



## Intrinsic Motivation Preference on Volunteer In Indonesia International Work Camp

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### ABSTRACT

*Intrinsic motivation has several factors (instrument) contained on it. There are 4 factors on intrinsic motivation which is owned by the volunteers were examined in this study, the factors are advancement, recognition, achievement and responsibility. Sample in this study were volunteers who carry out voluntary activities in Indonesia International Work Camp (IIWC) were totaled 72.*

*Rank Spearman Correlation Test, Non-Parametric Mann Whitney Test, and Kruskal Wallis Test are used in this research.*

*The results showed that the preference factors intrinsic motivation of volunteers in the organization Indonesia International Work Camp from the first to the fourth rank is: Factor Responsibility, Achievement Factor, Advancement and Recognition Factor. There is a negative correlation from the four factors of intrinsic motivation are not significantly different between the working period. There are differences in preferences between the serving time of less than 3 years and more than 3 years on the choice of intrinsic motivation factors. Volunteer with serving time of less than 3 years is selecting factors of achievement as a major factor possessed intrinsic motivation on his involvement with organized and from volunteer work period of more than 3 years of selecting the responsibility of achievement as a major factor intrinsic motivation owned on his involvement in the organization. Based on the level of participation, it is showed that there is a significant difference in the factor of self-development potential, achievement, and responsibility. Volunteer with the level of active, participation prefers advancement as a potential factor intrinsic motivation factors as the most motivating, while the participation rate which is less active prefer achievement factors intrinsic motivation factors are the most motivating, and at the level of active participation prefers less responsibility factor motivating factor most intrinsically motivating.*

*Keywords: Intrinsic Motivation, Advancement, Recognition, Achievement, Responsibility*

### INTRODUCTION

On works that are closely related to social services and does not seize profit as its goal, the actor involved has motivation (intrinsic) in doing the job. Edward L. Deci (1975) argues that an individual will show intrinsic motivation when that individual does not look for any reward from that event; rather, that individual willing to do so for free or for the sake of the event itself. In *HRM in Practice* (2003), Frederick Herzberg argues that fulfillment of hygiene factor of worker can only give sense of peace, whereas fulfillment of motivator factor motivates the worker. According to Frederick Herzberg (1968), fulfillment of intrinsic factor (motivator) is consisted of achievement, recognition, works, responsibility, and advancement.

One of work in social services field is volunteers. The volunteers are those who are willing to dedicate their energies, times, and minds to perform voluntary services activities. Voluntary services are generally can be defined as altruistic activity, that is awareness about others well being without concerning about one's self. Along with serving time and participation committed, the workers are prone to experience physical and mental boredom

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while performing the works. This corresponds to the result of research by Dessy (2011) which reveals that volunteer with high intensity work and long working time will experience boredom while performing the works. This sense of weariness can lead to decreasing level of participation in activities, or even become the reason the volunteer signing out from the organization.

Arrow Kenneth (1971) explains that in economics as well as other social fields, preference refers to assumption that is related to performing alternative instruction which is based on the available level of happiness, satisfaction, pleasure, or utility where the result of the process is an optimum choice. Although typically in economics do not hold any interest on choice or however, however its interest on study of preference can be seen in theory of choices, a theory that have a background on analysis of demand. Information about preference on intrinsic motivation factor is essentially needed if the volunteer's level of participation in programs is to be sustained. Research by Ivan Kunderova (2009), which aims to find out the preference on intrinsic and extrinsic motivation factors of social worker, can be used to discover influential factors for the activities that are related to job position in social services.

Indonesia International Work Camp serves as a means for volunteers in participating voluntary services by providing numerous forms of voluntary services programs. The goal is to invite as many people to be involved in voluntary services activities. In achieving its goal, acknowledging intrinsic motivation preference the volunteers have based on serving time and participation level is essential in ensuring continuous participation of volunteers in IWC programs.

### **THEORITICAL FRAMEWORK AND HYPOTHESES FORMULATION**

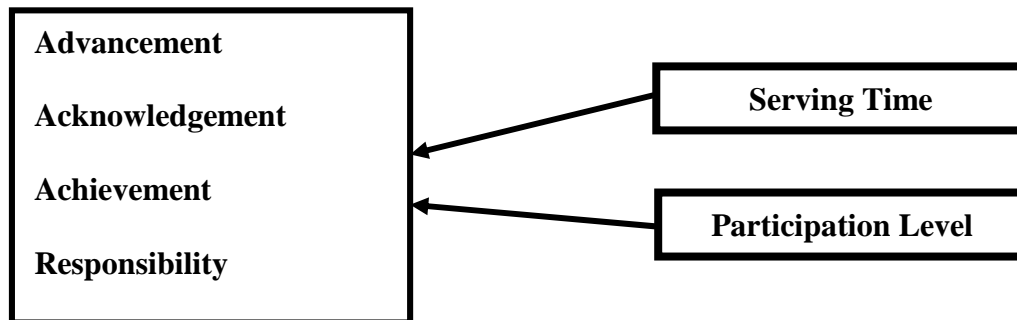
Based on prior discussion, Frederick Herzberg in *HRM in Practice* (2003) argues that the fulfillment of workers' hygiene factor only creates peace and do not motivate the workers, whereas the fulfillment of motivator factor can motivate the workers. In fulfilling motivator factor, Ivana Kunderova (2009) uses preference to find out factors that influence the social services activities (voluntary services). In fulfilling intrinsic factor (motivator), things that should be taken into consideration if we are to prevent boredom and to sustain volunteers' participation during their works are serving time and participation level. In line with Dessy (2011) who argues that volunteer with high work intensity and long serving time are likely to experience boredom while performing the job. This prevention is applied in order to achieve organization's goal that is to invite as many people as possible to join voluntary services activities.

This research aims to find intrinsic motivation preference (motivator factor) which measured by serving time and participation level. Based on explanation above, it can be seen that what motivates volunteer is intrinsic factor (motivator). Hence, the proposed hypotheses in this research are:

H<sub>1</sub>: There is difference in intrinsic motivation factors preference from local volunteers based on serving time in organization.

H<sub>2</sub>: There is difference in intrinsic motivation factor preference from local volunteers based on their level of participation in organization's program.

**Picture 1**  
**Theoretical Framework**



Source: Result of research development by Ivana Kunderova (2009)

## RESEARCH METHOD

This research uses two independent variables and dependent variables. The two independent variables are serving time and participation level. Based on serving time variable, volunteers are divided into two categories: volunteers with less than 3 years of serving time; and volunteers with serving time with 3 years or more of serving time. On level of participation, volunteers will be divided into three categories: active; moderate; and passive. Dependent variable in this research is intrinsic factor, which consist of advancement, acknowledgement, achievement, and responsibility.

Population of this research is all of the volunteers that participate in Indonesia International Work Camp. Sampling method used in this research is census. Total of 72 volunteers are taken as sample.

Spearman Rank Correlation test, Mann-Whitney Non-Parametric test, and Kruskal Wallis are used in this research. Spearman Rank Correlation test is used to determine whether or not there is a relation between two variables which data is in the form of level or rank (Sugiyono, 2008). Mann Whitney Non-Parametric test is used to examine significance of comparative hypothesis of the two independent with ordinal data (Sugiyono, 2008). Kruskal Wallis test is used to examine k hypothesis independent with an ordinal data (Sugiyono, 2008).

## Rank Spearman Correlation Test

$$r_s = 1 - \frac{6 \sum d^2}{n^3 - n}$$

Notes:

- $R_s$  = rank correlation coefficient  
 $D$  = rank margin between X ( $R_x$ ) and Y ( $R_Y$ )  
 $N$  = number of rank pair

Basis to determine relation robustness as well as the form/direction of the relation can be seen below:

- If relation coefficient ( $r_s$ ) has positive value, then variables are positively correlated. The nearer  $r_s$  value to +1, the stronger the positive correlation is.

- b. If correlation coefficient (rs) has negative value, then variables are negatively correlated. The nearer rs value to -1, the stronger the negative correlation is.
- c. If correlation coefficient (rs) is equal to 0 (zero), then the variables do not show any correlation.
- d. If correlation coefficient (rs) is equal to +1 or -1, then variables show a perfect positive or negative correlation.

**Non-Parametric Mann Whitney Test**

$$u_1 = n_1 n_2 \frac{1}{2} [n_1 (n_1 + 1)] R_1$$

$$u_2 = n_1 n_2 \frac{1}{2} [n_2 (n_2 + 1)] R_2$$

Notes:

- n1 = Amount of sample 1
- n2 = Amount of sample 2
- u1 = Total rank 1
- u2 = Total rank 2
- R1 = Total rank in sample n1
- R2 = Total rank in sample n2

**Kruskall Wallis Test**

$$H = \frac{12}{N(N+1)} \sum_{j=1}^k \frac{R_j^2}{n_j} - 3(N+1)$$

H inclines to Chi Square ( $X^2$ ) distribution with dk = k - 1

Notes:

- nj = Number of observation value for each sample
- k = Number of tested sample
- Rj = Number of rank for each sample
- N = Total observation

**RESULTS AND DISCUSSION**

**Table 1**  
**Intrinsic Motivation Factor (Motivator) Rank**

No	Intrinsic Motivation Factor	Rank								Mean	Rank
		1		2		3		4			
		N	%	N	%	N	%	N	%		
1	Advancement	22	30,6	18	25	12	16,7	20	27,7	2.42	3
2	Acknowledgement	9	12,5	17	23,6	20	27,8	26	36,1	2.88	4
3	Achievement	20	27,8	18	25	23	31,9	11	15,3	2.35	2
4	Responsibility	22	30,6	19	26,4	16	22,2	15	20,8	2.33	1

Based on the result of descriptive statistic calculation performed in this research, responsibility factor appears as the first rank, whereas achievement, advancement, and acknowledgement are the second, third, and fourth rank respectively while acknowledgement appears as the last rank.

Beside from rank calculation, this research is also supported with reasons given by respondents for the rank determination. Reasons given by respondents are then adjusted with indicators for each of intrinsic motivation factor which are replicated from research by Butet (2004).

**Table 2**  
**Respondents' Reasons on The Determination of**  
**Intrinsic Motivation Factor (Motivator) Rank**

No	Intrinsic Motivation Factor	Reasons
1	Advancement	<ul style="list-style-type: none"> <li>a. Availability of training conducted by the organization to increase the ability that will support my volunteering activities.</li> <li>b. An improvement in non-formal knowledge that is not available in formal education.</li> <li>c. Opening a new perspective in observing a particular circumstance or issue.</li> </ul>
2	Acknowledgement	<ul style="list-style-type: none"> <li>a. Gaining appreciation from organization, fellow volunteers, or camp leader for my working skill</li> <li>b. Gaining acknowledgement from fellow colleague as well as external parties for a job well done</li> <li>c. Good feedback is given to individuals for every finished task</li> </ul>
3	Achievement	<ul style="list-style-type: none"> <li>a. Succeed splendidly in completing task as camp leader</li> <li>b. Involve in the development of voluntary services in Indonesia</li> <li>c. Tasks given are more important than the compensation I will receive</li> </ul>
4	Responsibility	<ul style="list-style-type: none"> <li>a. Every task and job that is given by organization can be accomplished</li> <li>b. <i>Volunteer</i> can enjoy the working time at every events organized by organization</li> <li>c. <i>Volunteer</i> prefers to involve in the more interesting projects the organization offers.</li> </ul>

**Difference in Intrinsic Motivation Factor Based on Serving Time**

**Table 3**  
**Mean of Intrinsic Motivation Factor Based on Serving Time**

No	Intrinsic Motivation Factor	Total Sample	< 3 years	3 years
1	Advancement	2.42	2,41	2,43
2	Acknowledgement	2.88	3,00	2,68
3	Achievement	2.35	2,00	2,89
4	Responsibility	2.33	2,55	2,00

Based on mean of intrinsic motivation factors from the volunteer, then preference on work motivation factors will be ranked for each of group as follow:

**Table 4**  
**Rank of Intrinsic Motivation Factor Based on Serving Time**

No	Intrinsic Motivation Factor	Total Sample	<3 years	3 years
1	Advancement	3	2	2
2	Acknowledgement	4	4	3
3	Achievement	2	1	4
4	Responsibility	1	3	1

**Table 5**  
**Intrinsic Motivation Correlation Test Based on Serving Time**

**Correlations**

			< 3 years	3 years
Spearman's rho	< 3 years	Correlation Coefficient	1.000	-.400
		Sig. (2-tailed)	.	.600
		N	4	4
	> 3 years	Correlation Coefficient	-.400	1.000
		Sig. (2-tailed)	.600	.
		N	4	4

\*. Correlation is significant at the 0.05 level (2-tailed).

Based on Spearman Rank Correlation test to the four intrinsic motivation factors ranks on volunteers with <3 years and 3 years of serving time, the value obtained for Spearman Rank Correlation is -0.400 with significance value at 0.60, 0.05. That result shows that relation between volunteer with <3 years and 3 years of serving time has incongruent correlation, marked by negative value of coefficient and no correlation from volunteer with 3 years or more of serving time. The nonexistent correlation between volunteer with <3 years and 3 years of serving time is showed by the difference in selection of major intrinsic motivation factor from each of serving time.

**Table 6**  
**Difference in Intrinsic Motivation Factor Based on Serving Time**

No	Intrinsic Motivation Factor	Z	Sig	Note
1	Advancement	-,024	,981	Not different
2	Acknowledgement	-1,014	,311	Not different
3	Achievement	-3,545	,000	Different
4	Responsibility	-2,009	,045	Different

The calculation in the table above shows that significance value of achievement and responsibility is at below 0,05. Assessment on intrinsic motivation factors shows that both achievement and responsibility get the highest rank from volunteer with < 3 years and 3 years of serving time. That difference is caused by margin of participation time inside the organization as well as in voluntary service which affect the determination of first and second intrinsic motivation factor in each serving time group.

**Difference in Intrinsic Motivation Factor based on serving time**

**Table 7**  
**Mean of Intrinsic Motivation Factor based on Participation level**

No	Motivation Factor	Active	Moderate	Passive
1	Advancement	1,61	2,82	3,13
2	Acknowledgement	3,00	2,86	2,69



3	Achievement	2,64	1,64	3,06
4	Responsibility	2,79	2,64	1,00

Based on mean of intrinsic motivation factor of the volunteers, work motivation factors preference will be then ranked for each of the category as follow:

**Table 8**  
**Intrinsic Motivation Factor rank based in participation level**

No	Motivation Factor	Active	Moderate	Passive
1	Advancement	1	3	4
2	Acknowledgement	4	4	2
3	Achievement	2	1	3
4	Responsibility	3	2	1

**Table 9**  
**Intrinsic Motivation Correlation Test based on Participation Level**

**Correlations**

			Active	Moderate	Passive
Spearman's rho	Active	Correlation Coefficient	1.000	.400	-.800
		Sig. (2-tailed)	.	.600	.200
		N	4	4	4
	Moderate	Correlation Coefficient	.400	1.000	.000
		Sig. (2-tailed)	.600	.	1.000
		N	4	4	4
	Passive	Correlation Coefficient	-.800	.000	1.000
		Sig. (2-tailed)	.200	1.000	.
		N	4	4	4

\*. Correlation is significant at the 0.05 level (2-tailed).

The result of test shows that highest value for Spearman Rank Correlation between active participation with passive participation is -0,800 with significance value of  $0,2 < 0,05$ . Such condition portrays how each of participation level of volunteer does not have correlation in the determination of intrinsic motivation factor, thus causing difference in selection of factor. Difference in preference at every level of participation is caused by each level of participation has different portion of intensity of interaction in the organization. With this difference, the priority determination on participation level from volunteer of Indonesia International Work Camp becomes different one to another.

**Table 10**  
**Difference in Intrinsic Motivation Factor based on Participation Level**

No	Intrinsic Motivation Factor	Z	Sig	Note
1	Advancement	23,678	0,000	Not different
2	Acknowledgement	1,218	0,544	Not different





3	Achievement	22,048	0,000	Different
4	Responsibility	31,621	0,000	Different

From hypothesis examination by using Kruskal Wallis test, the result is that different testing for intrinsic motivation factors of the volunteer shows that only advancement, achievement, and responsibility have significance value at below 0,005. It indicates that volunteer with different level of participation have different intrinsic motivation as well, and that it caused by differences in participation intensity in projects organized by organization.

## CONCLUSION

Based on the result of this research that has been explained in the previous chapters, the conclusion that can be made is as follow:

Based on first hypothesis test, it is concluded that from result of Spearman Rank Correlation to the four rank of intrinsic motivation factor from volunteers with <3 years and 3 years of serving time Spearman Rank Correlation at the value of -0.400 with significance level at 0,60 , 0.00 can be obtained. This result shows a relation between volunteer with <3 years and 3 years of serving time is incongruent, which is marked by negative value of significance coefficient as well as the nonexistent relation between volunteer with <3 years and 3 years of serving time. The nonexistent relation is showed by the difference in determining major intrinsic motivation factors for each of serving time group. From this difference test, it can be concluded that difference arises because there is a gap between total amounts of participation time in organization and in voluntary services activities which causes difference in determining intrinsic motivation factor to be existed among respondents on the basis of each serving time group.

Based on second hypotheses test, it can be concluded that highest value of Spearman Rank Correlation between active and passive participation is -0.8000 with significance value falls on  $0,2 < 0,05$ . This condition portrays how each of participation group from volunteer does not have relation in determining intrinsic motivation factor, and it eventually leads to differences in factor determination. Difference in preference for each participation level is happened because each of the participation level group has different portion of intensity and interaction in the organization. This difference leads to differed priority determination on participation level among volunteer in Indonesia International Work Camp. Based on difference test, this difference shows that volunteer with differed participation level has differed intrinsic motivation determination also, and that is caused by difference in respondents based on participation level. That can be seen in intrinsic motivation factor determination for each of participation level group.

After doing data analysis and result interpretation, it is can be concluded that this research still have some limitations. One of it, that there are several respondents who failed to fill the answer correctly, some other chose to left the reason of determining intrinsic motivation factors blank. Respondents used in this research are also exclusively working in social works.

## ADVICE FOR FUTURE RESEARCH

Based on result interpretation, there are several recommendation for the future research. Those are as follow:

To sustain intrinsic motivation of the volunteer, it needs to pay attention to responsibility given by organization to every volunteer. It needs to have more clarity in explaining and assigning jobs and tasks to volunteer. It is essential because volunteer





are those who handle the practicality and finishing of the work. It is also deemed to be important that organization is able to plant sense of responsibility so that volunteer's awareness about how important the job is can be increased. That sense of awareness about the importance of social services activities is important because the higher a volunteer's responsibility is, the more likely intrinsic motivation of a volunteer will be sustained. Sustaining volunteer's sense of responsibility also helps to minimize boredom a volunteer will experience while doing the job in social field.

Difference in rank determination for preference on intrinsic motivation factors between volunteer with less and more than 3 years of serving time in Indonesia International Work Camp also gives one conclusion: that volunteer with less and more than 3 years of serving time will have differed level of maturity on how a volunteer sees his/her involvement in voluntary services and in organization. Organization has to be able to give appropriate direction to volunteer with less and more than 3 years of serving time so that they will continue to be motivated and able to enhance their works.

The difference in rank determination for preference on intrinsic motivation factors in volunteer based on various level of participation can be seen as a reminder organization needs to give direction to the goals of volunteer's involvement in projects held by organization. Volunteer has to be given appropriate direction to the goal of their involvement in projects held by organization and also so that it can keep volunteer still motivated in their involvement with the organization and voluntary services.

In this research, intrinsic motivation factors are only examined based on their difference in serving time and participation level. Therefore, it is advised for the future research to examine whether or not the fulfillment of those factors explicitly affects the increasing in volunteer's performance. Numbers of variables used in this research is also limited due to the necessary adjustment for the sake of this research. It is expected for the future research to continue this research by using qualitative method to further examine whether or not intrinsic motivation is possessed by social worker or volunteer whom work in a bigger organization.

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