

The background of the entire cover is an abstract, high-energy image. It features a blurred figure of a person, likely a runner, in motion. The figure is overlaid with vibrant, streaky light trails in shades of teal, blue, and orange, creating a sense of speed and dynamic movement. The overall composition is energetic and modern.

INTERNATIONAL GRADUATE COLLOQUIUM

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SPORTS AND PHYSICAL EXERCISE ASSEMBLY OF KNOWLEDGE SHARING

COLLOQUIUM PROCEEDINGS

## **EXTENDED ABSTRACT**

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# MOTIVES OF EMPLOYED AND UNEMPLOYED VOLUNTEERS' PARTICIPATION IN SUKMA SARAWAK 2024

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## I. INTRODUCTION

Volunteerism is essential for the success of events, particularly in sports, where volunteers contribute their time and skills without expecting financial compensation [1]. Motivations to volunteer vary based on individual backgrounds, attitudes, and demographics, with benefits including skill development, social engagement, and enhanced employability [2]. For youth and unemployed individuals, volunteering serves as a pathway to acquiring skills and building networks in the absence of formal internships. While concrete evidence on its impact on employability is limited, volunteering is often linked to career opportunities [2]. The upcoming Sarawak 2024 Malaysian Games (Sukma 2024) exemplifies the importance of volunteers in large-scale events. Beyond fostering athlete development, Sukma 2024 aims to strengthen national unity and drive economic growth, highlighting the broader societal impact of volunteerism [3].

## II. METHODS

Data were collected via a Google Forms questionnaire distributed to 3,000 Sukma Sarawak 2024 volunteers aged 18 and above. Descriptive statistics were used for initial analysis, while Independent T-test and Pearson Chi-Square tests were employed for inferential statistical analysis to examine differences and relationships in volunteering motives.

## III. RESULTS AND DISCUSSION

### A. Volunteers' Participation Motives

With a value of  $4.57 \pm 0.52$ , understanding component has the highest mean of all the motivating factors for employed volunteers. On the other hand, the table also shows that protective value is the least motivating element, with a mean value of  $3.92 \pm 0.88$ . The mean difference between highest and lowest values differs by 0.83.

### B. Status of Volunteers' Participation

The distribution of volunteers' participation status in Sukma Sarawak 2024 indicates that the majority are employed ( $n = 117$ , 61.3%), followed by unemployed individuals ( $n = 40$ , 20.9%) and students ( $n = 34$ , 17.8%). This highlights that employed individuals constitute the

largest group of volunteers, while students represent the smallest group.

### C. Significant Difference in Employment Status

An independent T-test was conducted to investigate significant differences in volunteering motives between employed and unemployed volunteers in Sukma Sarawak 2024. The results indicate no statistically significant differences in volunteering motives across these groups ( $t = 0.21$ ,  $df = 155$ ,  $p = 0.83$ ). This suggests that employment status does not significantly influence the motives for volunteering among participants.

### D. Relationship Between Volunteering Motives and Employment Status

TABLE I  
RELATIONSHIP BETWEEN VOLUNTEERING MOTIVES AND EMPLOYMENT STATUS

Employment Status	Volunteering Motives	
	Pearson Chi-Square	0.67
	Sig (2-tailed)	0.29
	N	191

A chi-square test was conducted to examine whether volunteering motives were significantly related to employment status among volunteers at Sukma Sarawak 2024. The result (Pearson  $\chi^2$ ;  $p = 0.29$ ) exceeded the conventional significance level of 0.05, indicating that the null hypothesis could not be rejected. Although the effect size ( $r = 0.67$ ) was relatively large, the non-significant p-value suggests there was insufficient evidence to conclude that employment status is associated with volunteering motives in this sample (Table 1).

## IV. CONCLUSIONS

The study identified understanding as the key motive for volunteers' participation, with employed volunteers being the largest group. No significant differences or relationships were observed in motivational factors across employment statuses. These findings provide valuable insights for improving volunteer engagement strategies and fostering greater participation in future events.

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