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**Social Motives and Group Commitment on Volunteer
Involvement in Five Social Communities
in The City of Bandar Lampung**

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Abstract

Volunteers are people who decide to be involved in volunteering activities based on careful calculation. The activities by volunteers are voluntary and without expecting external rewards. The population in the study came from five social communities in Bandar Lampung: 1) Jendela Lampung Community, 2) Komunitas Peduli Generasi with Yayasan Rumah Singgah Peduli Lampung, 3) Komunitas Sedekah Lampung, 4) Komunitas Berbagi (Kombi), and 5) Itera

Social Motives and Group Commitment on Volunteer Involvement In Five Social Communities in The City of Bandar Lampung

Mengajar. From these five social communities, the researchers obtained a population of 202 volunteers. The researchers obtained a sample of 60 volunteers through purposive sampling techniques and screening. This study employed Likert scales data collection method, which includes a volunteer involvement scale, a social motive scale, and a group commitment scale. The data were analyzed using two predictor multiple regression analysis techniques assisted by the JASP 0.16.1.0 program for Windows. The results showed that the correlation value (r) was 0.337 with a significant p -value of 0.041 (p -value smaller than 0.05). The hypothesis is accepted; therefore, a significant relationship exists between social motives and group commitment on volunteer involvement. The R^2 value of 0.155 states that the two independent variables effectively contribute 15.5%.

Abstrak

Relawan merupakan orang-orang yang memutuskan untuk terlibat dalam kegiatan kerelawanan yang didasarkan atas perhitungan yang matang, kegiatan yang dilakukan relawan bersifat sukarela dan tanpa mengharapkan imbalan eksternal. Populasi dalam penelitian ini sebanyak 202 relawan yang terdiri dari 5 komunitas sosial di Bandar Lampung yaitu 1) Komunitas Jendela Lampung, 2) Komunitas Peduli Generasi bersama Yayasan Rumah Singgah Peduli Lampung, 3) Komunitas Sedekah Lampung 4) Komunitas berbagi (Kombi), 5) Itera mengajar, dari 5 komunitas sosial tersebut peneliti mendapatkan jumlah populasi sebanyak 202 relawan dengan teknik pengambilan sampel purposive sampling dan melakukan screening sehingga sampel diperoleh sebanyak 60 relawan. Penelitian ini menggunakan metode pengumpulan data berupa skala likert yaitu Keterlibatan Relawan diukur menggunakan skala keterlibatan relawan, motif sosial diukur menggunakan skala motif sosial, dan Komitmen Kelompok diukur menggunakan skala Komitmen Kelompok. Data dianalisis menggunakan teknik analisis regresi berganda dua prediktor yang dibantu dengan program JASP 0.16.1.0 for windows. Hasil penelitian menunjukkan nilai korelasi sebesar $r = 0,337$ dengan taraf signifikan $p = 0,041$ ($p < 0,05$) yang berarti hipotesis diterima yaitu ada hubungan yang signifikan antara motif sosial dan komitmen kelompok dengan Keterlibatan Relawan dengan $R^2 = 0,155$ yang menyatakan kedua variabel bebas memberikan sumbangan efektif sebesar 15,5%.

Keywords: Volunteer Involvement, Social Motives, and Group Commitment

Introduction

Volunteers are persons who work with a passion for the cause; hence, they work selflessly. Volunteers work without thinking about personal benefits. Even if the benefits are implied, they are shared interests rather than personal or group (Purboningsih, 2015). Volunteers are described as a person and/or group of persons who carry out welfare implementation through volunteerism. In Indonesia, 39.226 volunteers are spread

nationwide (indorelawan, 2017). Volunteering takes several forms in Indonesia, ranging from sporadic and individual to organized and collective. According to United Nations Volunteers (2011), three characteristics of volunteer activities are (1) activities are performed voluntarily and on their own accord; (2) activities are not performed in exchange for a specific incentive or payment; and (3) activities are performed for the benefit of the community.

According to Article 1, paragraph 5 of the Law of the Republic of Indonesia No. 11 of 2009 on Social Welfare, a social volunteer is a person or group of individuals who work in government social agencies of their own free will, with or without compensation. It indicates that, according to the preceding rule, social volunteers execute all actions linked to social work based on their desires, regardless of whether they have a history in social work, without anticipating money or moral incentives (www.bpkb.go.id).

In several regions of Indonesia, social communities are becoming rather large; today, social groups play an essential role in empowerment, which aids the state's duty of overcoming social problems. One of them is the Bandar Lampung social community. The rise and development of volunteers in Bandar Lampung City has been fairly quick, especially after the COVID-19 pandemic. Cantillon (2003) describes social communities as "the opposite end of a continuum that reflects society's ability to control problems." However, social communities might be viewed as valuable community assets. With this purpose in mind, social communities often attempt to increase public awareness of the difficulties faced by underprivileged communities.

Volunteers typically join a community to enhance social resources, address social needs, and improve the volunteers' well-being (Zanbar, 2019). The advantages of volunteering are helpful not just to the persons being helped but also to the volunteers themselves. Volunteering has various benefits, including minimizing social isolation (Priebe et al., 2020), self-development, acquiring new experiences and satisfying volunteers (Fitroh et al., 2019). Volunteering is a concern and dedication to a certain cause that people from all walks of life can carry out. Volunteers are driven by a desire to assist others. Sardiman (2012) distinguishes between two types of motivation: intrinsic motivation and extrinsic motivation. Extrinsic motivation is defined as active motivation that operates as a consequence of external stimuli, whilst intrinsic

motivation is defined as active motivation that operates as a result of interior stimuli. A study at Sebelas Maret University titled "The Influence of Functional Motivation on Students' Interest in Volunteering in Education at Solo Mengajar" by (Pratiwi, Sunarto, Sabandi, 2017) concluded that there was an influence between function, values motivation, understanding, social, career, protective, and enhancement. Furthermore, improvement has a good and significant impact on student interest in volunteering.

The researcher interviewed a 32-year-old lady with the initials RS who participates in voluntary activities. The interview was done in a social community, specifically the Lampung Alms Community. Every week on Friday, this community plays an active role. It is directly involved in the agenda of social activities, particularly delivering boxed rice to those entitled to it. They claimed that they were called to assist in these operations. Furthermore, this behavior will elicit a favorable response for her. She believes the beauty of sharing with others is felt in her heart and soul.

Volunteers require group commitment to the community as one of the supports they require. Volunteers that are uncommitted will make it difficult to fulfill social community goals. On the other hand, volunteers with high enthusiasm will be more inspired to constantly be there and have a strong desire to stay in a social community to aid goal achievement. According to the definition above, volunteers are people who wish to make a genuine contribution to activity and are committed to participating in activities that demand willingness and sacrifice. Volunteers in this study were individuals who did not have to assist other parties but wished to make a genuine contribution to an activity and were willing to participate in activities that required them to give up time, energy, and thoughts. As a result, the researcher was interested in investigating the motives that drive volunteerism. Furthermore, the researchers also wanted to know if social motives and group commitment can influence volunteer involvement.

Methods

The participants in this study were volunteers from Bandar Lampung's social communities. The researchers chose the population in the Bandar Lampung City social community because they saw the size of the phenomena and the involvement of Bandar Lampung City social community volunteers. The communities are

as follows: 1) Komunitas Jendela Lampung , 2) Komunitas Peduli Generasi bersama Yayasan Rumah Singgah Peduli Lampung, 3) Komunitas Sedekah Lampung 4) Komunitas berbagi (Kombi), 5) Itera mengajar. The researchers obtained a population of 202 participants from the five social communities.

The following characteristics of the purposive sample technique were used in this study: 1) be between the ages of 18 and 40, 2) be actively participating in social community activities, and 3) have been a member of the Bandar Lampung City social community for at least three years. Finally, the researchers secured 60 volunteers as subjects. This study's instruments or measuring instruments comprised a volunteer involvement scale, a social motive scale, and a group commitment scale. The volunteer involvement scale employed in this study was based on the theory proposed by Schaufeli and Bakker (2003), and it had 25 items and a Cronbach alpha reliability coefficient (α) of 0.887.

The researcher developed the social motive scale based on Clary's theory (1998), which was then converted into 30 items and yielded an alpha Cronbach reliability coefficient (α) of 0.895. The group commitment scale was then developed using Allen, Meyer, and Smith's (1990) theory, with 25 items and an alpha Cronbach reliability coefficient (α) of 0.889. This study's data were examined utilizing multiple linear regression analysis. The JASP 0.16.1.0 software package for Windows was used to examine the data.

Result and Discussion

This study aims to determine the relationship between social motives, group commitment, and volunteer involvement in the volunteer communities in Bandar Lampung. Five volunteer communities in Bandar Lampung consist of male volunteers with a subject frequency of 31 or 51.6%. Female volunteers have a subject frequency of 29 subjects, or 48.4%. The identification of the categorization of volunteer involvement shows that male subjects have a higher categorization or are more involved than female volunteers.

There are three hypotheses in this study. The results of data analysis on the first hypothesis show a relationship between commitment and social motives on volunteer involvement based on the correlation coefficient (R) of 0.106 and a value of 0.337 with a p-value of 0.041 (p is lower than 0.05). This finding shows that the first hypothesis is accepted. Therefore, it can be interpreted that

group commitment and social motives influence volunteer involvement. Both independent variables provide an effective contribution of 15.5%.

This finding aligns with Pangestu's research (2016), which examines the relationship between motivation and volunteer satisfaction in art organization groups. This study shows that the dimensions of motivation, namely understanding, enhancement, and career functions, are important in motivating someone to volunteer. Furthermore, there is a strong and significant relationship with satisfaction. Demographic factors and the type of organization also influence volunteer motivation.

The second hypothesis test obtained a correlation coefficient correlation value (r_{x1y}) of 0.217 with a p-value of 0.048 (p is smaller than 0.05). These findings indicate that the second hypothesis is accepted. So, it can be said that there is a relationship between social motives and volunteer engagement. The positive and significant relationship of social motives to volunteer involvement in the volunteer community in Bandar Lampung is the desire to have different and useful social values. The social motive of the desire for self-development of volunteers influences volunteer engagement. Volunteer involvement influences social motives based on aspects of social motives, namely aspects of value, social aspects, knowledge aspects, and self-esteem development, following the theory of Clary et al. (1998).

This finding is similar to research by Pangestu (2016), who investigated the relationship between motivation and volunteer satisfaction in groups of arts organizations. According to the findings of this study, the proposed dimensions of motives, namely understanding function, enhancement function, and career function, all play an important role in motivating people to volunteer. Furthermore, there is a strong and significant correlation with satisfaction. Demographic and organizational factors also influence volunteers' motives. This study and Pangestu's (2016) research differ in the dependent variable and the grand theory used, namely Schaufeli and Bakker's (2003) theory.

The third hypothesis test obtained a correlation coefficient (r_{x2y}) of 0.221 with a p-value of 0.045 (p is smaller than 0.05). This finding indicates that the third hypothesis is accepted. So, it can be said that there is a relationship between group commitment and volunteer involvement. There is a positive relationship that if group commitment increases, volunteer engagement also increases.

Vice versa, if group commitment decreases, volunteer engagement will also decrease. Therefore, the higher the group commitment, the higher the volunteer engagement.

According to the description above, good volunteer involvement results from good group commitment. Volunteers with low commitment to their group will dislike and feel uneasy about their volunteer involvement. Irawan (2011) explains that the higher the commitment of the volunteers, the greater the involvement.

According to the hypothesis testing of the three variables mentioned above, group commitment has a greater influence on volunteer involvement than social motives. This finding is consistent with the belief of (Priebe et al., 2020) that social motives are a significant factor influencing volunteer involvement. Volunteering benefits not only the people being helped but also the volunteers themselves. It is a means of self-development, gaining new experiences, and providing satisfaction to volunteers (Fitroh et al., 2019).

Conclusion

Volunteer activity has a favorable and strong relationship with social motives and group commitment. This positive link implies that the greater the score of social motive and group commitment, the more involved the volunteers are. The lower the volunteer involvement, the lower the score of social reasons and group commitment. The effective contribution of the social motive and group commitment variables was 15.5%, with the remaining 84.5% influenced by additional factors from the involvement variable or variables not included in this study.

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