form. However, on some questions such as “this is not error question, please choose number 2” to
ensure participants’ focus. There were some participants who not followed the instructions, so about 47 participants dropped out. At the end, there were 108 data can be used in this study.

Participants in this research is 27 (25%) male and 81 (75%) female. The participants are aged from 18-59 years old (M=26.82, SD=5.66). In the categorization of 18-24 years old, there were 41 (38%) participants. It’s about 63 (58.3%) in the 25-34 years old group and 4 (3.7%) in the 35-59 years old group. Most of them are working in private sector (35 participants or 32.41%) and college student (32.41%), and some of them are entrepreneur (8 participants or 7.41%), civil servants (6 participants or 5.56%), housewives (5 participants or 4.63%), freelancer, teacher, lecturer, etc.

The level of education of the participants is high school (23 participants or 21.30%), undergraduate level (67 participants or 62.04%), graduate level (18 participants or 16.67%). Most of participants are from Java (83 participants or 76.85%), Sumatera (12 participants or 11.11%), Sulawesi (9 participants or 8.33%), Bali-Nusa Tenggara (2 participants or 1.85%), Kalimantan and Papua (each 1 participant or 0.93%). About 44.44% or 48 participants have been volunteering for 0-1 years. There were 23 participants or 21.30% have been volunteering for 1-2 years, 20 participants or 18.52% have been volunteering for 2-5 years, and 17 participants or 15.74% have been volunteering for more than 5 years.

**Measurements**

The instrument used in this research is Indonesian adaptation of Volunteer Functions Inventory by Clary et al (1998). The adaptation is done before this research with reliability index for the scale is 0.906 (Maharti, 2019). For each dimension, the Alpha Cronbach’s is ranged from 0.687 – 0.858. This instrument consists of 30 items with each dimension consist of 5 items. The participants asked “How important or accurate each of the 30 possible reasons for volunteering were for you in doing volunteer work.” The participants give respond each item on a 7-point scale ranging from 1 (not at all important/accurate) to 7 (extremely important/accurate).

**Procedure and Analysis**

Data collected in this study is using non probability sampling technique. Survey collected across Indonesia, with criteria of respondent is above 18 years old. The participants filled out informed consent by google form.

Data analysis used in this study is Confirmatory Factor Analysis (CFA) and Rasch Model. CFA used to examine the six dimensions of the construct (Values, Understanding, Social, Career, Protective, and Enhancement). This analysis is running with MPlus software. Meanwhile, Rasch model used to examine the psychometric standard in allowing the same scale for the person and item (Stone & Wright, 1999). This analysis is completed using Winsteps 3.73 software.

**Results and Discussions**

Using CFA, the researcher confirmed that motivation to volunteer is multidimensional construct with six dimensions, these are Values, Understanding, Social, Career, Protective, and Enhancement. The factor structure of the construct followed the standard of good indices
fit model with some statistics, such as root mean square error of approximation (RMSEA) < .08, comparative fit index (CFI) > .90, and Tucker–Lewis index (TLI) > .90 (Bentler, 1990; Brown, 2015; Browne & Cudeck, 1993). The results showed that motivation to volunteer construct is acceptable in good fit criteria: RMSEA<0.08; CFI>0.9; TLI>0.89. This multidimensional construct of the motivation to volunteer support previous study (Clary et al., 1998; Kim et al., 2010).

Based on the Rasch model result, it showed that there were two items do not meet the good quality of psychometric standard. Item V3: “Saya mau menjadi relawan karena prihatin dengan mereka yang kurang beruntung dibanding saya (I am concerned about those less fortunate than myself) and C1: “Menjadi relawan adalah batu pijakan untuk karir saya di masa depan (Volunteering can help me to get my foot in the door at a place where I would like to work.)” have Infit-Outfit MNSQ value not within acceptable range that is .5 – 1.5 (Linacre, 2018). Person reliability index is .87 and item reliability index is .96. These reliability index showed good statistics above the acceptable range, that is > .80 (Bond & Fox, 2015). The Wright Map below showed person measures and item calibration in the same scale.

![Figure 1: The Wright Map of Indonesian Adaptation of Volunteer Function Inventory](image-url)
The map showed that average motivation to volunteer in Indonesia was higher than the average level of item difficulty of the scale. Item C28 is the least endorsed item: “Pengalaman menjadi relawan penting untuk resume atau CV saya (Volunteering experience will look good on my resume)”. Meanwhile, item U14: “Kerelawanan membantu saya mendapatkan perspektif baru tentang berbagai hal (Volunteering allows me to gain a new perspective on things)” and U18: “Kerelawanan membuat saya belajar melalui pengalaman langsung (Volunteering lets me learn things through direct, hands on experience)” is the most endorsed item. This item was considered the “easiest” item by the Indonesian sample whose average age was 26 years old. This could happen because the majority of the sample had less than 1 year of experience volunteering, so motivation about new things was what they were looking for. From the Differential Item Functioning, it showed that item E26: “Menjadi relawan membuat saya merasa dibutuhkan (Volunteering makes me feel needed.)” indicated gender bias. The feeling of being needed when joining volunteer activities was higher in the male sample rather than female sample.

Conclusion

This study focused on examine the multidimensional construct of the motivation to volunteer in Indonesia sample using Confirmatory Factor Analysis. Besides, this research also explores item validity using Rasch Model. Two items of the adaptation scale need to be revised based on infit-outfit value (V3 and C1). Item E26 also need revise due to gender bias. However, the person reliability and item reliability index showed good statistics. Further research focusing on this adapted instrument is needed, especially adjusted to Indonesia’s culture and norm.
References


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