

ANALYSIS OF FACTORS INFLUENCING
THE VOLUNTEER WORK
OF OLDER ADULTS

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CHAPTER I

INTRODUCTION

Organized volunteers are playing an important part in many social and human service programs. The volunteers who give their time, talents, and energy represent a wide range of the general population. These volunteers include professional people, common laborers and those who are retired from the labor force. All age groups are represented among the volunteers, from elementary school age children to the very elderly. According to a 1974 survey by the U. S. Census Bureau, one of every four Americans over the age of thirteen does some volunteer work (Baumhover & Jones, 1977).

People volunteer for a variety of motives, needs, and interests. Retired adults are often looking for something meaningful to fill the hours which had formerly been filled by their careers (Janowitz, 1965). Retired teachers often volunteer their time so they can maintain contact with the school and students. Volunteers frequently say their main reward is knowing they have helped someone. Senior citizens often find a new and rewarding experience as a volunteer (Keating, 1977).

Volunteering may be an ideal career replacement for the

retired adult. At a time when there has been a trend toward earlier retirement, there is an increase in number and proportion of older adults, 60 years of age and over in the United States (Rhine, 1980). Retirement gives the older adult more discretionary time with the opportunity to participate in voluntary activities and make a contribution to the betterment of community life.

Significance of Volunteer Programs

Increased operating costs have resulted in a cut back of services provided by governmental agencies and private businesses. Some of the void created by the cut back in services can be filled by volunteers. The abundance of untapped human potential which exists can assume some responsibility for helping meet some of the needs. According to a 1981 Gallup Poll (Gallup 1982), 70 percent of the American population was willing to do volunteer work, but it was estimated only 29 percent actually did. When Gallup (1982) did another study with a broader definition of volunteerism to include "working in some way to help others without benefit of pay" (p. 268), it was found that 52 percent of the adult population served as volunteers. According to Krikorian (1985) a reported 92 million people volunteered time valued at 70 billion dollars in 1983.

The trend toward earlier retirement in order to open jobs for younger workers creates a need for utilizing the capabilities of older retired adults (Butler, 1975). Volunteer

work may be one way for the older adult to maintain an active life. From 1980 to 1982 the number of older adult volunteers working with ACTION programs increased by 70,000 people. There is an anticipated additional increase of volunteers in the older population (Senate Hearing, 1982). The knowledge, experience, and skill of the older adult volunteer provides stability to volunteer programs.

Personal satisfaction is an important function of volunteerism. The service rendered is valuable, but the personal satisfaction to the volunteers from helping others is immeasurable (Kaplan & Aldridge, 1962).

Changing Demographics of the Older Adult Population

The composition of the population in the United States has undergone a revolution in the last 80 years. Since 1900 the number of older adults, aged 65 and over, has quadrupled and the rest of the population has only doubled (U. S. Dept. of Commerce, Bureau of Census, Sept. 1983).

There has been a gradual increase in life expectancy in the United States. This has resulted in an increase in the number and percent of adults 65 years of age and over in the population. The older age group will grow even more rapidly during the next 50 years when the "baby boom" generation reaches the age of 65 (U. S. Dept. of Commerce, Bureau of Census, Sept. 1983).

United States Census projections show the impact of the

increase in the 65 and over age group. In 1900 there were 3.1 million individuals 65 years of age or over in the United States. This was 4.4 percent of the total population. By 1980 the 65 and over age group had increased to 25.5 million people or 11.3 percent of the population. The proportion of older adults had tripled. Projected figures estimate that by the year 2000 there will be 30.6 million Americans age 65 or over, an increase to 13.1 percent of the population. When the "baby boom" generation reaches 65 there will be twice the number of people over 65 as there are today (U. S. Dept. of Commerce, Bureau of Census, Sept. 1983).

The demographic changes to an increased proportion of older adults in the United States has been of governmental concern. Congress passed the Older Americans Act in 1965. The purpose of the act was to focus on the special needs of older citizens. A 1969 amendment to the act authorized the formation of the Retired Senior Volunteer Program (RSVP). The Area Agency on Aging (AAA) was created by a 1973 amendment. It is a network of nonprofit organizations serving older adults in a specific geographic area (Berghorn and Schafer, 1981).

Volunteer Programs and the Older Adult

The 1971 White House Conference on Aging recommended the development of programs for older Americans which would utilize the experience, knowledge, and skills of the elderly. The Retired Senior Volunteer Program (RSVP) is one of the ACTION volunteer programs established to create services involving the

aging. This program is designed to involve older adults in community service, give them the opportunity to remain active in community life, and gain satisfaction from being needed (Baumhover and Jones, 1977).

Volunteering offers the older adult an opportunity to have a variety of useful and satisfying experiences. Older volunteers serve in schools, parks, hospitals, libraries, nursing homes, senior citizen centers, and countless other community organizations. The needs and interests of the volunteer are matched to the needs of the organization utilizing volunteer labor.

Purpose of the Study

This study was conducted with RSVP volunteers for the purpose of gathering information about (1) older adult volunteers, specifically the type and amount of volunteer services they perform, (2) the relationship of volunteer work to previous employment and certain factors in their present environment. The specific objectives for the study were:

1. To identify characteristics of the older adult volunteer.
2. To identify expressed reasons older adults do volunteer work.
3. To identify the type of volunteer work performed by older adult volunteers.
4. To determine the number of hours per week the older adult works as a volunteer.

5. To determine the relationship of (a) age, (b) sex, (c) income, (d) marital status, (e) education, (f) condition of health, (g) available transportation, (h) living arrangements, (i) previous employment, and (j) years employed to the volunteer work of the older adult.

Hypotheses

The following hypotheses were postulated for the study:

1. There will be no significant relationships between the type of volunteer work of older adults and (a) age, (b) sex, (c) marital status, (d) living arrangements, (e) condition of health, (f) educational level, (g) available transportation, (h) income, (i) years employed, and (j) previous occupation.

2. There will be no significant relationships between the number of hours per week of volunteer work of older adults and (a) age, (b) sex, (c) marital status, (d) living arrangements, (e) condition of health, (f) educational level, (g) available transportation, (h) income, (i) years employed, and (j) previous occupation.

3. There will be no significant relationships between years of volunteer work of older adults and (a) age, (b) sex, (c) marital status, (d) living arrangements, (e) condition of health, (f) educational level, (g) available transportation, (h) income, (i) years employed, and (j) previous occupation.

4. There will be no significant relationships between reasons of older adults for doing volunteer work and (a) age, (b) sex, (c) marital status, (d) living arrangements, (e)

condition of health, (f) educational level, (g) available transportation, (h) income, (i) years employed, and (j) previous occupation.

5. There will be no significant relationships between enjoyment factors of the older adult's volunteer work and (a) age, (b) sex, (c) marital status, (d) living arrangements, (e) condition of health, (f) educational level, (g) available transportation, (h) income, (i) years employed, and (j) previous occupation.

Assumptions

The following were assumptions in this study:

1. The older adults in the study are presently working as volunteers.
2. Older adult volunteers are widely used in various community projects and activities.

Limitations

The following were limitations in this study:

1. Participation was limited to one specific group of older adult volunteers; those associated with the Retired Senior Volunteer Program of Enid, Oklahoma who were 60 years of age or over; therefore, it may not be representative of all older adult volunteers.
2. Information obtained will be representative of one geographic area and may not be representative of other areas.

Definition of Terms

In this study, the following definitions were utilized:

Older Adult - For this study, the older adult was an individual who was age 60 or above.

Volunteer Services - The unpaid work performed by individuals, through an organized agency or group, for the benefit of other individuals and the community.

Retired Senior Volunteer Program (RSVP) - A program started in 1971 under the Administration on Aging (AoA). Its purpose is to provide a means for retired older adults, age 60 or above, to find significant volunteer work in the community.

Enjoyment factors - A list of specific factors based on Herzberg's "motivation-Hygiene" theory which might influence the work of the volunteers. The questionnaire contained two questions regarding these factors

Active volunteer - An individual who is currently doing volunteer work on a regular basis.

CHAPTER II

REVIEW OF LITERATURE

This chapter reviews literature about volunteer programs, older adults, and their relationships. Attention is given to the importance of volunteer programs in the United States. Characteristics of the rapidly increasing older adult population are discussed and how they can be an important part of the community volunteer program.

Importance of Volunteers

Volunteering has become embedded in our American way of life. The democratic principle is based upon active citizen participation in community affairs. Volunteerism is crucial to the continued functioning of a democracy because it mobilizes such an enormous body of energy. This continued service is a vital part of our culture (Wilson, 1976).

Voluntary action by groups of citizens is one method of solving community problems or problems too large for the individual to handle. People are often individually powerless to institute changes, but gain strength when a group of volunteers unite their efforts (Allen, Chapin, Keller, & Hill, 1979). The combined actions of thousands of volunteers has had

an impact on society, they have been on the front line initiating social progress.

"Volunteer" has meant many things to many people. To most it means serving without pay, but this is a rather narrow definition. Ellis and Noyes (1978) give the following definition for volunteering:

To volunteer is to choose to act in recognition of a need, with an attitude of social responsibility and without concern for monetary profit, going beyond what is necessary to one's physical well-being (p. 10).

This definition goes beyond merely serving without pay. It contains an implication for freedom of choice, social responsibility for the benefit of society above unavoidable involvement with no thought for monetary rewards. Krikorian (1985) states, "I see a direct link between ethical values and discharging our responsibilities through voluntary action" (p. 301).

Characteristics of the Older Adult

Older people are stereotyped as a homogeneous population group. Neugarten (1982) relates they are described as poor, isolated, sick, unhappy, desolate, and destitute. In fact, there is probably more diversity among the older population group than any other group. As Butler (1975) states, "Older people actually become more diverse rather than similar with advancing years" (p. 7). The income of older people spans a

wider range than for younger adults. It is true some older adults are economically needy but others are not. There is also a marked distinction between the competence of "young-old" and frail "old-old." This distinction is not based on age alone but health characteristics. Some 60 year old individuals are "old-old" while some 80 year old people are "young-old." Chronological age is a convenient but not true measure of the status of the individual.

Cummings and Henry developed what is known as the "disengagement theory" in the early 1960's (Harris & Cole, 1980). According to this theory there is a gradual withdrawal of social interaction between society and the older individual. The withdrawal is considered inevitable and mutually desired by the individual and society.

Havighurst presented the opposite view with the "activity theory" (Harris & Cole, 1980). A continuation of roles is stressed in the "activity theory." When one role is relinquished or lost the individual merely finds a substitute role. Volunteer service may well serve as a replacement role when the individual is retired or widowed. Several voluntary associations are dedicated to meeting the interests and needs of the older adult.

The older adults of the present were the youth of World War I and the twenties. They were the young adults of the depression years. It was a time of low wages and long hours of work. If they had any leisure time, they were too tired to pursue interests outside of making a living. The opportunity

to participate in cultural activities was limited; therefore, the constructive use of leisure time was not learned by some people (Kaplan & Aldridge, 1962).

Developmental Tasks of Older Adults

Developmental tasks for older adults do not differ greatly from those of other ages. The physical, mental, and economic limitations become more evident. In the social area, the loss of some longtime social contacts can be offset by broadening of other social contacts and interest. Havighurst (1952) states "the older person must work hard to hold onto what he already has" (p. 92). The developmental tasks for the older adult, as listed by Havighurst are:

1. Adjusting to decreasing physical strength and health.
2. Adjusting to retirement and reduced income.
3. Adjusting to death of spouse.
4. Establishing an explicit affiliation with one's age group.
5. Adopting and adapting social roles in a flexible way.
6. Establishing satisfactory physical living arrangements (p. 92).

Contributions of Older Adult Volunteers

There is an ever increasing need for volunteers and the range of knowledge and skills required in volunteer jobs is extensive. The older adult volunteer can help fulfill these needs. The talents and experiences represented in this large reservoir of people makes them an excellent source of volunteer assistance available for service in the community (Berghorn and Schafer, 1981).

Senior citizens do not need to abandon their desire to continue a productive life after retirement. Volunteer service offers the opportunity for the older person to remain active and useful, just in a different way (Berghorn and Schafer, 1981). Wilson (1976) states, "Volunteering can mean self-renewal for the volunteer and for the community" (p. 4).

Older adult volunteers have a lot of potential. This rapidly increasing population group is making significant contributions to the volunteer programs in America. These older volunteers have become as indispensable to community services and social welfare programs as other age groups of volunteers (Grabowski & Mason, no date). Seguin and McConney (1982) describe the older adult retirees as "a rich human resource who can improve the quality of life for themselves and others through volunteer work" (p. 1).

Retired individuals are often looking for something to do with the time which was previously filled by their job. Kaplan and Aldridge (1962) and Maves (1981) agree that the older adult

wants constructive activities which will be beneficial, not just busy work. The older adult wants and needs to be a contributor in a project which will make a difference to someone.

Work with voluntary organizations is well suited for those older adults who desire social contact. There is satisfaction in group association and work. According to Hoffman (1970), older adults become more older-people oriented as they are separated from family members by distance. Senior Citizen Centers have been an out-growth of the needs of older adults. Centers were established primarily through volunteer efforts to serve the older population. The centers were begun for socialization but have expanded to include many services, such as nutrition sites for older adults.

Midlarsky and Kahana (1983) conducted a study of determinants and consequences of helping by older citizens. They concluded that older adults do engage in volunteer helping and that it provides considerable satisfaction to the volunteer. Helping others was significantly related to self-esteem and a sense of integration with others. Some of the personal demographic factors with positive relationship to the probability of volunteering were education, health, and availability of a car. Age was inversely related to volunteering.

Utilizing older volunteers is a major effort to keep older adults active and productive. Involving older adults in volunteer programs taps the huge reservoir of human services

available in this population group. Baumhover and Jones (1977) as well as Grabowski and Mason (no date) point out that older adults have an excellent record as volunteers. They have proven to be dependable and have great potential. Maves (1981) lists some specific qualities which make the older volunteer a valuable asset:

1. Older adults are generally better educated and healthier than in the past.
2. Older adults have a large blocks of discretionary time to fill with meaningful and satisfying activities.
3. Older adults have a wide range of talents and skills.
4. Older adults have years of experience and training upon which to draw to make sound practical judgments (p. 17).

The 1971 White House Conference on Aging recommended the development of programs for older Americans which would utilize the skills, knowledge, and experience of older citizens (Baumhover and Jones, 1977). There have been many services for the aging as receivers but ACTION volunteer programs are designed to give the older person the role of service provider.

Motivation of Volunteers

Motivation is that desire or need which encourages an individual to do a particular task, no matter if it is a paid job, volunteer work, or leisure activity. Since volunteer work is free choice, motivation is an important factor of any volunteer program. Wilson (1976) discusses Herzberg's "Motivation-Hygiene theory" in which he separates the factors affecting people's work into motivation factors and hygiene factors. The motivation factors are those things experienced on the job which give a feeling of achievement, growth, and recognition. They include challenging work, achievement, recognition, responsibility, and growth. These factors motivate one to do more and better work. Working conditions, administration, supervision, policies, status, money, and interpersonal relations are classified as hygiene factors. These hygiene factors relate to the work environment and do not motivate but the lack of them is demotivating.

Barriers to Older Adults Volunteering

The older population is often overlooked as a potential contributing volunteer in society. Seguin and McConney (1982) point out that the public has been unaware of the size and scope of the untapped resource of retired individuals who are available for volunteer work. Erroneous negative myths have acted as a barrier to older adults participating in voluntary activities. Some of the myths listed by Maves (1981) are (1)

older people are unproductive, (2) older people want to disengage from the community, (3) older people are senile and decline into a second childhood, and (4) older people are set in their ways. According to Kahana and Midlarsky (1983) older adults have been portrayed as needy recipients of service.

Dr. Robert Butler (1975) referred to these negative images as "ageism." He explains "ageism" as a deep and profound prejudice which causes society to discriminate against the older adult. Such prejudicial phrases as "over the hill," "out to pasture," and "down the drain" have been used to describe older adults. Discrimination may be expressed in such forms as mandatory retirement age, dropping from leadership roles, and ignoring the older adult.

RSVP and the Older Adult Volunteer

The Retired Senior Volunteer Program (RSVP) is a nationwide program made possible by a 1969 amendment to the Older Americans Act of 1965. Operation began in 1971 following an appropriation from the Administration on Aging. The administrative responsibility was placed under ACTION, the Federal Volunteer Agency (Jantz, 1981).

Senior volunteers are making significant contributions in their communities through participation in RSVP. There are 250,000 RSVP volunteers filling a variety of volunteer assignments in all 50 states, Puerto Rico, Virgin Islands, Guam, and the District of Columbia (Kelley, 1979).

Any retired individual, 60 years of age or older may

become a RSVP volunteer. There are no restrictions based on education, income, or experience. A desire to be of service to others and the community is the only requirement.

The Retired Senior Volunteer Program is an organization dedicated to securing and placing older adult volunteers. Older citizens are offered a meaningful role in the community through unlimited opportunities for volunteer service with non-profit private and public organizations. The volunteers are placed in positions which will utilize their skills and experiences as well as develop their potential talents. Assignments are selected from a list of possibilities compiled by the local RSVP office (Kelley, 1979).

Summary

With increased demands for services and economic cut backs in many areas, the importance of volunteer work is increasing in the United States to help bridge the gap. Voluntary action by citizens is one method of continuing many of these services and solving some community problems.

The increasing older population is one place to find the needed volunteers for the community. They are retiring earlier, living longer, better educated, and in better health than ever before. The knowledge and skills they possess make older adults an excellent community resource.

Older adults want constructive activities to fill their time. Through such organizations as the Retired Senior Volunteer Program, older adults are finding meaningful

volunteer work. These volunteers are making significant contributions to the community while maintaining an active, satisfying life.

CHAPTER III

METHODS AND PROCEDURES

This chapter discusses the following: (1) descriptive research, the type utilized in this study; (2) the population involved in the study; (3) the development and administration of the questionnaire; and (4) the statistical analysis of the data.

Type of Research

Descriptive research is especially appropriate for the behavioral sciences. Descriptive research deals with the relationship between variables, the testing of hypotheses, and the development of generalizations. Best (1977) gives the following definition of descriptive research:

Descriptive research describes what is. It involves the description, recording, analysis, and interpretation of conditions that now exist. It involves some type of comparison or contrast and may attempt to discover relationships that exist between existing nonmanipulated variables (p. 15).

The survey is one method of gathering information for descriptive research. For this study a survey type instrument was used.

Population

The 481 volunteers working with the Retired Senior Volunteer Program of Enid and North Central Oklahoma were selected as the population for this study. The RSVP members are an actively involved group of older adult volunteers. A wide range of demographic characteristics would be represented among the older adult volunteers. The geographical proximity of these RSVP volunteers provided easy access for the researcher.

Instrument Development and Data Collection

A questionnaire was developed to secure the information for the study regarding (1) demographic data, (2) present and previous type of volunteer work, (3) number of hours of volunteer work per week, (4) reason for doing volunteer work, (5) most and least enjoyable factors of volunteer work, and (6) number of years worked as a volunteer (Appendix A). The questionnaire was designed as a checklist for ease of response. There was opportunity for respondents to add comments and supply answers other than those listed. The questions regarding previous occupation and job responsibilities were open-ended. The occupations and responsibilities listed by respondents were categorized for tabulation.

The instrument was pretested in December 1984 with a group of older adults similar to those to be in the study, at the Hennessey Senior Citizens' Center, Hennessey, Oklahoma. Of the 20 people present, 16 answered the questionnaire. The responses were reviewed and necessary changes made. The most obvious problem appeared to be with three questions which asked the respondents to rank some items in importance. Several people asked for clarification of how to respond. Most people just checked one or more answers. These questions were revised permitting respondents to check as many answers as applied.

The questionnaire and a cover letter of explanation were mailed with the February, 1985 RSVP Newsletter to 481 RSVP volunteers (Appendix B). The monthly newsletter, which is a regular source of information to the RSVP members, included a special notice about the study by RSVP director, Steven Whitfill. Questionnaires were coded to assist with a follow-up mailing if necessary. The RSVP volunteers spent several hours of volunteer work one day folding and stapling the newsletter and questionnaire in preparation for mailing. A post card was mailed as a follow-up four weeks after the initial questionnaire.

Of the 481 questionnaires mailed to RSVP volunteers, there were 225 responses within three weeks. After the post card follow-up, 74 more returns were received for a total of 299. This represents a return of 62.16 percent. The 299 responses included 267 useable returns, 27 presently not doing volunteer

work, and 5 incomplete returns. The 267 useable returns represent 55.5 percent of the total population of 481.

Statistical Analysis

Information from the questionnaires was keypunched for computer analysis. The statistical analysis of the data was processed at the computer center at Oklahoma State University using the SAS program. Frequencies and percentages were calculated for all the data. Chi square statistical analysis was used for determining significant differences between demographic groupings and type of volunteer work, hours worked per week, reasons for doing volunteer work, least and most enjoyable factors of volunteer work, and years worked as a volunteer.

CHAPTER IV

ANALYSIS OF DATA

Introduction

The purpose of this study was to identify characteristics of older adult volunteers, to determine the type of volunteer work performed by the older adults, and some of the factors influencing their volunteer work. Results of the data analysis will be discussed in this chapter.

Profile of the Respondents

Among the 267 respondents, women outnumbered the men by 5.5 to 1. There were 225 or 84.27 percent women and 42 or 15.73 percent men. As illustrated in Table I, the ages of the respondents ranged from 60 years to over 80 years. The 75-79 age group was the largest age group with 27.55 percent of the total respondents. The 65-69 year age group represented 23.40 percent. There were 19.62 percent of the respondents over 80 years of age, with the 70-74 years only slightly less with 18.11 percent. The 60-64 years of age was the smallest group with 11.32 percent of the respondents.

Marital status of the respondents was classified into four

groups. Widowed respondents slightly outnumbered married respondents, 126 to 111. There were 18 single, never married and 12 divorced respondents.

Living arrangements of the respondents were almost evenly divided between those living alone and those living with another person. There were 142 (53.18 percent) respondents living alone. There were 109 (40.82 percent) living with a spouse; 11 (4.12 percent) living with their children; and five (1.87 percent) living with some other relative.

Most of the individuals, 135 or 50.75 percent, rated their health good; 72 or 27.07 percent, rated their health fair; 52 or 19.55 percent, rated their health as excellent, Only seven or 2.63 percent, rated their health poor.

The respondents had a range of educational levels as is revealed in Table I. There were 79.02 percent who had completed high school and 20.98 percent who had not completed high school, with 50.56 percent who had completed some formal education beyond high school. The largest group of respondents, 33.33 percent, had completed some college but less than a bachelor's degree. Those who had completed high school, but no college, were only slightly less, 28.46 percent. The other educational levels in descending order were eighth grade or less, 11.99 percent; bachelor's degree plus additional graduate study, 10.11 percent; some high school (ninth grade or above but not graduated) 8.99 percent; bachelor's degree from college, 7.12 percent.

TABLE I
CHARACTERISTICS OF THE RESPONDENTS

N=267			
Variable	Classification	Frequency	Percent
Age	60-64	30	11.32
	65-69	62	23.40
	70-74	48	18.11
	75-79	73	27.55
	80 and over	52	19.62
Sex	Males	42	15.73
	Females	225	84.27
Marital Status	Married	111	41.57
	Single	18	6.74
	divorced	12	4.49
	Widowed	126	47.19
Living Arrangement	Alone	142	53.18
	With spouse	109	40.82
	With children	11	4.12
	With other relative	5	1.87
Condition of Health	Excellent	52	19.55
	Good	135	50.75
	Fair	72	27.07
	Poor	7	2.63
Education	8th grade or less	32	11.99
	Some High School	24	8.99
	High School Graduate	76	28.46
	Some College	89	33.33
	College Graduate	19	7.12
	Graduate Study	27	10.11
Transportation	Own Car	209	78.57
	Ride with friends	38	14.29
	Senior Citizens' Bus	12	4.51
	Public Transportation	4	1.50
	Other	2	0.75

TABLE I (Continued)

Variables	N=267		
	Classification	Frequency	Percent
Income	Less than \$5,000	33	13.25
	\$5,000 - \$9,999	74	29.72
	\$10,000 - \$19,999	74	29.72
	\$20,000 - \$29,999	42	16.87
	\$30,000 - \$39,999	11	4.42
	\$40,000 - \$49,999	8	3.21
	\$50,000 or above	7	2.81
Years Employed	0 years	58	21.80
	1 - 10 years	25	9.40
	11 - 20 years	51	19.17
	21 - 30 years	41	15.41
	31 - 40 years	41	15.41
	41 years or more	49	18.42
Previous Occupation	Homemaker	59	22.18
	Sec/clerk	40	15.04
	Teacher	27	10.15
	Agriculture	7	2.63
	Health Care	23	8.65
	Retail Sales	27	10.15
	Own Business	12	4.51
	Services	58	21.80
	Manager	10	3.76
	Other	3	1.13

The respondents represented a mobile population group with 78.57 percent owning and driving their own car. There were 14.29 percent of the respondents who reported they ride with friends or relatives. There were 4.51 percent who ride the senior citizens' bus and 1.50 percent who rely on public transportation. Two individuals listed other methods (walking) as their most common form of transportation.

Income of the respondents ranged from less than \$5,000 to over \$50,000. The income of 59.44 percent was between \$5,000 and \$20,000. This represents the combining of two groups with identical percentage of 29.72 percent, those with income from \$5,000 to \$9,999 and from \$10,000 to \$19,999. There were few respondents, only 6.02 percent, reporting an income in the upper income levels, above \$40,000.

The length of previous employment for the respondents ranged from 0 to over 41 years. There were 21.80 percent who had not been employed and 18.42 percent who had been employed for over 41 years. Most of the respondents had worked for over 11 years. A total of 19.17 percent of the respondents had been employed for 11-20 years; 15.41 percent for 21-30 years; 15.41 percent for 31-40 years; and 9.40 percent for 1-10 years.

There were 22.18 percent of the respondents homemakers who had not been employed outside the home. The largest occupational group, of those who had been employed was the service career area, (telephone, postal, and others) with 21.80 percent of the respondents. Secretaries, teachers, and retail sales comprised the next largest previous occupation groups. Individuals previously engaged in agriculture represented only 2.63 percent of the respondents.

Results of Chi Square Tests of Relationships
Between Type of Volunteer Work
and Demographic Variables

The first hypothesis postulated for the study was: There will be no significant relationships between the type of volunteer work of older adults and (a) age, (b) sex, (c) marital status, (d) living arrangement, (e) condition of health, (f) education, (g) available transportation, (h) income, (i) years employed, and (j) previous employment. The chi square test was utilized to test this hypothesis. A significance level of .05 was established as the acceptable level for the study. Older adult volunteers participated in a variety of volunteer jobs. For the purpose of this study the types of volunteer work were divided into 14 categories. There were ten of the fourteen types of volunteer work which had a significant relationship with one or more of the variables.

Age of Respondents

The percent of volunteers in each type of work by age is illustrated in Table II. The age of volunteers had a significant relationship to only one type of volunteer work. The chi square test revealed significance between volunteer fund raising and age of respondents at the .0048 level (see Table III). The 65-69 year age group reported the largest percentage of participation in this type of work with 20.97 percent. This represented 13 respondents. The 60-64 year old

respondents were not as involved; only 3.33 percent of the respondents this age reported doing volunteer fund raising. Other age groups had small percentages of participation: 70-74 year, 6.25 percent; 75-79 years, 9.59 percent and 80 or above, 1.92 percent.

TABLE II
DISTRIBUTION OF RESPONDENTS BY AGE GROUP
AND REPORTED TYPE OF VOLUNTEER WORK

Type of work	N	Age*				
		60-64 n=30	65-69 n=62	70-74 n=48	75-79 n=73	80+ n=52
		%	%	%	%	%
Youth groups	4	3.33	1.61	2.08	0.00	1.92
Nutrition	54	16.67	19.33	20.83	28.77	11.54
Health	19	3.33	8.06	10.42	5.48	7.69
outreach	33	6.67	9.68	20.83	15.07	7.69
Handyman	10	3.33	1.61	2.08	6.85	3.85
Fund raising	25	3.33	20.97	6.25	9.95	1.92
Clerical	21	3.33	11.29	10.42	4.11	9.62
Visitation	90	20.00	32.26	39.58	38.36	32.69
Arts and culture	21	3.33	4.84	14.58	8.22	7.69
Political	19	10.00	6.45	10.42	5.48	5.77
Counseling	1	0.00	0.00	0.00	1.37	0.00
Educational	6	6.67	3.23	0.00	2.74	0.00
institutions						
Church and religion	82	33.33	37.10	35.42	24.66	26.92
Other	137	66.67	54.84	50.00	43.84	52.94

*Multiple responses were possible; therefore, column totals may not equal 100 percent.

TABLE III

RESULTS OF CHI SQUARE TESTS OF RELATIONSHIPS
BETWEEN THE TYPE OF VOLUNTEER WORK AND
DEMOGRAPHIC VARIABLES

Type of Work	Significant Variables	df	Chi square value	Probability Level
Youth work	Condition of health*	3	10.085	.0179
Nutrition work	Sex of respondent*	1	4.941	.0262
	Educational level*	5	12.238	.0317
	Previous occupation*	9	17.237	.0451
Health care	Previous occupation*	9	21.292	.0114
Outreach	Transportation*	5	13.754	.0172
Handyman	Sex of respondent*	1	23.083	.0001
	Marital status*	3	8.136	.0433
Fund raising	Sex of respondent*	1	8.549	.0035
	Age of respondent*	4	14.965	.0048
Clerical	Marital status*	3	19.524	.0002
	Living arrangements*	3	8.053	.0449
	Educational level*	5	13.294	.0208
Visitation	Living arrangements*	3	10.289	.0163
Political	Marital status*	3	8.657	.0342
Church and religion	Sex of respondent	1	4.659	.0309
	Marital status	3	10.740	.0132
	Condition of health*	3	11.107	.0112
	Educational level	5	15.776	.0075
	Health*	3	11.107	.0112
	Income*	6	13.699	.0332

*Over 20 percent of the cells have counts of less than five; therefore chi square may not have been a valid test.

Sex of Respondents

The sex of the respondents was significantly related to four of the fourteen types of volunteer work (see Table III). An examination of Table IV shows that a larger percentage of men than women indicated they were working with nutrition, handyman, fund raising, and church and religious activities. There were 33.33 percent of the men and 18.22 percent of the women working with nutrition work (Meals-on-Wheels, nutrition sites). The sex of the respondent was significant at the .0262 level with nutrition work. Handyman work was significant with the sex of the respondents at the .0001 level but there were few participants in this type of work and the chi square test may not be conclusive. There were 21.43 percent of the men and 7.11 percent of the women doing volunteer fund raising. The respondents' sex was significant with fund raising work at the .0035 level but the number of respondents was low and the chi square test may not be conclusive. There were 45.24 percent of the men and 28.44 percent of the women doing volunteer church and religious work. The chi square test revealed a .0303 significance level between the sex of the respondent and volunteer church work.

TABLE IV
DISTRIBUTION OF RESPONDENTS BY SEX AND
REPORTED TYPE OF VOLUNTEER WORK

Type of Work	Males n=42*		Females n=225*	
	N	%	N	%
Youth	2	4.76	2	0.89
Nutrition	14	33.33	41	18.22
Health Care	1	2.38	18	8.00
Outreach	4	9.52	30	13.33
Handyman	7	16.67	3	1.33
Fund Raising	9	21.43	16	7.11
Clerical	3	7.14	18	8.00
Visitation	15	35.71	76	33.78
Arts and Culture	2	4.76	19	8.44
Political	3	7.14	16	7.11
Counseling	0	0.00	1	0.44
Educational	1	2.38	5	2.22
Church and Religion	19	45.24	64	28.44
Other	16	38.10	122	54.46

*More than one response could be selected; therefore, totals may not equal the number in study.

Marital Status of Respondents

An examination of Table III reveals a significant relationship between marital status and four types of volunteer work. As reported in Table V, a larger percentage of married (7.21 percent) and divorced (9.33 percent) respondents reported doing handyman type volunteer work than single (0 percent) or widowed (0.79 percent). This gave a chi square significance of .0433 but there were only seven respondents doing volunteer handyman work. Because of the small number of volunteers, the chi square test may not be conclusive. The single and

divorced groups had the largest percentage of participants in clerical work with 33.33 percent and 16.67 percent respectively. Only 4.50 percent of the married and 6.35 percent of the widowed respondents indicated they did volunteer clerical work. Results of the chi square tests of the relationship between clerical work and marital status of the volunteer indicate a significance level of .0002 (see Table III). The single, never married respondents had the largest percentage of participants (16.67 percent) in political volunteer work. There were 10.81 percent of the married respondents, 3.17 percent of the widowed and no divorced respondent involved in political work. Marital status and political volunteer work had a chi square significance of .0342. Half of the single respondents (50 percent) indicated doing church work; 37.84 percent of the married respondents; 24.60 percent of the widowed; and 8.33 percent of the divorced, making marital status significant at the .0132 level.

TABLE V
DISTRIBUTION OF RESPONDENTS BY MARITAL
STATUS AND REPORTED TYPE OF
VOLUNTEER WORK

Type of Work	N	Marital status			
		Married n=111 %	Single n=18 %	Divorced n=12 %	Widowed n=126 %
Youth	4	2.70	0.00	8.33	0.00
Nutrition	55	22.52	27.78	8.33	19.05
Health Care	19	6.31	5.56	0.00	8.73
Outreach	34	9.91	5.56	25.00	15.08
Handyman	10	7.21	0.00	8.33	0.79
Fund Raising	25	13.51	16.67	0.00	5.56
Clerical	21	4.50	33.33	16.67	6.35
Visitation	91	35.14	38.89	33.33	32.54
Arts and Culture	21	9.01	11.11	8.33	6.35
Political	19	10.81	16.67	0.00	3.17
Counseling	1	0.00	0.00	0.00	0.79
Educational	6	4.50	0.00	0.00	0.79
Institution					
Church and	83	37.84	50.00	8.33	24.60
Religion					
other	138	50.91	44.44	58.33	53.17

Living Arrangements of Respondents

As reported in Table III, living arrangements of the respondents had a significant relationship to two types of volunteer work; clerical and visitation. Of the five respondents living with other relatives, 40 percent participated in clerical work (see Table VI). Only 9.09 percent of the 11 volunteers living with their children, 8.45 percent of those living alone and 5.50 percent of those living with a spouse did clerical work. The relationship between

clerical work and living arrangements had a chi square significance level of .0449. Of the volunteers living with their children, 72.73 percent did visitation, compared to 34.86 percent of the respondents living with spouses, 31.69 percent of those living alone and none of the respondents living with other relatives. Living arrangements and volunteer visitation work had a chi square significance of .0163. The number of respondents living with their children or other relatives was small, so the chi square test results may not be conclusive.

TABLE VI
DISTRIBUTION OF RESPONDENTS BY LIVING
ARRANGEMENTS AND REPORTED TYPE
OF VOLUNTEER WORK

Type of Work	N	Living Arrangements			
		Alone n=142 %	With spouse n=109 %	With children n=11 %	With other relative n=5 %
Youth	4	0.70	2.75	0.00	0.00
Nutrition	55	19.01	22.94	18.18	20.00
Health care	19	8.45	6.42	0.00	0.00
Outreach	34	15.49	10.09	9.09	0.00
Handyman	10	1.41	7.34	0.00	0.00
Fund raising	25	7.04	12.84	9.09	0.00
Clerical	21	8.45	5.50	9.09	40.00
Visitation	91	31.69	34.86	72.73	0.00
Arts and culture	21	7.75	8.26	0.00	20.00
Political	19	4.93	10.09	9.09	0.00
Counseling	1	0.70	0.00	0.00	0.00
Education	6	0.70	4.59	0.00	0.00
Church	83	27.46	37.61	27.27	0.00
Other	138	53.52	50.93	27.27	80.00

Health of Respondents

Respondents rated their health excellent, good, fair, or poor. Table I lists the number and percent of respondents' ratings of their health and Table VII lists the percent of volunteers in each type of volunteer work when grouped by health ratings. Youth work and church volunteer work were the only types of volunteer work which had significant relationships with the volunteers' rating of their health (see Table III). The relationship between the respondents' health rating and youth work was significant at the .0179 level. Only four respondents indicated they were youth group volunteers. This represented 2.22 percent of the respondents who rated their health good and 14.29 percent who rated their health poor. Because of the small number of respondents in volunteer youth work, the chi square test results may not be conclusive. Of the volunteers rating their health as excellent, 46.15 percent reported doing church work, compared to 32.59 percent of those rating their health good, 19.44 percent rating their health fair and 14.29 percent of those rating their health poor. Visitation was the volunteer work checked by more of the respondents rating their health as poor, which was a very small number of respondents. The respondents' health rating showed a significant chi square relationship with church related work at the .0112 level.

TABLE VII
DISTRIBUTION OF RESPONDENTS BY HEALTH
RATING AND REPORTED TYPE OF
VOLUNTEER WORK

Type of work	N	Rating of health			
		Excellent n=52 %	Good n=135 %	Fair n=72 %	Poor n=7 %
Youth groups	4	0.00	2.22	0.00	14.29
Nutrition	55	30.77	17.78	19.44	14.29
Health care	19	5.77	8.15	6.94	0.00
Outreach	34	7.69	14.07	15.28	0.00
Handyman	10	5.77	2.22	5.56	0.00
Fund raising	25	11.54	11.11	5.56	0.00
Clerical	21	13.46	8.15	4.17	0.00
Visitation	91	23.08	34.07	41.67	42.86
Arts and culture	21	7.69	8.89	6.94	0.00
Political	19	5.77	8.99	5.56	0.00
Counseling	1	0.00	0.74	0.00	0.00
Education	6	3.85	2.96	0.00	0.00
Church	83	46.15	32.59	19.44	14.29
Other	137	55.77	51.11	49.30	57.14

Educational Level of Respondents

The chi square test indicated three types of volunteer work, listed in Table III, with a significant relationship associated with the educational level of the respondents; nutrition, clerical, and church related work. The relationship was significant at the chi square level of .0317 for nutrition work, .0208 for clerical work, and .0075 for church work. A larger percentage of college graduates participated in all three areas (see Table VIII). Those respondents completing no high school participated less in church and clerical work

TABLE VIII
DISTRIBUTION OF RESPONDENTS BY EDUCATIONAL
LEVEL AND REPORTED TYPE OF
VOLUNTEER WORK

Type of Work	Educational level					
	8th grade	Some high	High school	Some	B S	Graduate
	or less	school	graduate	college	Degree	study
	n=32	n=24	n=76	n=89	n=19	n=27
	%	%	%	%	%	%
Youth work	0.00	0.00	0.00	3.37	0.00	3.70
Nutrition	18.75	8.33	17.11	20.22	21.05	44.44
Health care	3.13	4.17	9.21	8.99	5.26	3.70
Outreach	6.25	20.83	7.89	19.10	5.26	11.11
Handyman	3.13	12.50	0.00	3.37	15.79	0.00
Fund raising	3.13	8.33	10.53	5.62	15.79	22.22
Clerical	0.00	4.17	2.63	14.61	15.79	7.41
Visitation	31.25	37.50	28.95	40.45	21.05	37.04
Arts and culture	12.50	8.33	5.26	5.26	21.05	7.41
Political	0.00	4.17	6.58	7.78	10.53	14.81
Counseling	0.00	0.00	1.32	0.00	0.00	0.00
Education	0.00	0.00	2.63	2.25	0.00	7.41
Church	12.50	25.00	23.68	39.33	31.58	51.85
Other	50.00	45.83	53.95	55.68	47.37	44.44

areas, while those respondents who had completed some high school participated the least in nutrition work. Of the respondents not completing any high school, 31.25 percent participated in visitation work and 50 percent participated in other volunteer activities including hospital gift shop work.

Available Transportation of Respondents

Outreach work was the only type of volunteer work with a significant chi square relationship to transportation. It was significant at the .0172 level (see Table III). Of those respondents who drive their own car, 13.88 percent, reported doing outreach work, as is reported in Table IX. Statistically, those respondents who used public or other transportation, reported the highest percentage doing outreach work, but this was only 2 of 6 respondents in the two groups. There were very few respondents who indicated they were involved in outreach work; therefore, the chi square test should be interpreted with caution.

TABLE IX
DISTRIBUTION OF RESPONDENTS BY AVAILABLE
TRANSPORTATION AND REPORTED TYPE
OF VOLUNTEER WORK

Type of Work	Available transportation					
		Own Car	Ride with Friends	Senior Bus	Public	Other
	N	n=209 %	n=38 %	n=12 %	n=4 %	n=2 %
Youth groups	4	1.44	2.63	0.00	0.00	0.00
Nutrition	55	22.01	21.05	8.33	0.00	0.00
Health care	18	8.61	0.00	0.00	0.00	0.00
Outreach	34	13.88	5.26	0.00	25.00	50.00
Handyman	10	4.78	0.00	0.00	0.00	0.00
Fund raising	25	10.05	5.26	8.33	25.00	0.00
Clerical	21	8.03	2.63	8.33	25.00	50.00
Visitation	91	35.41	31.58	25.00	25.00	50.00
Arts and culture	21	8.61	2.63	16.67	0.00	0.00
Political	19	7.18	7.89	0.00	25.00	0.00
Counseling	1	0.48	0.00	0.00	0.00	0.00
Educational	6	2.39	0.00	8.33	0.00	0.00
Church	83	33.49	23.68	8.33	50.00	50.00
Other	128	49.52	57.89	66.67	75.00	50.00

Income of Respondents.

A significant level of difference was revealed between one type of volunteer work and income of the volunteer. Income was significantly related to church work at the .0332 level (see Table III). A higher percentage, 57.14 percent, of those volunteers in the upper income level, \$50,000 or above, participated in church related volunteer work as reported in Table X. Only 15.15 percent of those volunteers with income below \$5,000 reported being a church volunteer. The other income levels had no definite pattern of participation with 25 to 50 percent reporting church related work.

TABLE X
DISTRIBUTION OF RESPONDENTS BY INCOME AND
REPORTED TYPE OF VOLUNTEER WORK

Type of Work	Income Level of Respondents						
	\$ 0	\$5,000	\$10,000	\$20,000	\$30,000	\$40,000	\$50,000
	\$5,000	\$9,999	\$19,999	\$29,999	\$39,999	\$49,999	above
	n=33	n=74	n=74	n=42	n=11	n=8	n=7
	%	%	%	%	%	%	%
Youth	3.03	0.00	1.35	2.38	0.00	0.00	0.00
Nutrition	15.15	13.51	27.03	30.95	18.18	12.50	28.57
Health Care	0.00	5.41	10.81	4.76	9.09	0.00	14.29
Outreach	9.09	20.27	8.11	9.52	9.09	0.00	14.29
Handyman	3.03	2.70	4.05	4.76	0.00	12.50	0.00
Fund Raising	3.03	6.76	10.81	11.90	9.09	25.00	14.29
Clerical	0.00	4.05	9.46	14.29	9.09	12.50	0.00
Visitation	36.36	36.49	32.46	35.71	27.27	12.50	14.29
Arts and Culture	6.06	13.51	4.15	0.00	18.18	0.00	14.29
Political	0.00	5.41	9.46	11.90	9.09	12.50	0.00
Counseling	0.00	1.35	0.00	0.00	0.00	0.00	0.00
Educational Inst.	3.03	0.00	1.35	2.38	9.09	0.00	14.29
Church and Religion	15.15	25.68	40.54	26.19	54.55	25.00	57.14
Other	48.48	51.35	55.41	61.90	36.36	50.00	28.57

TABLE XI
DISTRIBUTION OF RESPONDENTS BY PREVIOUS
OCCUPATION AND REPORTED TYPE
OF VOLUNTEER WORK

Type of Work	Previous Occupation									
	Home- maker n=59 %	Secretary Clerk n=40 %	Teacher n=27 %	Agri- culture n=7 %	Health Care n=23 %	Retail Sales n=27 %	Own Business n=12 %	Service n=58 %	Manager n=10 %	Other n=3 %
Youth groups	0.00	0.00	3.70	0.00	4.35	0.00	0.00	3.45	0.00	0.00
Nutrition	13.56	20.00	29.63	0.00	13.04	11.11	16.67	31.03	50.00	0.00
Health care	3.39	12.50	7.41	14.29	26.09	3.70	8.33	0.00	10.00	0.00
Outreach	15.25	15.00	14.81	14.29	13.04	11.1	8.33	8.62	10.00	33.33
Handyman	3.39	0.00	0.00	14.29	4.35	0.00	8.33	5.17	20.00	0.00
Fund raising	5.08	12.50	14.81	14.29	8.70	3.70	8.33	10.34	20.00	0.00
Clerical	5.08	15.00	7.41	14.29	0.00	3.70	8.33	10.34	10.00	0.00
Visitation	33.90	42.50	37.04	28.57	34.78	25.93	50.00	31.03	20.00	33.33
Arts and culture	8.47	7.50	18.52	28.57	13.04	3.70	0.00	1.72	10.00	0.00
Political	5.08	5.00	14.81	0.00	0.00	14.81	8.33	6.90	10.00	0.00
Counseling	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.72	0.00	0.00
Educational institutions	1.69	0.00	3.70	0.00	13.04	3.70	0.00	0.00	0.00	0.00
Church and religion	20.34	40.00	44.44	28.57	26.09	25.93	58.33	31.03	30.00	0.00
Other	55.17	57.50	37.04	28.57	52.17	62.96	41.67	53.45	30.00	66.67

Previous Occupation of Respondents

The previous occupation of the volunteers had a significant relationship to two types of volunteer work (see Table III). Volunteer work with nutrition programs such as Meals-on-Wheels was significantly related to the respondents' previous occupation. A chi square significance level of .0451 was obtained between nutrition work and previous occupation. A larger percentage (50 percent) of the volunteers who had been managers reported doing volunteer nutrition work as is reported in Table XI. Neither homemakers nor individuals with agriculture backgrounds reported doing nutrition work. Health work was significant at the .0114 level with the previous occupation of the respondents. Those people who had previously worked in the health care field reported a higher percentage (26.09 percent) of individuals being health care volunteers. There were no homemakers or service people, such as postal or telephone involved in health care work.

Changes in Volunteer Work

The number of volunteers in some types of volunteer work have changed from what was being done previously (prior to age 60) to the present. These changes are reflected in Table XII. Individuals previously participated more in youth group activities, 22.85 percent stated they had previously worked with youth groups compared to 1.50 percent presently. Volunteer work with educational institutions dropped from 11.61

percent to 2.25 percent of the older volunteers. Fewer older adults are also involved with volunteer fund raising activities, 15.36 percent previously, compared to 9.36 percent presently. Clerical work decreased from 12.73 percent of the respondents to 7.87 percent.

Some types of work had increased participation by the older adult volunteers. Visitation of shut-ins increased from 17.98 percent previous participation to 34.08 percent at the present. Volunteer work with nutrition programs (Meals-on-Wheels, nutrition site work) increased from 11.99 to 20.60 percent. Volunteer outreach work increased from 4.87 percent to 12.73 percent. Assisting with health care (giving shots, taking blood pressure) increased from 4.12 percent previously to 7.12 percent presently. More volunteers checked and listed other types of volunteer work at the present than previously. Only 8.61 percent listed other volunteer work previously, compared to 51.88 percent presently. Other work included Senior Citizens' Center, hospital gift shop and information desk.

The number of volunteers in a few types of volunteer services remained relatively stable from previous to present participation. The unchanged areas were arts and culture with an identical percentage, 7.87 percent of the volunteers; political work with 7.49 percent involved previously and 7.12 percent presently involved. Two other relatively unchanged areas of volunteer service were counseling and handyman. Very few individuals have worked as a volunteer in either of these

areas. Only 3.00 percent previously and 3.75 percent presently checked the handyman service. Volunteer counseling was checked by four individuals or 1.50 percent as a previous volunteer service, while only one checked that he/she was presently working in volunteer counseling.

TABLE XII
DISTRIBUTION OF RESPONDENTS REPORTING
CHANGES IN TYPE OF VOLUNTEER WORK

Type of work	Previous		Present		Change	
	N	%	N	%	N	%
Youth Work	61	22.85	4	1.5	-57	-21.35
Nutrition	32	11.99	55	20.6	+23	+18.79
Health Care	11	4.12	19	7.12	+ 8	+ 3.00
Outreach	13	4.87	34	12.73	+21	+ 7.87
Handyman	8	3.00	10	3.75	+ 2	+ .75
Fund Raising	41	15.36	25	9.36	-16	- 9.00
Clerical	34	12.73	21	7.87	-13	- 4.86
Visitation	48	17.98	91	34.08	+43	+16.10
Arts and Culture	21	7.87	21	7.87	0	0.00
Political	20	7.49	19	7.12	-1	- .37
Counseling	4	1.50	1	.37	- 3	- 1.13
Educational Institution	31	11.61	6	2.25	-25	- 9.36
Church and Religion	77	28.84	83	31.09	+ 6	+ 2.25
Other	23	8.61	138	51.88	+115	+43.27

The first hypothesis stated there would be so significant relationships between the type of volunteer work and the demographic variables. There were ten of the fourteen types of volunteer work significantly related to the variables. Youth work, nutrition work, health care, outreach, handyman, fund

raising, clerical, visitation, political, and church work were significantly related to one or more of the variables. According to the results of the chi square tests, the first hypothesis was not rejected in total, but was rejected in part.

Results of Chi Square Tests of Relationships
Between Hours of Work per Week and
Demographic Variables

The second hypothesis stated: There will be no significant relationships between the number of hours per week of volunteer work of the older adult and (a) age, (b) sex, (c) marital status, (d) living arrangement, (e) condition of health, (f) educational level, (g) available transportation, (h) income, (i) years employed, and (j) previous occupation. To test the hypothesis the chi square test was utilized with a .05 level of significance.

Previous Occupation of Respondents

The previous occupation of respondents was the only variable with a significant relationship to the hours of work per week of the volunteers (see Table XIII). The age of the respondents, with a level of .0556, was approaching the .05 significance level. Table XIV shows that a large percent of the respondents (44.15 percent), work four hours (one half day) or less per week as a volunteer. The percentage of volunteers drops as the number of hours of work per week increases. There were 36.60 percent working 5-8 hours per week, 10.94 percent

working 9-12 hours per week, 3.02 percent working 13-16 hours per week, and 2.64 percent in each of the two remaining categories.

TABLE XIII
RESULTS OF CHI SQUARE TESTS OF RELATIONSHIPS
BETWEEN HOURS OF WORK PER WEEK
AND DEMOGRAPHIC VARIABLES

Demographic Variables	df	Chi square Value	Probability Level
Age of Respondent*	20	30.967	.0556
Sex of respondent*	5	3.520	.6204
Marital status*	15	32.482	.1221
Living arrangement*	15	13.222	.5852
Condition of health*	15	18.497	.2375
Educational level*	25	35.075	.0869
Available transportation*	25	21.383	.6711
Income*	30	31.054	.4127
Years employed*	30	35.848	.2131
Previous Occupation	45	63.811	.0338

*Over 20 percent of the cells have expected counts of less than five; therefore, chi square may not have been a valid test.

Examination of Table XIV shows that when the time segments spent in volunteer work are collapsed into two categories, under nine hours and over nine hours per week, the volunteers who had been engaged in agriculture had a larger percentage of respondents (42.85 percent of 7) working over nine hours than other occupation groups. Volunteers from health career fields had 26.09 percent of 23 respondents working nine hours or more

per week. Homemakers and service careers both had 20.69 percent. Uncategorized careers had 33.33 percent working over nine hours per week, but there were only three respondents in this group. All occupation categories had a larger percentage of the respondents working less than nine hours per week. Chi square analysis showed that there were significant differences at the .0338 level, when data were grouped by previous occupation (see Table XIII).

TABLE XIV

DISTRIBUTION OF RESPONDENTS BY PREVIOUS
OCCUPATION AND REPORTED NUMBER OF
HOURS OF VOLUNTEER WORK PER WEEK

Occupation		Hours of Work per Week					
		4 or less n=117	5-8 n=97	9-12 n=29	13-16 n=8	17-20 n=7	21+ n=7
	N*	%	%	%	%	%	%
Homemaker	58	48.27	31.03	15.52	0.00	1.72	3.45
Sec/clerk	40	42.50	37.50	12.50	2.50	0.00	5.00
Teacher	27	59.26	33.33	3.70	3.70	0.00	0.00
Agriculture	7	28.57	28.57	14.29	0.00	28.57	0.00
Health care	23	52.17	21.74	4.35	13.04	4.35	4.35
Retail sales	27	44.44	40.74	14.81	0.00	0.00	0.00
Own business	12	41.67	42.67	8.33	0.00	8.33	0.00
Services	58	36.21	43.10	12.07	3.45	3.45	1.72
Manager	10	30.00	50.00	0.00	10.00	0.00	0.00
Other	3	0.00	66.75	0.00	0.00	0.00	33.33
All groups	265	44.15	36.60	10.94	3.02	2.64	2.64

*Two respondents did not complete this item on the questionnaire.

The second hypothesis stated that there would be no significant relationships between the number of hours of volunteer work per week and the demographic variables. There was a significant relationship between the previous occupation of the respondents and the number of hours worked per week. According to the results of the chi square tests, this hypothesis was not rejected in total but was rejected in part.

Results of Chi Square Tests of Relationships
Between Years of Volunteer Work and
Demographic Variables

The third hypothesis stated: There will be no significant relationships between years of volunteer work of older adults and (a) age, (b) sex, (c) marital status, (d) living arrangement, (e) condition of health, (f) educational level, (g) available transportation, (h) income, (i) years employed, and (j) previous occupation. The chi square test with a .05 significance level was used to test the hypothesis.

Age of Respondents.

Age was the only demographic variable having a significant relationship to the years of volunteer work. A significance level of .0001 was obtained between age of respondent and years of volunteer work (see Table XV). An examination of Table XVI reveals the majority of the 60-64 year old respondents (76.67 percent) had worked as a volunteer for five years or less, with 30 percent working less than one year. The majority of

respondents age 65 to 69 (72.58 percent) had been volunteers for 1 to 10 years, as had the 70 to 74 year old volunteers (72.58 percent), and the 75 to 79 age group (69.87 percent). There were 64.78 percent of all respondents who had worked as volunteers for 1 to 10 years. There was a continuation of volunteer work, 15.69 percent of the respondents 80 years of age or above had been volunteers for 21 or more years.

TABLE XV
RESULTS OF CHI SQUARE TEST OF RELATIONSHIPS
BETWEEN YEARS OF VOLUNTEER WORK
AND DEMOGRAPHIC VARIABLES

Demographic Variable	df	Chi square value	Probability level
Age*	20	55.066	.0001
Sex*	5	5.855	.3206
Marital status*	15	11.543	.7132
Living arrangement*	15	22.420	.0973
Condition of health*	15	17.519	.2888
Educational level*	25	25.635	.4272
Available transportation*	25	30.815	.1952
Income*	30	20.045	.9154
Years employed*	30	23.061	.8127
Previous occupation*	45	52.073	.2167

*Over 20 percent of the cells have expected counts of less than 5; therefore, chi square may not have been a valid test.

TABLE XVI

DISTRIBUTION OF RESPONDENTS BY AGE GROUPS
AND REPORTED YEARS OF VOLUNTEER WORK

Age	N*	Years of Volunteer work					
		less than 1 year n=29	1-5 years n=102	6-10 years n=69	11-15 years n=26	16-20 years n=13	21 or more n=25
		%	%	%	%	%	%
60-64	30	30.00	46.67	10.00	10.00	3.33	0.00
65-69	62	11.29	53.23	19.35	3.23	1.61	11.29
70-74	48	6.25	39.58	33.33	6.25	4.17	10.42
75-79	73	8.22	34.25	35.62	13.71	1.37	6.85
80 or above	51	7.84	21.57	23.53	15.69	15.69	15.69
All ages	264	10.98	38.64	26.14	9.85	4.92	9.47

*Three respondents did not answer this item on the questionnaire.

The third hypothesis stated that there would be no significant relationships between the number of years an individual has worked as a volunteer and the variables studied. The chi square test results revealed one variable, the age of the respondents to have a significant relationship to the number of years worked. According to the results of the chi square test, the hypothesis was not rejected in total but was rejected in part.

Results of Chi Square Tests of Relationships
Between Reasons for Doing Volunteer Work
and Demographic Variables

The fourth hypothesis stated: There will be no significant relationships between reasons of older adults for doing volunteer work and (a) age, (b) sex, (c) marital status, (d) living arrangement, (e) condition of health, (f) education, (g) available transportation, (h) income, (i) years employed, and (j) previous occupation. Using the chi square test, several variables were found to have a relationship to the reasons older volunteers participated in volunteer work.

Respondents were asked to check as many of six responses as applicable to complete the statement "The reason I do volunteer work is...." The possible responses were "to be of help to other people," "to enjoy the company of other volunteers," "to have something to do," "to feel useful," "to learn something new," and space to list other reasons. Sex, marital status, and living arrangements of respondents were found to be significantly related to reasons for doing volunteer work (see Table XVII). Each of the significant variables will be discussed in the section that follows.

TABLE XVII
RESULTS OF CHI SQUARE TESTS OF RELATIONSHIPS
BETWEEN REASONS FOR DOING VOLUNTEER WORK
AND DEMOGRAPHIC VARIABLES

Reasons	Demographic variables	df	Chi square value	Probability Level
To have something to do	Marital status	3	12.262	.0065
	Living arrangements	3	13.746	.0033
To be of help to other people	None significant			
To enjoy the company of other volunteers	Sex of respondent	1	6.448	.0111
	Marital status	3	12.289	.0065
	Living arrangement*	3	11.217	.0106
To feel useful	None significant			
To learn something new	Sex of respondent	1	4.418	.0356
	Marital status	3	10.081	.0179
Other	None significant			

*Over 20 percent of the cells have expected counts of less than 5; therefore, chi square may not have been a valid test.

Sex of Respondents

When the respondents were grouped by sex, the responses, "to enjoy the company of other volunteers" and "to learn something new" had a significantly larger percentage of responses from females, as is evident in Table XVIII. "To enjoy the company of other volunteers" had a chi square significance of .0111 (see Table XVII). Over half of the females (54.67 percent) checked this reason; only 33.33 percent of the males. "To learn something new" had a chi square

significance of .0356. There were 43.56 percent of females checked this response and only 26.19 percent of the males. Almost identical percentages of males (85.71 percent) and females (85.33 percent) checked "To be of help to other people."

TABLE XVIII
DISTRIBUTION OF RESPONDENTS BY SEX
AND REPORTED REASONS FOR DOING
VOLUNTEER WORK

Reasons	Males n=42		Females n=225		Total n=267	
	N	%	N	%	N	%
To have something to do	10	23.81	75	33.33	85	31.83
To be of help to other people	36	85.71	192	85.33	228	85.39
To enjoy the company of other volunteers	14	33.33	123	54.67	137	51.31
To feel useful	29	69.05	165	73.33	194	72.66
To learn something new	11	26.19	98	43.56	109	40.82
Other	0	0.00	17	7.56	17	6.37

Marital Status of Respondents

The marital status of respondents revealed a significant relationship with three reasons for doing volunteer work (see Table XVII). "To have something to do" had a Chi square significance of .0065. An examination of Table XIX reveals this reason was checked by 50 percent of the 12 divorced

respondents and 21.62 percent of the 111 married respondents. "To enjoy the company of other volunteers" was checked by a larger percentage of the 126 widowed respondents (61.90 percent) and smaller percentage of the married respondents (39.64 percent) than the single, never married respondents (55.56 percent) or the divorced respondents (41.67 percent). "To learn something new" had a chi square significance of .0179. Divorced respondents (75.00 percent) checked this reason more than the other groups. Only 33.43 percent of the married respondents checked this reason, 45.24 percent of widowed and 38.89 percent of the 18 single respondents checked this response as a reason for doing volunteer work. Due to the small number of respondents in some areas, only 12 divorced and 18 single, never married respondents, the chi square test may not be conclusive.

TABLE XIX
DISTRIBUTION OF RESPONDENTS BY MARITAL
STATUS AND REPORTED REASONS FOR
DOING VOLUNTEER WORK

Reasons	N	Married	Single	Divorced	Widowed
		n=111 %	n=18 %	n=12 %	n=126 %
To have something to do	85	21.62	22.22	50.00	40.48
To be of help to other people	228	86.49	83.33	100.00	83.33
To enjoy the company of other volunteers	137	39.64	55.56	41.67	61.90
To feel useful	194	72.07	77.78	91.67	70.63
To learn something new	109	32.43	38.89	75.00	45.24
Other	17	4.05	0.00	16.67	7.94

Living Arrangements of Respondents

There were two reasons for doing volunteer work which had a significant relationship associated with the living arrangements of the respondents. A chi square of .0033 was obtained between living arrangements and "to have something to do" and a chi square of .0106 between living arrangements and "to enjoy the company of other volunteers" (see Table XVII). An identical percentage (63.64 percent) of the 11 respondents living with their children checked "to have something to do" and "to enjoy the company of other volunteers" as reasons for doing volunteer work (see Table XX). The 142 individuals living

alone had the next highest percentage of respondents checking these two reasons. The 109 volunteers living with a spouse and the five living with other relatives checked these reasons less often than the other groups; approximately 20 percent of each group checking "to have something to do" and 40 percent checking "to enjoy the company of other volunteers."

TABLE XX
DISTRIBUTION OF RESPONDENTS BY LIVING
ARRANGEMENTS AND REPORTED REASONS
FOR DOING VOLUNTEER WORK

Reasons	N	Living arrangements			
		Alone	With Spouse	With Children	With other Relative
		n=142 %	n=109 %	n=11 %	n=5 %
To have something to do	85	38.03	21.10	63.64	20.00
To be of help to other people	228	85.21	86.24	81.82	80.00
To enjoy the company of other volunteers	137	59.86	39.45	63.64	40.00
To feel useful	194	74.65	71.56	63.64	60.00
To learn something new	109	45.77	33.03	54.55	40.00
Other	17	7.04	4.59	9.09	20.00

The fourth hypothesis stated that there would be no significant relationships between the reasons for doing volunteer work and the demographic variables. Marital status, sex of respondents, and living arrangements were found to have a significant relationship to reasons for doing volunteer work. According to the results of the chi square tests, the fourth hypothesis was not rejected in total but was rejected in part.

Results of Chi Square Tests of Relationships
Between Most Enjoyable Factors of Volunteer
Work and Demographic Variables

The fifth hypothesis of the study stated: There will be no significant relationships between enjoyment factors of the older adult's volunteer work and (a) age, (b) sex, (c) marital status, (d) living arrangement, (e) condition of health, (f) education, (g) available transportation, (h) income, (i) years employed, and (j) previous occupation. The enjoyment factors were divided into two parts; most enjoyable factors and least enjoyable factors. The factors were based upon Herzberg's "Motivation-Hygiene" theory of work related factors which motivate and environmental factors which do not motivate, but if absent demotivate. Chi square tests were made for relationships between both areas and the demographic variables. The relationship of the most enjoyable factors of the respondents volunteer work will be discussed first.

Respondents were asked to check as many of six responses as were applicable to complete the statement, "The factors

which makes my volunteer work enjoyable are...." The factors listed were "the association with people," "the volunteer work itself," "recognition for work done," "a feeling of accomplishment from doing my job," "the hours I work are convenient" and space to list additional factors.

TABLE XXI

RESULTS OF CHI SQUARE TESTS OF RELATIONSHIPS
BETWEEN MOST ENJOYABLE FACTORS OF VOLUNTEER
WORK AND DEMOGRAPHIC VARIABLES

Enjoyment factors	Demographic variables	df	Chi square value	Probability level
The association with people	None significant			
The volunteer work itself	Sex of respondents	1	9.148	.0025
	Previous occupation*	9	17.171	.0461
	Marital Status	3	10.241	.0166
Recognition for work done	Marital status*	3	8.238	.0413
	Educational level*	5	12.667	.0267
A feeling of accomplishment from doing my job	None significant			
The hours I work are convenient	Educational level	5	13.355	.0203
Other	None significant			

*Over 20 percent of the cells have expected counts of less than five; therefore, chi square may not have been a valid test.

Sex of Respondents

There was a significant relationship between the sex of the respondents and one reported factor which makes volunteer work enjoyable. A significance level of .0025 was obtained between sex of respondent and "the volunteer work itself" (see Table XXI). A much larger percentage of women checked this factor than men, 60.89 percent to 35.71 percent, as is evident in Table XXII.

Some factors were checked equally by men and women. The proportion of respondents checking "recognition for work done" was small, only 1 of 42 men and 26 of 225 women. Both men and women responded equally to "a feeling of accomplishment from doing my job," 61.90 percent of the men and 60.44 percent of the women.

TABLE XXII
DISTRIBUTION OF RESPONDENTS BY SEX
AND MOST ENJOYABLE FACTORS
OF VOLUNTEER WORK

Enjoyment Factor	Males n=42		Females n=225		Total n=267	
	N	%	N	%	N	%
The association with people	28	66.67	168	74.67	196	73.41
The volunteer work itself	15	35.71	137	60.89	152	56.93
Recognition for work done	1	2.38	26	11.56	27	10.11
A feeling of accomplishment from doing my job	26	61.90	136	60.44	162	60.67
The hours I work are convenient	10	32.81	70	31.11	80	29.96
Other	0	0.00	19	8.44	19	7.12

Marital Status of Respondents

Marital status and "the volunteer work itself" as a most enjoyable factor of volunteer work was significance at .0166 (see Table XXI). An examination of Table XXIII shows that the 18 single, never married respondents checked this factor more often (77.78 percent) than the 126 widowed (63.49 percent), the 12 divorced (50 percent), or the 111 married (46.85 percent). However, due to the small number of divorced and single, never married respondents, the chi square test may not be conclusive.

Marital status had a chi square significance of .0413 with the factor of "recognition for work done." The 12 divorced

(16.67 percent) and the 126 widowed (15.08 percent) checked this response more frequently than did the 18 single (5.56 percent) or the 111 married (4.50 percent). Due to the small number of respondents for some factors, the chi square test may not be conclusive.

TABLE XXIII
DISTRIBUTION OF RESPONDENTS BY MARITAL
STATUS AND MOST ENJOYABLE FACTORS
OF VOLUNTEER WORK

Enjoyment Factor	Marital Status			
	Married	Single	Divorced	Widowed
	n=111 %	n=18 %	n=12 %	n=126 %
The association with people	72.07	55.56	91.67	75.40
The volunteer work itself	46.85	77.78	50.00	63.49
Recognition for work done	4.50	5.56	16.67	15.08
A feeling of accomplishment from doing my job	55.86	66.67	83.33	61.90
The hours I work are convenient	22.52	22.22	41.67	36.51
Other	0.90	5.56	25.00	11.11

Educational Level of Respondents

The chi square statistical test revealed two enjoyment factors which had a significant relationship between the factors and the respondents' educational level. "Recognition

TABLE XXIV
DISTRIBUTION OF RESPONDENTS BY EDUCATIONAL
LEVEL AND MOST ENJOYABLE FACTORS OF
VOLUNTEER WORK

Most Enjoyable Factor	Educational level					
	8th grade or less n=32 %	Some high school n=24 %	High school graduate n=76 %	Some college n=89 %	B S Degree n=19 %	Graduate study n=27 %
The association with people	77.00	79.17	67.11	78.65	63.16	74.07
The volunteer work itself	56.25	45.83	64.47	56.18	57.89	48.15
Recognition for work done	18.75	4.17	17.11	5.62	10.53	0.00
A feeling of accomplishment	53.13	54.17	63.16	66.27	43.37	59.26
The hours I work are convenient	50.00	25.00	36.84	19.10	31.58	25.93
Other	15.63	4.17	7.89	5.62	5.26	3.70

for work done" had a chi square significance level of .0267. "The hours I work are convenient" had a chi square significance level of .0203 (see Table XXI). The percentages of each educational group are listed in Table XXIV. Both factors were checked by a larger percentage of the respondents who had completed eighth grade or less, followed by high school graduates and then college graduates. Those respondents with some high school (4.17 percent) (4.17 percent) checked recognition less often than respondents of other educational levels. Those respondents with some college (19.10 percent) checked convenient work hours less frequently than respondents of other educational levels.

Previous Occupation of Respondents

The previous occupation of respondents had a significant relationship to the enjoyment factor, "the volunteer work itself." A chi square significance of .0461 was revealed (see Table XXI). Those respondents who had been managers (80.00 percent) and sales people (70.37 percent) checked this more frequently as an enjoyment factor. Homemakers (33.33 percent) and those engaged in agriculture (28.57 percent) checked this less frequently than other occupation groups.

Results of Chi Square Tests of Relationships
Between Least Enjoyable Factors of
Volunteer Work and Demographic
Variables

There were very few responses to least enjoyable factors of volunteer work. Only a small percentage of the respondents indicated unenjoyable factors in their volunteer work. There were six responses from which the volunteers could select as many as applicable to complete the statement, "The factors which make my volunteer work less enjoyable are...." Choices listed for the respondents selection were "too much routine work," "physical working conditions," "not feeling like a member of the organization," "lack of recognition for my work," and "difficulty in getting to work." Space was also provided for respondents to list additional factors.

Sex of Respondents

There was a significant relationship in the responses given by males and females to two least enjoyable factors, as listed in Table XXV. A chi square significance of .0197 was obtained between sex of respondent and "not feeling like a member of the organization." A larger percentage of males checked this factor, 7.14 percent of the males to 1.33 percent of the females. "Lack of recognition for work" and sex of respondent had a chi square significance at the .0069 level. A larger percentage of males (9.52 percent) than females (1.78 percent) checked this factor (see Table XXVI).

TABLE XXV

RESULTS OF CHI SQUARE TESTS OF RELATIONSHIPS
BETWEEN LEAST ENJOYABLE FACTORS OF
VOLUNTEER WORK AND DEMOGRAPHIC
VARIABLES

Least Enjoyable Factor	Variable	Chi Square			Probability Level
		df	value		
Too much routine work	None significant				
Physical working conditions	None significant				
Not feeling like a member of the organization	Sex of Respondents*	1	5.438		.0197
Lack of Recognition	Sex of Respondents*	1	7.307		.0069
	Educational Level*	5	16.417		.0057
Difficulty in Getting to Work	Transportation*	5	17.526		.0036
Other	None significant				

*Over 20 percent of the cells have counts of less than five; therefore chi square may not have been a valid test.

"Difficulty in getting to work," and other listed factors were approaching the significant level. A larger percent of the women, but only 8.00 percent, checked "difficulty in getting to work" as a least enjoyable factor of their work. A larger percentage of men (21.43 percent) than women (10.67 percent) listed other unenjoyable factors (see Table XXVI). Both numbers were small, only 9 of 42 men and 24 of 225 women. Some of the factors listed pertained to individual health problems and bad weather. Some specific

unenjoyable factors listed are as follows: "Having to get up and out so early in the morning," "People who have money to hire work done, but call for volunteers," "Don't want to feel pressured," "Lack of organization of some services," and "Lack of cooperation of other people."

TABLE XXVI
DISTRIBUTION OF RESPONDENTS BY SEX
AND LEAST ENJOYABLE FACTORS
OF VOLUNTEER WORK

Least enjoyable factor	Men n=42		Women n=225		Total n=267	
	N	%	N	%	N	%
Too much routine work	3	7.14	11	4.89	14	5.24
Physical working conditions	0	0.00	6	2.67	6	2.25
Not feeling like a member of the organization	3	7.14	3	1.33	6	2.25
Lack of recognition	4	9.52	4	1.78	8	3.00
Difficulty in getting to work	0	0.00	18	8.00	18	6.74
Other	9	21.43	24	10.67	33	12.36

Educational Level of Respondents

Educational level had a significant relationship to one unenjoyable factor of volunteer work. A chi square significance of .0057 was revealed between educational level and "lack of recognition for my work" (see Table XXV). The lower the educational level of the respondents, the higher the percentage checking this as a least enjoyable factor of work as shown in Table XXVII. Of the 32 respondents completing eighth grade or less, 12.50 percent checked this response. Only 1.32 percent of the 79 high school graduates checked this response. There was 1 of 27 respondents (3.70 percent) who had completed some graduate study who checked lack of recognition as a least enjoyable factor.

Available Transportation of Respondents

Transportation of respondents was significant with "difficulty in getting to work." A Chi square significance level of .0036 was obtained (see Table XXV). Table XXVIII shows that those respondents who relied on public transportation (25.00 percent) or friends and relatives (21.05 percent) reported this as an important factor in their volunteer work more often than those who drive their own car or ride the senior citizens' bus. The majority of the respondents had their own car, very few people relied upon friends, the senior citizens' bus, public transportation or other transportation.

TABLE XXVII
DISTRIBUTION OF RESPONDENTS BY EDUCATIONAL
LEVEL AND LEAST ENJOYABLE FACTORS
OF VOLUNTEER WORK

Least Enjoyable Factor	Educational level					
	8th grade or less	Some high school	High school graduate	Some college	B S Degree	Graduate study
	n=32 %	n=24 %	n=76 %	n=89 %	n=19 %	n=27 %
Too much routine work	3.13	8.33	3.95	5.62	5.26	7.41
Physical working conditions	6.25	0.00	2.63	2.25	0.00	0.00
Not feeling like a member of the organization	6.25	0.00	1.32	1.12	0.00	7.41
Lack of recognition	12.50	8.33	1.32	0.00	0.00	3.70
Difficulty in getting to work	3.13	12.50	7.89	4.49	15.79	3.70
Other	6.25	12.50	17.11	7.89	10.53	22.25

TABLE XXVIII
DISTRIBUTION OF RESPONDENTS BY AVAILABLE
TRANSPORTATION AND LEAST ENJOYABLE
FACTORS OF VOLUNTEER WORK

Least Enjoyable Factor	Available transportation				
	Own Car n=208 %	With Friends n=38 %	Senior Bus n=12 %	Public n=4 %	Other n=2 %
Too much routine work	5.26	7.89	0.00	0.00	0.00
Physical working conditions	1.91	0.00	16.67	0.00	0.00
Not feeling like a member of the organization	2.87	0.00	0.00	0.00	0.00
Lack of recognition	3.25	2.63	0.00	0.00	0.00
Difficulty in getting to work	3.83	21.05	8.33	25.00	0.00
Other	12.44	10.53	8.33	50.00	0.00

Previous Occupation of Respondents

The previous occupation of respondents and "physical working conditions" were approaching the significant level. A chi square significance of .0501 was obtained (see Table XXV). Of the six respondents indicating this as a least enjoyable factor, three were previously employed in the health care field. This represented 13.04 percent of the total health care respondents. Previous occupations of other respondents who checked physical working conditions as a factor were clerk/secretary (5.00 percent) and homemaker (1.69 percent).

The fifth hypothesis stated that there would be no significant relationships between the enjoyment factors of volunteer work and the demographic variables. Sex of respondents, marital status, educational level, and previous occupation were found to be significantly related to the most enjoyable factors of volunteer work. Sex of respondents, educational level, and available transportation were found to be significantly related to least enjoyable factors of volunteer work. According to the chi square tests results the hypothesis was not rejected in total but was rejected in part.

Summary

This chapter presented a summary of the data which had been collected and analyzed. Frequency distributions provided a statistical picture of the respondents and their volunteer work. The results of the chi square tests which were used to analyze the relationships presented in the five hypotheses postulated for the study were discussed.

The first hypothesis dealt with the relationships of the type of volunteer work of the respondents and ten demographic variables. Ten of the fourteen types of volunteer work were found to have a significant relationship to one or more of the variables (see Table III). The types of volunteer work which were significantly related to the variables were youth work, nutrition work, health care, outreach, handyman, fund raising, clerical, visitation, political, and church and religion.

The second hypothesis was concerned with the relationships

between the number of hours worked and the ten demographic variables. There was only one of the variables, previous occupation of the respondents, found to be significant with the number of hours of volunteer work per week (see Table XIII).

The third hypothesis was related to the association between the years of volunteer work and the ten demographic variables. Age was the only variable found to have a relationship to the number of years worked as a volunteer (see Table XV).

The fourth hypothesis dealt with the reasons for doing volunteer work and the demographic variables. There were three of the reasons for doing volunteer work were significant with one or more of the demographic variables (see Table XVI).

The last hypothesis was concerned with enjoyment factors of volunteer work as related to the ten variables. This analysis was divided into two parts, most enjoyable factors and least enjoyable factors. There were three of the six "most enjoyable factors" of volunteer work significant with four of the ten demographic variables (see Table XXI). There were three of the "least enjoyable factors" significant with three of the demographic variables (see Table XXV), but few respondents indicated any unenjoyable factors of volunteer work.

There were some significant relationships found between the variables of all hypotheses. According to the results of the chi square tests, none of the hypotheses were rejected in total, but all were rejected in part.

CHAPTER V

SUMMARY AND RECOMMENDATIONS

This study concentrated on the volunteer work of a group of older adult volunteers, the RSVP members in Enid, Oklahoma. Demographic characteristics of the group were identified as well as the type of volunteer work in which they were involved.

The review of literature included information about the importance of volunteer programs, the impact of the increasing older adult population and the developmental tasks of the older adult.

Members of the Retired Senior Volunteer Program of Enid and North Central Oklahoma were involved in the study. A total of 267 program volunteers age 60 and above comprised the population. A questionnaire was developed by the researcher and used to collect the data. A total of 481 questionnaires were mailed to RSVP volunteers with their February, 1985 newsletter. Usable questionnaires were received from 267 of the volunteers, a response rate of 55.5 percent.

The questionnaire was designed to secure information regarding demographic data, present volunteer work, reasons for doing volunteer work and enjoyment factors of volunteer work. Pretesting of the questionnaire was done with a group of older

adult volunteers not included in the study. After the data were collected and tabulated, they were analysed by using the SAS program at the Oklahoma State University Computer Center. The chi square test was used to measure the relationship of the variables. A significance level of .05 was set as the acceptable level for the study.

Major Findings and Conclusions

The respondents were predominantly women who were homemakers and had not been employed outside the home. Women outnumbered the men 5.5 to 1. There were 225, (87.3 percent) women and 42, (15.7 percent) men. Respondents were mostly from the middle older age groups, those aged 65 to 79. The largest occupational group of those who had been employed was the service area (telephone, postal, and others). Of the individuals who had been employed, more individuals had worked from 11 to 20 (19.17 percent) years than any other time span, with those who had worked 41 years or more only slightly less (18.42 percent). A total of 49.34 percent of the respondents had worked for more than 21 years. The income of 59.44 percent of the respondents was between \$5,000 and \$19,999. The marital status of the respondents was almost evenly divided between widowed (47.19 percent) and married (41.57 percent) individuals. More respondents lived alone (53.18 percent) than with a spouse (40.82 percent). The respondents represented a well educated group, with 79.02 percent having completed high school education or more.

Respondents do volunteer work for a variety of reasons. Findings indicated that a high percentage of those volunteers who were living with their children were more apt to volunteer "to have something to do" and "to enjoy the company of other volunteers." Those people living with a spouse were more likely to do volunteer work "to be of help to other people."

One objective and hypothesis of the study was to determine the type of work being done by older adult volunteers and if there were significant relationships between the work and a number of demographic variables. Chi square analysis indicated there was a significant relationship in 10 of the 14 types of volunteer work with one or more variables. A significantly larger number of respondents participated in "other" volunteer work which included working at the Senior Citizens' Center, making lap robes, and working at the hospital gift shop and information desk. Respondents were also active in visitation and church work. Visitation was the primary volunteer work of the small group of respondents who rated their health as poor. There were very few respondents working with youth groups and educational institutions.

Church and religious work was significant with more of the variables than any other type of volunteer work. There were five of the ten variables which had a significant relationship to religious work. Church volunteers are more likely to be single, male, excellent health, college graduate, and upper income.

The main factors which were significant with the enjoyment

of volunteering were the work itself and recognition for work. Women and single, never married respondents found the volunteer work itself to be an enjoyment factor. Divorced, widowed, those with an eighth grade or less educational level found "recognition for work done" as their most enjoyable factor of volunteer work. The number of divorced and single, never married respondents in the study was small.

Responses to least enjoyable factors of volunteer work were so sparse that the results may not be conclusive. Of those responding, a larger percentage of males than females indicated lack of recognition and not feeling a part of the organization as unenjoyable factors. More women than men indicated they had difficulty in getting to work.

Table XXIX presents a summary of the demographic variables and the areas of older adult volunteer work with which they are significantly related.

TABLE XXIX
DEMOGRAPHIC VARIABLES AND SIGNIFICANT
RELATIONSHIPS WITH VOLUNTEER WORK

Variables	Significant Relationships
Age	Type of volunteer work Fund raising Years worked as a volunteer
Sex	Type of volunteer work Nutrition Handyman Fund raising Church Reasons for doing volunteer work To enjoy the company of other volunteers To learn something new Most enjoyable factors The volunteer work itself Least enjoyable factors Not feeling like a member of the organization Lack of recognition for my work
Marital status	Type of volunteer work Handyman Clerical Political Church and religion Reasons for doing volunteer work To have something to do To enjoy the company of other volunteers To learn something new Most enjoyable factors The volunteer work itself Recognition for work done

TABLE XXIX (continued)

Variables	Significant Relationships
Living arrangements	Type of volunteer work Clerical Visitation Reasons for doing volunteer work To have something to do To enjoy the company of other volunteers
Condition of health	Type of volunteer work Youth groups Church and religion
Educational level	Type of volunteer work Nutrition Clerical Church and religion Most enjoyable factors Recognition for work done The hours I work are convenient Least enjoyable factors Lack of recognition
Income	Type of volunteer work Church and religion
Available transportation	Type of volunteer work Outreach Least enjoyable factors Difficulty in getting to work
Previous occupation	Type of volunteer work Nutrition Health care Hours of volunteer work per week Most enjoyable factors The volunteer itself
Years employed	None significant

Implications

Old age should not be a period of life reached abruptly and unexpectedly, but a well planned for time of life. Planning for old age is something in which the individual, the family, and society all must be involved. They must share the responsibility in order to provide a meaningful life of dignity, health, happiness, and well being for the older population.

The composition of the population in the United States has undergone a revolution in the last 80 years. Due to a combination of factors, longer life expectancy and the "baby boom" generation, the older adult population is increasing faster than other age groups in the United States. Since 1900 the number of older adults has quadrupled and the rest of the population has only doubled. The older age group will grow even more rapidly during the next fifty years when the "baby boom" generation reaches retirement age. This increased number of people combined with a trend toward earlier retirement, leaves a lot of older adults with considerable discretionary time.

Older adults can make a significant contribution in their community through volunteer work. Older adult volunteers are a valuable resource. They have knowledge and skills gained from years of experience plus the older adult population today is better educated than ever before. There were 79.02 percent of the respondents in this study who had completed high school or

additional formal education. These older adults also have some special resources available to them. Many older adults have a large amount of discretionary time. Older adults have transportation available and are a mobile group; 78.57 percent of the respondents in this study owned and drove their own car. Good health is a resource permitting older adults the opportunity to do volunteer work. There were 70.30 percent of the respondents in this study rating their health as excellent or good. These resources are being put to use in volunteer work by the older adult population.

Older adults appear to have preferences about the type of volunteer work they do. This is reflected in the present volunteer work they are doing. The largest percentage of respondents in this study were involved in nutrition work, visitation, church and religious, and other volunteer work (hospital gift shop and information desk, senior citizens' center).

Some personal factors have an influence on volunteer activities. In this study, the age of the volunteer was related to fund raising volunteer work and the number of years an individual has worked as a volunteer. Doing volunteer work appeared to be a long term commitment for the older adult; for example, 31.38 percent of the respondents aged 80 years or above had worked for 16 years or more as volunteers. A larger percent of the men than women were volunteers in nutrition, handyman, fund raising, and church work. A larger percent of the women than men were involved in other volunteer work such

as the hospital gift shop and information desk. Data indicated divorced and widowed individuals are more likely to do volunteer work "to have something to do" and "to enjoy the company of other volunteers" than are married individuals.

Attitude is an important component in the emotional, mental, and physical well being of the elderly. This includes attitude of both the older person and society. Older adults are stereotyped as a homogeneous population group. In fact, there is probably more diversity among the older population group than any other age. As Dr. Robert Butler (1975) stated, older people actually become more diverse than similar with advancing years. For example, income for older adults spans a wider range than for younger adults. There is also a marked distinction between the competence of "young-old" and frail "old-old."

Erroneous negative myths have acted as a barrier between older adults and other age groups. Dr. Butler (1975) coined the term "ageism" to describe such negative prejudicial phrases as "over the hill," "out to pasture," and "down the drain" when used to describe older adults.

In order to break down some of these generation barriers, efforts must be made to create more interaction between the generations. Keating (1977) indicated older adults were serving as volunteers at the schools. In this study the older adults reported a decrease in their volunteer work with youth groups and educational institutions. These types of volunteer work could be very important and rewarding work. The role of

older adult volunteers could be developed to meet their needs and interests. Older adults could serve as part time resource people or surrogate grandparents in our mobile society. Older adult volunteers in children's day care centers, kindergartens, and schools can help to create a positive attitude for both generations. Encouraging this voluntary interaction benefits both the children and the older adults.

Recommendations

Older adults possess such a wide variety of skills and talents, directors of volunteer programs would do well to target their recruitment efforts toward this large population group. With information about the older adult and which individuals are more likely to participate in a particular volunteer program, the director of volunteers can make the recruiting job easier. Volunteers can more easily be matched to an appropriate job. The findings of this study indicate that men are more likely to do volunteer nutrition, handyman, fund raising, and church work than women. Women are more likely to do outreach, arts and culture, and other (hospital cheer cart and information desk, making lap robes) types of volunteer work. Women more frequently than men indicated they did volunteer work "to enjoy the company of other volunteers" and "to learn something new."-- Divorced and widowed respondents in the study were more likely to do volunteer work "to have something to do" and "to learn something new," than were the married or single, never married.

Opportunities for older adult volunteers can be expanded. Targeted recruiting of older adult volunteers would offer more individuals the opportunity to engage in this work if they desired. An ever increasing list of job opportunities for the older adult volunteer could give even more of the older population a chance to participate in meaningful volunteer work. Some areas of volunteer work can be expanded and maybe new ones developed for older adults. There were few volunteers in the study engaged in volunteer counseling. Programs of volunteer peer counseling, in which older adults assist with counseling other older adults with problems are being started in some locations. The opportunities for older adult volunteers are limitless. The director of volunteers is faced with the very important task of matching the volunteer with the appropriate job. When planning volunteer programs utilizing older volunteers, careful consideration should be given to those things which are important to the volunteers. Recognition was an item on the list of most enjoyable factors and should be in any volunteer program plan, both the formal type and the informal daily "thank you."

Home economist are concerned about providing the best possible life for all individuals. Activities which would provide a more rewarding life for older adults should be encouraged. Interaction between youth groups such as home economics classes and 4-H Clubs and older adults can be encouraged, thus promoting better understanding by both generations of the other. Interaction could involve both ages

as givers and receivers. Older adults could serve as volunteer resource people on family heritage or an infinite number of subjects in which an individual was knowledgeable. The youth could "adopt a grandparent" to remember on special occasions or just visit to become acquainted with the older generation.

Some older adults have reduced mobility which needs to be considered when working with older adult volunteers. Program managers should give consideration to the hours which the volunteer will be working and to the problem of transportation to work.

To determine if the findings in this study are applicable to the older population as a whole, it would be advisable to conduct other studies with other groups of older adult volunteers and compare the findings.

Retired older adults can make a significant contribution to their community and receive personal satisfaction through volunteer service. The Retired Senior Volunteer Program (RSVP) is an organization to assist older adults find a place for their efforts. This volunteer work may be one way for the older adult to maintain an active life while receiving unmeasurable personal satisfaction.

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APPENDIXES

APPENDIX A

QUESTIONNAIRE

OLDER ADULT VOLUNTEER SURVEY

Please complete the following survey pertaining to volunteer activities. Unless otherwise indicated, mark your answer on the line at the left of your response. All information is confidential.

1. My age is
_____ 60-64 _____ 65-69 _____ 70-74 _____ 75-79 _____ 80+
2. I am
_____ Male _____ Female
3. My marital status is
_____ Married _____ Divorced
_____ Single, never married _____ Widow or widowed
4. I live
_____ Alone _____ With other relative(s)
_____ With my spouse _____ With another person, not related
5. My health is
_____ Excellent _____ Good _____ Fair _____ Poor
6. The highest grade level of school I have completed is
_____ 8th grade or less
_____ Some high school
_____ High school graduate
_____ Some college
_____ Bachelor's degree from college
_____ Bachelor's degree plus additional graduate study
7. The transportation I use the most is
_____ My own car (drive self) _____ Public transportation
_____ Ride with friends or relatives _____ Other (please list)
_____ Senior Citizens bus _____

- | | |
|---------------------------|---------------------------|
| _____ Less than \$5,000 | _____ \$30,000 - \$39,999 |
| _____ \$5,000 - \$9,999 | _____ \$40,000 - \$49,999 |
| _____ \$10,000 - \$19,999 | _____ \$50,000 or above |
| _____ \$20,000 - \$29,999 | |

- | | |
|-------------------|-------------------|
| _____ 0 years | _____ 21-30 years |
| _____ 1-10 years | _____ 31-40 years |
| _____ 11-20 years | _____ 41+ years |

- Job title _____
- Responsibilities _____

12. In the column marked previous, check the major volunteer activities in which you participated prior to retirement or age 60.

_____	_____	Youth groups (scout leader, 4-H Club leader)
_____	_____	Nutrition (Meals on Wheels, nutrition site)
_____	_____	Health care (giving shots, taking blood pressure)
_____	_____	Outreach (errands, escort, information, referral)
_____	_____	Handyman (fixing anything, doors, windows)
_____	_____	Fund raising (securing funds for non-profit groups)
_____	_____	Clerical (typing, filing, keeping records)
_____	_____	Visitation (hospital, nursing homes, shut-ins)
_____	_____	Arts and culture (teaching crafts, symphony support)
_____	_____	Political (campaign worker, precinct worker)
_____	_____	Counseling (AA, Youth Services Center)
_____	_____	Educational institutions (school room parent, resource)
_____	_____	Church and religion (Church school teacher)
_____	_____	Other (please list)

13. The total number of hours of volunteer work I do per week is

<input type="checkbox"/> 4 hours or less	<input type="checkbox"/> 13-16 hours
<input type="checkbox"/> 5-8 hours	<input type="checkbox"/> 17-20 hours
<input type="checkbox"/> 9-12 hours	<input type="checkbox"/> 21 hours or more

14. I have worked as a volunteer for

<input type="checkbox"/> Less than 1 year	<input type="checkbox"/> 11-15 years
<input type="checkbox"/> 1-5 years	<input type="checkbox"/> 16-20 years
<input type="checkbox"/> 6-10 years	<input type="checkbox"/> 21 years or more

For the following statements please check all answers which apply.

15. The reason I do volunteer work is

<input type="checkbox"/> To have something to do
<input type="checkbox"/> To be of help to other people
<input type="checkbox"/> To enjoy the company of other volunteers
<input type="checkbox"/> To feel useful
<input type="checkbox"/> To learn something new
<input type="checkbox"/> Other (please list) _____

16. The factor which makes my volunteer work the most enjoyable is

<input type="checkbox"/> The association with people
<input type="checkbox"/> The volunteer work itself
<input type="checkbox"/> Recognition for work done
<input type="checkbox"/> A feeling of accomplishment from doing my job
<input type="checkbox"/> The hours I work are convenient
<input type="checkbox"/> Other (please list) _____

17. The factor which makes my volunteer work the least enjoyable is

<input type="checkbox"/> Too much routine work
<input type="checkbox"/> Physical working conditions
<input type="checkbox"/> Not feeling like a member of the organization
<input type="checkbox"/> Lack of recognition for my work
<input type="checkbox"/> Difficulty in getting to work
<input type="checkbox"/> Other (please list) _____

APPENDIX B

COVER LETTER

January 22, 1985

Dear RSVP Volunteers.

Volunteer programs in our country are gaining in both number and importance. All sectors of our population are becoming more involved in volunteer programs. The older adult population is becoming more involved in volunteer work through organizations such as the Retired Senior Volunteer Program.

I am a graduate student at Oklahoma State University in the Department of Home Economics Education and Community Services. I am pursuing a Master's degree with emphasis in community services. My special interest is in volunteer activities of older adults.

As part of my graduate program, I am doing a study of factors influencing the volunteer services performed by older adults. Information gained from this study will be beneficial to individuals who are assisting with planning and administering future volunteer programs involving older adults.

I would appreciate your cooperation in completing the enclosed survey and returning it in the envelope provided by February 15. Your assistance will enable me to complete my project. If you have any questions, feel free to call.

Sincerely,

Lanora Donahoo
106 N. Watson
Enid, Oklahoma 73703
234-3512

2

VITA

Lanora Mae Miller Donahoo

Candidate for the Degree of
Master of Science

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