A Phenomenological Investigation on The Lived Experiences of Filipino Youth Volunteers in Non-Profit Organization

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Abstract:

This study aimed to understand the psychology of youth volunteerism, specifically their motivation, difficulties encountered, and the mechanisms by which people who volunteer in nonprofit organizations maintain their involvement in selfless service. In order to get the necessary information, we conducted an interview that was only partially structured. The study utilized phenomenological approach in order to attain its objective. Purposive sampling was employed in the selection of five participants in relation to the inclusion criteria of the study. The study found out that volunteering is both satisfying and challenging. Volunteers were also able to developed personal sense of morality and autonomy as individual and developed positive outlook through social recognition. In addition, this involvement also accompanied with several challenges specifically in the limited resources and poor management of the organization which also affects their personal wellbeing, financial resources and social relationships. Despite of this mixed experience, youths still connected with their organization and volunteering because of its personal which includes self-improvement and determining of purpose, and social benefits such as improve social relationships.

Introduction:

Volunteerism is a type of giving in which people actively pursue opportunities to help those in need, make significant and ongoing commitments to do so, and keep these commitments for long periods of time. One of the most important characteristics of volunteerism is that the person is willing to help without expecting to be paid or otherwise compensated. According to a study by Stukas et. al. (2016), volunteerism benefits both communities and volunteers. It is a hands-on experience in the field of social work since it boosts self-esteem and provides a natural sense of accomplishment. Thus, volunteers are more likely to develop civic skills as well as an attachment to serving the public interest.

According to social science, volunteer work has generated social and direct economic benefits for communities. Across the globe, over one billion individuals participate in volunteer services. All of whom are endowed with values, principles, and character, which are the fundamental aspects of volunteerism. Volunteerism and its community engagement services function as a backbone of society, linking to all major and minor sectors in the nation. Volunteerism addresses numerous challenges, this includes; education, eliminating poverty, improving basic health, accommodating community needs, empowering ethnic minorities, and numerous others. In short, volunteerism generates well-being for people and their communities. There is also growing research suggesting that the formation of social capital is essential for economic development to be sustainable. In 2009, the total value of volunteer work in the Philippines reached Php 44.5 billion, or 0.6% of the country's gross domestic product.

A non-profit organization (hereafter: NPO), sometimes known as a non-profit entity, is a tax-exempt entity that serves the public good. It serves a purpose other than profit. Typical examples include educational, scientific, charitable, literary, religious, commercial or professional associations, and so on. The general public can normally donate to a non-profit organization, and these donations are usually tax-deductible (Nordqvist, 2019). Non-profit organizations are becoming increasingly important in industrialized countries as a result of public initiatives. Its fundamental goal is to improve society's quality of life (Bartosova & Podhorska, 2021).

Volunteers contribute significantly to many, if not the vast majority, of non-profit organizations. Certain types of organizations are likely to attract a greater number of volunteers. Religious organizations had the highest percentage of 34%, followed by educational organizations (26%), social service (14.8%), and health (7.7%) (Alfes et. al., 2016; Hager & Brudney, 2011; Netting et. al., 2005). The Philippines, with an average of 60,000 registered NPOs (World Association of Non-Governmental Organizations), relies mostly on volunteers. The number of volunteers has been one of the factors in the mission fulfilment of NPOs (Sun & Asencio, 2019). Sustained volunteerism satisfies the service side of a non-profit organization, enriching it with passionate people working of their own free will to further a social cause. Thus, increased volunteer participation will help its sustainability and fulfil its purpose. However, this dependence on volunteer power is being challenged by harsh numbers that show a steady decrease in almost every category, from young adults to senior citizens, resulting in an overall reduction of volunteers which can impact non-profits' ability to achieve their goals in the future.

In 2018, the United States was able to reach a peak of 8.7 billion total volunteer hours given to non-profit organizations. But despite

these positive figures, it was discovered that fewer volunteers from the American community engaged in giving their time in the last two decades (Dietz & Grimm Jr., 2019). According to the 2016 Charities Aid Foundation World Giving Index, the Philippines was one of the top 10 nations for charitable volunteering. The Philippines ranks seventh out of 139 nations with the biggest number (25 million) of individuals offering their time. In its most current update, the nation ranks 28th, with an average of 23%. However, among the top 10, only the United States, the Philippines, and Myanmar report fewer volunteers in 2016 compared to the previous year, with the other seven countries reporting an increase.

While there may not be a single reason for the decline in volunteerism, it appears that a lack of time is one of the most significant challenges that everyone faces today. These three challenges, when combined with shifting priorities and changing demographics (Harnett & Matan, 2014), can have a negative impact on the volunteers that most non-profits rely on to achieve their mission. Other research also points to budget cuts, lack of funding, and financial stress (Golensky, 2010).

Despite the overall decrease in volunteerism the past years, and data according to the United States Department of Labor (2016), there had been a significant consistent increase in the volunteerism rate among youths specifically at ages 16-30 years old at 26-28%. Youth age is a period of rapid development in physiological, psychological, cognitive, and sociocultural development that occurs between childhood and adulthood (DiClemente et. al., 2009). Youths spend much more time away from their families resulting in greater independence and the growth of their social world. As their thinking and decision - making abilities become more complex, they also begin to experience cognitive advancements. These developmental changes pave the way for youths to experiment with new activities, begin training for jobs, and start pondering about their future. The majority of volunteers are young people. Most young people volunteer do so out of altruism and an interest in making in a difference in the lives of others.

As the trend of youth volunteerism and community service programs between policymakers, civil society actors, and educators has grown, it is critical to investigate the motivation and consequences of youth volunteering. Previous research has shown that participating in volunteer and community service activities can increase youths' social awareness, foster their commitment to moral values, nurture their civic skills, and instil in them a long-term desire to serve their communities.

This nation depends heavily on volunteers to solve social, economic, educational, and other societal needs that cannot be supplied or are not being met by the government and corporate sector. Recently, those who have studied the various facets of volunteerism have realized that in order to gain a more introspective understanding of who volunteers are and the conditions and platforms that create that environment of volunteerism, it is crucial to examine both planned and sustained volunteering over time.

Thus, study was conducted to investigate the lived experiences of Filipino youth volunteers in non-profit organizations. Specifically, it sought to describe their motivation to volunteer in non-profit organizations, the challenges do Filipino youth volunteers encountered in the course of their volunteer service, and factors that contributes to the retention of Filipino youth volunteers in non-profit organizations.

Methods

Research Design

This study employed phenomenological study in order to achieve its objectives in which according to Creswell (2013), it is used to describe the shared meaning of multiple persons of their lived experience of a term or a phenomenon. Examining data obtained from participants, finding patterns that emerged from the data, and providing interpretations of the data's significance are all part of the process. The focus is on "individual meaning and the requirement to convey the complexity of a situation" using a flexible framework and inductive approach (Creswell, 2013). The phenomenological technique was selected because it the study to explore the diversity of the participants' lived experiences. Because of its unique and personal nature, the phenomenon of volunteering is rich in content. The researchers were able to assess the relevance of certain factors and acquire a complete grasp of the experiences of the Filipino youth in terms of volunteering by looking into the individual experiences of the participants.

Participants and Location

Five (5) youths who volunteers in grassroots initiative-non-profit organization were the participants of the study which was selected purposively in accordance to its criteria; youth individuals that are still active in volunteering, have served as a volunteer for the organization for a minimum of one year, and have volunteered at least 5 times in a year.

Creswell & Creswell (2018) argues that methodology used for qualitative research affects the number of participants. However, they also recommended that three (3) to ten (10) people be included in phenomenology investigations. In line with this, the interview was administered to five youth volunteers who qualifies in the inclusion criteria.

Instrument and Data Collection

Semi structured, open ended guide questions, validated by experts, was utilized as the main instrument in gathering significant information to participants. Prior to data collection, the researcher sought informed consent from the participants which includes, privacy and confidentiality, anonymity, risk and benefits of their participation, the rights of participants and the deletion of data collected after the publication of the research study. The interview was administered based on the preferred modality and availability of the participants. Audio recording was also conducted after the permission of the participants in order to maintain the accuracy of the data collected through the interview.

Data Analysis

The study used thematic analysis in which according to Braun & Clarke (2006) as stated by Maguire and Delahunt (2017), finding patterns or themes within is done through thematic analysis because "it provides core skills that will be useful for conducting many other kinds of analysis," it is the first qualitative method that should be learned. A further benefit is that it is a method rather than a methodology, which is particularly advantageous from the perspective of learning and teaching. This indicates that, in contrast to many qualitative methodologies, it is not bound by a specific theoretical or epistemological perspective.

Results and Discussion

The results were analysed by using thematic analysis in which includes reading over a data set (such as the transcripts of in-depth interviews or focus groups) and looking for patterns in meaning to derive themes (Delve & Limpaecher, 2020).

Table 1. **How youth are motivated to volunteer in non-profit organizations**

Emerging Themes	Frequency
A. 1. Perception of Volunteerism	
1. Act of Altruism	*(P1, P2, P3, P5)* **4**
A. 2. Intrinsic Drives	
1. Personal Sense of Morality	*(P2, P4, P5)* **3**
2. Inherent Satisfaction	*(P1, P4)* **2**
3. Autonomy	*(P5)* **1**
A. 3. Extrinsic Drives	
1. Recognition	*(P4)* **1**

Perception of Volunteerism

Act of Altruism. The majority of the participants, when asked how they look at the concept of volunteerism, described that volunteerism or doing volunteer work is a *form of giving*, a selfless act *rooted from passion* of *doing something good for another without expecting any benefits from doing so*. The participants also emphasized that one may still choose to volunteer despite the difficulties one may face.

According to a study, they postulated that youths were motivated to join socio-civic NPOs due to: *personal causes* (concerning civic issues or causes they were passionate about); *beliefs regarding the significance of civic action*; *self-goals* (goals relating to self-improvement); and, finally, *motivation resulting from an invitation from another person* (Ballard, 2014). Majority of the participants described their motivation through their perception of volunteerism in which their statements most agreed that it is an *act of altruism*. As they defined what is volunteerism for them, their answers revealed characteristics of someone altruistic.

Emilio shared how he started seeing volunteerism as a fellow fisherman in their community.

"From my experiences as a fisherman, it was hard, that's why uhm, for me it's quite profound, it's an act of giving, it truly is giving, not necessarily money, not necessarily material things, but basically your time, the limited knowledge you have, that you are able to help them with, giving you the ability to help those within your community".

Based on their responses, volunteerism for them is a *form of giving* or providing something for others. According to the study by Jones (2016), volunteering and giving are integral parts of civic life. People who volunteer are more likely to give and this promotes more civic involvement.

Intrinsic Drives

Personal Sense of Morality. The participants recounted their deciding factors as to why they chose to volunteer in a non-profit organization. The said factors correspond to certain intrinsic drives, specifically one's personal sense of morality. One of the participants mentioned that, as they reflected, *volunteering serves as a calling* for them or a call for help they need to answer. Some have witnessed the difficulty of living and the needs of their community, and these elements have sparked a *desire in them to help others and the community*. This also enabled the majority of the participants to *pursue their own advocacy*. Each of them possesses different advocacies: helping minority groups, empowering their community, and promoting basic rights.

Inherent Satisfaction. Some participants indicated the innate pleasure they experience from helping communities as volunteers. The participants described their experiences of how helping others gives them a *sense of fulfillment*. Besides this, the participants also mentioned the intrinsic pleasure derived from *recreational experiences* included in their organizational activities. The participants eagerly conveyed their recollection regarding how "adventurous" some of their projects were.

Autonomy. A participant mentioned that their sense of individualism or sense of direction was instilled during their volunteer services. They came to a realization for themselves when they were asked what meaning or purpose their actions had in store for

them. Thankfully, the mentorship provided by the seminars and programs they attended has helped them *Find their Purpose*. This "purpose" functions as a propulsive motivator that reinforces their desire to revive and embellish their organization.

Andres, one of the participants mentioned:

"*It is truly important to serve one's country, especially towards the university. There is where I started to- having this desire, having this burden that I need to serve, I need to respond to this calling*".

In relation to this, Faletehan et. al. (2021) stated that work calling mixes a person's sense of what they would like to do, what they should do, and what they really do with the pursuit of pro-social purpose.

Additionally, Emilio stated:

"*One of the reasons we drew on it was one way to give back to the community*".

Likewise, a study postulated that volunteers who possess a desire to help other people have been more willing or intended to increase their frequency of volunteering (Dunn et. al., 2015).

Extrinsic Drives

Recognition. Some of the participants inferred that becoming a volunteer in their organization has helped create a better image for the participants and their co-volunteers. The participant mentioned they were once thought to be troublemakers and ill-mannered but are now recognized as avid volunteers in their community.

Regardless how intrinsically driven the participants appear to be, it is no question that external factors are still present and coincides with intrinsic factors. *Recognition* for instance, has been an indicated form of reward stated by the participants.

Antonio, one of the participants, explains:

"*People started people recognized me more… they see us as troublemakers back then*".

Extrinsic motivation is a concept that applies whenever an action is taken to achieve a distinct goal. Thus, intrinsic motivation contrasts with extrinsic motivation, which refers to engaging in an activity for its own sake rather than its practical benefits (Ryan & Deci, 2000).

Table 2. Challenges Associated with Volunteerism

Emerging Themes	Frequency
B.1. Personal Challenges	
1. Poor Time Management	*(P1, P2, P4, P5)***4**
2. Depleted Well-Being	*(P1, P2, P5)* **3**
3. Limited Finances	*(P2, P5)* **2**
B. 2. Undesirable Attitude of Volunteers	*(P1, P2, P3, P4, P5)* **5**
B. 3. Organizational Challenges	
1. Limited Organizational Resources	*(P2, P3)* **2**
2. Poor Organizational Management	*(P2, P5)* **2**
3. Nature of Volunteer Work	*(P1, P3, P5)* **3**

Personal Challenges

The challenges that volunteers faced were able to be identified by the researchers through this study. These difficulties were classified as personal or intrapersonal challenges where problems included time *management*, *well-being challenges*, *financial needs*, and *choosing between their career and volunteer work*. According to MacNeela (2008), people were generally happy with the volunteer experience, but costs and challenges sometimes arose.

Poor Time Management. Most of the participants claimed that they experienced similar dilemmas in their schedules since they were committed to multiple tasks and roles that they needed to carry out at a certain time. Given that most of the participants are college students, they also need to fulfill their academic duties. Another difficulty is their obligations at home, which seem to stir concern among their family members. This prompts them to ensure a balanced inclusion of their responsibilities and commitments.

Depleted Well-Being. Working for a non-profit organization has been long known to be a straining field of work. Volunteers expressed numerous reasons as to what factors bombarded them all throughout. Some participants mentioned that volunteering has

been *physically tiring*, stressing out how detrimental it has been to their physical health. Some even say that entering this field will immediately demand sacrificing one's sleep and resting hours. Matters concerning *Self-doubt* have also been an indicated hurdle for some participants. The participants utter how it impedes their willingness to commit fully to their organization.

Limited Finances have been a growing concern, seeing as the participants do not earn any monetary compensation from their organizations. Participants claimed their need for income, as some are troubled to focus on volunteering without having to think about working a job to sustain themselves.

Andres mentioned,

"I'm very worried as well, I'm fourth-year right now - 'and as I said fourth-year, this is the time where there are lots of commitments, lots of necessities. It's hard to take risks".

Additionally, Antonio stated,

"There are times when there are tasks here at home, I sometimes leave them for later so I can go to there (to the event".

In consonance, Kamaludin et. al. (2013) stated that time management became one of the obstacles for volunteers. Furthermore, a study from MacNeela (2008), stated that volunteer work was either overtaxing (such as emotional pressure) or undertaking (such as being fed up from doing menial tasks), depending on the situation.

Andress also shared,

"There are fortunate times but sometimes, we just really depend on the Higher Being. There were really times when there was nothing (money)".

This is another obstacle faced by volunteers; it states that volunteers who are unemployed will have fewer financial resources, therefore resulting in limited engagement in volunteer work (Kamaludin et. al., 2013).

Undesirable Attitude of Volunteers.

In this field of service, it is unavoidable to encounter various volunteers with adverse attitudes. A participant recalls *impertinent behavior from co-volunteers* while partaking in an ongoing organization's project, describing them as unfit for the organization they are residing in. Some also expressed concern about the *Lack of commitment and discipline among co-volunteers*. In times when they need the availability of their co-volunteers, the participants express their disappointment at their lack of willingness to assert their involvement and participation. Matters tend to worsen when individuals within the organization cannot achieve compromise. A participant specified occasional *miscommunication with co-volunteers*, attuning to finishing nothing but prolonged arguments.

Jose explained,

"I sometimes feel that my co-volunteers are toxic. There was a time when they arrived late (during a coastal clean-up. What they did was, they got the sacks from our other co-volunteers and only used it for photo ops then left".

Furthermore, Gabriella mentioned,

"One time, one member announced to provide a list of names of those able to attend the event in the Group Chat, then when it was the time for the event, they would cancel last minute, they should make sure of it".

These instances created an inhibition to the volunteer work. In regards to this, Studer and von Schnurbein (2012) stated that whether or not a volunteer feels appreciated and motivated to deliver a high-quality service depends not only on the behaviors of the organization's members but also on the attitudes, unstated presumptions, and expectations of the volunteers who work there. In a related manner, research on the inverse link between volunteer burnout and the social support provided by other volunteers in the organization is needed. In conclusion, a favorable organizational atmosphere and higher satisfaction with the work accomplished arise from volunteers having positive relationships with one another (Nencini et. al., 2015).

Organizational Challenges

Limited Organizational Resources. Non-profit organizations, which are what each participant in the study is currently serving, endure a prevalent difficulty. *Financial struggles,* being the most common among NPOs, restrict them from continuing projects or organizational activities, as disclosed by some of the participants. Funding is required not only to provide output for volunteer services but also to mobilize volunteers to extend their services to communities in need. Participants stressed that the *Lack of Transportation* is an integral concern, especially when an organization plans to deploy a sizable number of volunteers to distant areas.

Poor Organizational Management. An integral key to making sure an organization maintains its existence is to have torchbearers prepared to take the lead at any moment, but this has been an issue among organizations. *Scouting new volunteers* has been shared as a difficulty for some participants, with some even mentioning that it affects their work progress due to their organization's insufficient availability of members. This is followed by the needed knowledge, skills, experience, and competence of members of an organization. *Handling organizational matters* becomes a growing worry, especially for what is to come for the organization and its volunteers. Some participants ponder how they could train their successors to serve effectively.

Nature of Volunteer Work. Some participants have acknowledged the variety of work the volunteer field may offer. Some may involve civil work in a suburban community, and the next may be a long trek or hike in the mountains to reach remote communities. This has served as a challenge for some participants, as some of the members may not be accustomed to these extremes. This is why it is unavoidable to experience setbacks, similar to the experience some participants had with their organization's program.

Financial issues were a struggle during volunteer work, as stated by Andres,

"*We realized that, uhm, how can we source our funds? Like how can we create the projects that we want to happen*"?

Similarly, a study by Kamaludin et. al. (2013), stated that money (or the lack of it) inhibited people from volunteering more. Without an outlook regarding the financial aspect of volunteering, its sustainability is threatened. Additionally, even in non-volunteering perspectives, financial struggles prove a negative effect on one's performance, as a person who is taxed by the challenges of poverty shows diminished performance during times of concern (Gennetian & Shafir, 2015).

Andres also stated that,

"*It's like one of our problems were…were that we weren't able to build a torch bearer for organization which made our progress slow because we kept on waiting for each other's availability*".

In relation to this, a study by Dean (2015), Altruistic volunteering, or giving of one's time without consideration of profit, as a concept, has come into question. And, as the following section will now argue, when taken together, the principles of neoliberalism briefly discussed here and the trends in volunteering already noted may cause us to draw unsettling conclusions about the future function, character, and scope of volunteering.

Furthermore, the actual nature of volunteering may entail challenges for volunteers, such as the work itself providing them with physical and emotional fatigue.

As per the statement, Jose

"*Also, during times when we have to trek mountains, like the one in Ulpoy, it takes long walks, 'cause there's a project that is always like this, and it's an adopted (community) of rotary*".

Moreover, Emilio, also stated

"*The hardship that we experience. It's hard, like I said, it's hard being a fisherman. Like the one program for the livelihood, we have for the fish capture that we failed*".

These challenges, overall, posed a negative effect on the volunteer's relationship with their chosen NPO. According to a study on the relationship between grassroots advocacy organizations and their volunteers, relationship tensions can either be internal to the relationship (issues involving the organization) or external to the relationship (problems outside of the relationship) (pressures from outside the organization). No matter how long they have volunteered, volunteers are nonetheless impacted by stressors in external relationships. Competing desires, such as the need to spend more time with family, friends, and other activities, are among the most prevalent external challenges experienced by advocacy organization. Moreover, it was found that transportation, and lack of time were rated as one of the top reasons for disengagement from volunteer work (Chung et. al., 2017). Additionally, negative reactions from a spouse, friends, and family members are less frequent external sources of stress (Derville, 2013).

Table 3. Factors that influence Volunteers to Sustain their Involvement

Emerging Themes	Frequency
C. 1. Desire for Self-Growth	
1. Opportunity to enhance skill	*(P1, P3, P5)* **3**
2. Clearer purpose and disposition	*(P2, P5)* **2**
3. Improved lifestyle	*(P3)* **1**
C. 2. Good Organizational Practices	
1. Established working relationship	*'1, P3)* **2**
2. Proper work structure	*(P2)* **1**
3. Organization's leisure activities	*(P1)* **1**
C. 3. Significant Experiences	
1. Social Engagement	*(P2, P5)* **2**
2. Personal attachment to the cause of volunteer work	*(P2, P3, P4)* **3**

Desire for Self-Growth

Opportunity to enhance skill. Full of optimism for their careers, the majority of the participants explained how purposive their volunteer services would benefit their skills, especially for their future professions. Some participants aim to strengthen their

communication skills, as well as their negotiating prowess. Another aspect is their ability to utilize science in their agricultural operations. Some other skills also include being capable to do new leisure time activities such as sports and making accessories.

Clearer purpose and disposition. The participants mentioned their improvement when it comes to establishing their objectives and prioritizing their current goals, as these enabled them to be more productive in their work. Some of them also experienced significant growth when it came to certain principles when providing help. Realizing that one's age should not be a deciding factor in their ability to help, nor should it limit how much one can help their community.

Improved lifestyle. When it comes to aspects of lifestyle, one participant was indulged to describe how impactful it has been to them after becoming a volunteer. They stated that it managed to remove unnecessary habits like vices and spending too much time with friends, leaving no time for other essential matters.

Good Organizational Practices

Established working relationship. Originally, the participants described their organization as having an optimistic relationship among its members. Cultivating closeness, which, in turn, lightens the atmosphere and welcomes compatibility with regard to one another. Trust is also a major component that these organizations are reluctant to provide to their volunteers. Rather than just uttering blank words, they nurture trust, as the founders assure their members by handing over their full trust in all aspects of work tasks as a means of expressing their sincerity.

`**Proper work structure**. To prolong a productive system of work, the participant mentioned the need for an effective organizational structure. This structure would consist of a group of executive members or founding members, as the participant terms it, the "core." They bestowed valuable components, such as task assignments, on each member of their organization, as well as placing great emphasis on following a determined plan or flow of work. Another participant shares a similar sentiment about the delegation of tasks. They thoroughly agree that providing members with tasks or projects to work on will help maintain their organizational participation.

Organization's leisure activities. One method of compensation that organizations employ is meaningful leisure activities or events. Some of the organizations that the participants reside in frequently conduct leisure events for their participants. The most typical among them were annual celebrations, Halloween parties, and Christmas parties alike, for which their organizations provided sufficient funding, as stated by the participants. These serve as a way to recognize their members' efforts and accomplishments. Some other mentioned activities also included taking charge of certain organizational tasks; for instance, some participants mentioned acquiring the opportunity to tour guests around the vicinity of their organization or projects.

Significant Experiences

Social Engagement. Volunteer service has offered abundant opportunities for some participants to experience vast gatherings for organizations in the same sector and significant interactions with various individuals and fellow grassroots organizations. The participants recalled past experiences that indulged them in rich engagements and connections with organizations with similar backgrounds.

Personal attachment to the cause of the volunteer work. Some organizational activities allowed participants to develop a strong attachment to the organization's goal or cause. The majority of the participants expressed similar sentiments regarding their passion to help and serve in their community, whereas some participants exert effort because it is associated with their personal advocacies. Participant Emilio conferred their trouble regarding their negotiating skills with the authorities.

Emillio said,

"We learned how to negotiate with our concerned local government unit, we learned to properly communicate and negotiate with the politicians, who are the municipal mayors of your concerned locality.)

Participant statements are significantly supported by Rusu (2016), discussing the prevalence of various tasks and willingness to expand their knowledge will help manifest particular skills.

In a similar fashion, Gabriella had a similar circumstance, with her case pertaining to her main weakness, shyness in social situations.

Gabriella said,

"Socializing with people... back then I was bashful)".

Seeking to explore further and cultivate certain skills emerges as Gabriela's intention and compliments her desire to hone this skill for career purposes. This has been precisely described in a study conducted by Widjaja (2010).

Andres also shared,

"I have been very passionate about my advocacy since then for the indigenous people".

Another account from Antonio,

"doing feeding[feeding programs]... it helps the children the most, and captivating to see".

In line with the statements, Dresner et. al. (2015) mentioned that volunteers are more likely to be personally attached to the volunteer work that they are involved in. This demonstrates that they will stay in their organization since they want to help solve problems in their community while also enjoying being a part of community efforts.

Conclusion

The study found out that volunteering is satisfying and challenging. Volunteers were able to developed personal sense of morality and autonomy as individual and developed positive outlook through social recognition. In addition, this involvement also accompanied with several challenges specifically in the limited resources and poor management of the organization which also affects their personal wellbeing, financial resources and social relationships. Despite of this mixed experience, youths still connected with their organization and volunteering because of its personal which includes self-improvement and determining of purpose, and social benefits such as improve social relationships.

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