

Motivations in Criminal Justice Volunteerism

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Abstract

The main objective of this study was to assess the motivations to engage in criminal justice volunteerism. The variables included interest, career, values, and behavior. On the other hand, it aimed to establish the significant difference among the respondents' responses. The respondents of the study were one hundred forty-nine (149) volunteers from the office of the Municipal Disaster Risk Reduction Management (MDRRM), volunteer probation aides of Parole and Probation Administration (PPA), and Barangay Tanods of a municipality. Along with the descriptive-comparative method of research, the study utilized a statistical formulas to interpret the data gathered, such as weighted mean, and Analysis of Variance (ANOVA). The self-constructed and content validated questionnaire which reported a good reliability index of Cronbach $\alpha= 0.87$ was the data gathering tool. Based on the analysis of the findings, the researchers found that Brgy. Tanods and MDRRM volunteers were very motivated to engage in criminal justice volunteerism; while volunteer probation aides were somewhat motivated. Likewise, significant differences were found among the responses of the respondents. In line with the findings and conclusion of the study, the study recommended to attract more volunteers to be part of the organizations as this would greatly help the criminal justice process towards the improved quality of life of the community. Concerned agencies and institutions may conduct activities, programs, and seminars to engage the community in the act of volunteerism and its surprising benefits. It is also recommended that future researchers on the same topic may have a broader scope and include things such as the respondents' profiles to have a more diverse breakdown of the respondents' assessments and the differences in their assessments.

Index Terms— Criminal Justice, Disaster Management, Motivation, Probation Aide, Volunteer.

I. INTRODUCTION

Volunteerism is one of the best practices that an individual can have. The ability of a person to freely give time without waiting for something in return. Nowadays, people engage in volunteerism because there are lots of situation in the community that needs the manpower's help. Volunteers complement the work of paid professionals and significantly increase the scope of work.

Volunteerism also plays a great role in the criminal justice system that can generate maximum, effective and efficient citizen participation and community involvement in the process of overall administration of criminal justice. Technically, criminal justice volunteers work through police, court, corrections and community service delivery, oversight and campaigning, with a social benefit mandate. Also, they work with criminalized individuals, victims, witnesses, justice practitioners, and their families [1]. Volunteerism in criminal justice can also raise awareness of responsible citizenship, provide diversion activities and prevent individuals to be involved in the unlawful activities.

Reference [2] described internal, relational, and religious/community-based motivations in order to provide volunteer services. On other hand, Reference [3] considered motivations of police support volunteers (PSVs) – citizens through three typologies such as The Altruistic PSV, The Social PSV, and The Career PSV that highlights the shifting nature of motivations as volunteer service progresses, most notably an increase in socially driven volunteers, and a fall in those seeking fulfilment of career goals. While, Reference [4] identified the motivations of individuals who volunteer in prisons which found that volunteer motivations revolved around values or social reasons. While each of these recent studies addresses different components of motivations in volunteerism, there is still a lack of understanding regarding the motivations in criminal justice volunteerism as a whole, what drives someone to participate, and what drives individuals to continue to participate. Also, criminal justice volunteers

have not received attention commensurate with their importance anywhere in the world [5].

With this, the researchers were inclined to investigate the motivations of criminal justice volunteers since this matter is not yet investigated in the Philippine setting. More so, there is a need to promote volunteerism to contribute towards a safe society. This would be possible if the recruitment, placement, and retention of volunteers in the field will be strengthen and will be given an attention. Finally, looking at this matter may benefit the whole pillars of criminal justice system and, most importantly, the community as a whole.

II. OBJECTIVES OF THE STUDY

The main goal of the study was to assess the motivations to engage in criminal justice volunteerism. Specifically, motivations covered assessment on interest, career, values, and behavior. The researchers also tried to establish if there was a significant difference between the assessments of the three groups of respondents on their motivations in criminal justice volunteerism. Lastly, it aimed to proposed programs to improve the engagement in criminal justice volunteerism.

III. MATERIALS AND METHODS

A. *Research Method*

The researchers utilized the descriptive-comparative method of the study that could describe and compare data and characteristics about the population or the phenomenon being studied. In addition, the researchers believed that this method of research is the most appropriate method to compare the motivations of the three groups of respondents to engage in criminal justice volunteerism. According to Reference 6 descriptive-comparative method of research used to describe variations between groups in a population that are not subjected to any manipulation.

B. *Respondents of the Study*

The respondents that were considered in this study were the total enumeration of one hundred forty (149) volunteers in selected towns of Laguna province. These respondents were composed of 100 Barangay Patrollers, 40 Disaster Risk Reduction Management volunteers of Los Baños, Laguna, respectively, and nine (9) volunteer probation aides of Parole and Probation Administration situated at Calamba City, Laguna, Philippines. These respondents were statutory volunteers, which were directly recruited and organized by the local and national government.

These respondents were selected using a maximum variation purposive sampling technique. According to Reference [7], as cited in Reference [8], maximum variation sampling, also known as heterogeneous sampling, is a purposive sampling technique used to capture a wide range of perspectives relating to the thing that researchers are interested in studying; that is, maximum variation sampling is a search for variation in perspectives, ranging from those conditions that are view to be typical through to those that are more extreme in nature.

C. *Research Instrument*

The researchers employed the researcher-made questionnaire as data gathering instrument. The items in the questionnaire was created in accordance with related literature and studies. The instrument utilized in the data gathering includes four parts. The first part involves the motivations to engage in terms of their interest. The second parts involves the assessment on their career motivations to engage in volunteerism. The third part covered the assessment on their motivation to engage in volunteerism in terms of values. The last part involves the assessment of the motivation to engage in volunteerism in terms of behavior.

The instrument utilized the four-point Likert scale, where 4 is the highest that means “strongly agree” while 1 is the lowest that means “strongly disagree”.

The instrument undergone content validation with the expert in the field of volunteerism. After the consultation and approval, the researchers consulted a language expert to check the grammatical accuracy of the instrument. The English statements were accompanied by the Tagalog statements to better understand the contents of the instrument by the respondents.

After the content validation, pilot testing was made to evaluate the entire questionnaire before implementing the full final survey. According to Reference [9], a smaller sample than the intended sample size is utilized in a pilot survey as a testing method for the questionnaire. That is why, there were 20 respondents involved in the pilot

testing, which was distributed in-person among the individuals engaged in the field of criminal justice volunteerism.

After the pilot test, the researchers, with the assistance of a statistician, identified the internal consistency of the instrument through a reliability test in Statistical Package for Social Science (SPSS) using the Cronbach's alpha. For the instrument to be accepted, the alpha should be at least 0.70. The data utilized in this test were the extracted data from the pilot testing among 20 respondents. The result of the reliability of the content validated questionnaire reported a good reliability index of Cronbach $\alpha = 0.87$.

D. Data Collection Procedure and Treatment

Prior to the distribution of questionnaires, the researchers asked the permission, through letter of communication to the Brgy. Captains, Head of MDRRMO and PPA Office to allow them to distribute survey questionnaires within their jurisdictions. Upon approval, the researchers proceeded with the actual survey which was done in face-to-face. The printed survey questionnaires were disseminated to the target respondents, and were given an enough time to accomplish the same. The respondents were given an assurance that they have the right to protect their identity by not giving their complete names. The survey was completed by the respondents in an average of 20 minutes including the briefing among the respondents regarding the purpose and instruction in the accomplishment of the survey. Furthermore, any data gathered were kept strictly confidential and anonymous in compliance with the Republic Act of 10173, also known as the Data Privacy Act of 2012. After the administration of the questionnaire, it was immediately retrieved to ensure high percentage of retrieval.

To interpret the weighted mean and composite mean on the motivations to engage in criminal justice volunteerism, the following numerical values and their corresponding verbal interpretation were used:

Mean Ranges	Verbal Interpretation
3.50 – 4.00	Strongly Agree / Very Motivated
2.50 – 3.49	Agree / Somewhat Motivated
1.50 – 2.49	Disagree / Only a Little
1.00 – 1.49	Strongly Disagree / Not at All

The data that were gathered were tallied, tabulated and analyzed using the Statistical Package for the Social Sciences (SPSS) with the assistance of the professional statistician. The statistical tools used in the study includes the weighted mean and composite mean were employed to determine the respondents' assessment on their motivations to engage in criminal justice volunteerism, while One-Way Analysis of Variance (ANOVA) was utilized to establish their significant differences among the responses of the respondents.

IV. RESULTS AND DISCUSSION

1. Respondents' Assessment on the Motivations during Engagement in Criminal Justice Volunteerism

The succeeding tables show the assessment of the respondents on the motivations to engage in criminal justice volunteerism. The data present their assessment, particularly on the interest, career, values, and behaviour.

1.1 Interest

Interest refers to the ability of a person to know or learn about something or someone. Interest is a powerful psychological state. It makes an individual feel energetic and excited, fully engaged and focused. The following table exhibits how the respondents assess their interest to engage in criminal justice volunteerism.

Table 1

Respondents' Assessment on their Motivation to Engage in a Criminal Justice Volunteerism in terms of Interest

I am interested in volunteering because...	A	VI	B	VI	C	VI
1. I want to show case something good about myself by becoming a good leader.	3.74	SA	3.45	A	3.33	A
2. I want to learn new things that can help me to develop myself.	3.89	SA	3.78	SA	3.44	A
3. I want to understand the importance of helping others without asking in return	3.83	SA	3.80	SA	3.44	A
4. I want to inspire and urge others to become a volunteer like me.	3.70	SA	3.73	SA	3.33	A
5. I want to improve my knowledge and capability as well as my well-being by becoming a volunteer.	3.73	SA	3.68	SA	3.33	A
6. I want to know the perks, advantages and sacrifices of being a volunteer.	3.57	SA	3.68	SA	3.44	A
7. It makes me more active in participating community works and services.	3.68	SA	3.73	SA	3.33	A
8. I want to know the feeling of getting involve in this agency where I am now practicing my volunteerism work.	3.66	SA	3.80	SA	3.11	A
9. I want to help the community in maintaining safety, peace and security.	3.83	SA	3.88	SA	3.44	A
10. I want to change the injustices (i.e. discrimination, inequality, unfair provision of assistance to the community).	3.70	SA	3.63	SA	3.33	A
Composite Mean	3.73	VM	3.70	VM	3.36	SM

Legend: 1.00-1.50 Strongly Disagree (SD) 1.51-2.50 Disagree (D) 2.51-3.50 Agree (A)
3.51-4.00 Strongly Agree (SA) A=Barangay Patrollers B=MDRRMO
C= Volunteer Probation Aides VI=Verbal Interpretation

As shown in the above table, the Barangay Patrollers (first group of respondents) strongly agreed that they are interested in volunteering because they want to learn new things which can help their self-development. This obtained the highest weighted mean of 3.89. This was also strongly agreed by MDRRMO Volunteers (second respondents) with a weighted mean of 3.78 respectively. However, the Volunteer Probation Aides (VPAs) agreed with this with a weighted mean of 3.44. It can be noted from the finding that the first and second groups of respondents volunteers to acquire opportunities to develop new skills that align with their goals and mission. However, for the VPAs, the finding could help the PPA to provide their volunteers with professional and personal development opportunities that offer diverse and flexible learning options that suit their learning styles, availability, and preferences.

Similarly, with a weighted means of 3.83 and 3.88, the Barangay Patrollers and MDRRMO strongly agreed that they are interested in volunteering to help the community in maintaining safety, peace and security. Whereas, the VPAs agreed with this with a weighted mean of 3.44. This implies that the Barangay Patrollers and MDRRMO's volunteer interest are the same in terms of their motivations to engage in criminal justice volunteerism. The finding implies that

Barangay Patrollers and MDRRMO Volunteers express their strong commitment to the society in maintaining safe, peace and security within their locality. This goes to show their great concern on their community.

Additionally, the Barangay Patrollers and MDRRMO Volunteers strongly agreed that they were interested in volunteering to understand the importance of helping others without asking for anything in return with weighted means of 3.83 and 3.80 respectively. Whereas, the VPAs just agreed with a weighted mean of 3.44. The findings indicate that for Barangay Patrollers and MDRRMO Volunteers, their volunteerism may be considered as their most significant contribution particularly when it is performed selflessly and without expecting anything in return.

On the other hand, the MDRRMO volunteers and VPAs agreed that they are interested in volunteering to showcase good about themselves by becoming a volunteer which obtained the weighted means of 3.45 and 3.33 respectively. While, Barangay Patrollers strongly agreed with the weighted mean of 3.74. The result shows that for MDRRMO and VPAs, they do not view volunteerism as an opportunity to show and discover the true version of themselves. Perhaps, they engage in voluntary as they are willing to do anything as long as they help anyone. On the contrary, Barangay Patrollers perceive that in volunteer activities do not only contribute to the betterment of the community, but also provides them a genuine sense of personal identity.

In general, the Barangay Patrollers and MDRRMO volunteers were very motivated to engage in criminal justice volunteerism in terms of interest with a composite means of 3.73 and 3.70 respectively, whereas volunteer probation aides were somewhat motivated with a composite mean of 3.36. It can be inferred that, for barangay patrollers and MDRRMO volunteers, interest in personal benefits and the intention of helping others are the factors why these volunteers are highly motivated to engage in criminal justice volunteerism, this is because aside from the benefit of being a volunteer, this also enhances social interactions involved in volunteering in a way that it boosts their confidence and most especially volunteers are given opportunities to meet new people which will help them to develop skills and knowledge, as well as their realizations of sense of community.

Contrary to above findings, Reference [10] found that exogenous motives, such as the desire to help others and prevent their problems from worsening, were fairly prevalent among the volunteers. This was evidenced by the reasons provided by the volunteers, which emphasized facilitating the participation of individuals with disabilities in activities and providing assistance without personal gain. Though, it was found that among the exogenous motivating factor, “doing good” implies an intrinsic desire to support others.

1.2 Career

The following table presents the assessment of the respondents on the motivation to engage in criminal justice volunteerism in terms of career. Career is significant because this refers to the job or profession that someone does for a long period of their life. Thus, this variable was assumed to have a significant factor for engagement in volunteerism towards achieving career goals and related benefits.

As shown in Table 2, the two groups of respondents strongly agreed that they volunteer to practice important skills in the workplace with the highest weighted mean of 3.73 from MDRRMO volunteers, while 3.56 from Barangay Patrollers. On the contrary, the third group of respondents (VPAs) agreed with this with a weighted mean of 3.44. The finding indicates that respondents perceive volunteerism as an opportunity to enhance and utilize their valuable capabilities which can be applied in their professional endeavors.

Moreover, Barangay Patrollers and MDRRMO strongly agreed that they volunteer to learn valuable job skills such as time management, professionalism, leadership, flexibility etc. with the weighted mean of 3.62 and 3.58. Conversely, the volunteer probation aide agreed with this with a weighted mean of 3.33. The results particularly show that for Barangay Patrollers and MDRRMO, volunteerism is an avenue to acquire professional skills that drives them to be involved in the voluntary service.

Table 2

Respondents' Assessment on their Motivation to Engage in a Criminal Justice Volunteerism in terms of Career

I volunteer to..	A	VI	B	VI	C	VI
1. practice important skills in the workplace,(i.e. team work, communication, problem-solving, etc.).	3.56	SA	3.73	A	3.33	A
2. help me succeed in my chosen profession.	3.50	A	3.45	SA	3.22	A
3. have career recognition.	3.39	A	3.43	A	3.22	A
4. gain career-related experience.	3.56	SA	3.38	A	3.22	A
5. identify the specific goals I have for my career.	3.48	A	3.38	A	3.11	A
6. learn valuable job skills (i.e. time management, professionalism, leadership, flexibility etc.)	3.62	SA	3.58	SA	3.33	A
7. provide a career aspiration.	3.60	SA	3.45	A	3.44	A
8. make connections to further a career.	3.60	SA	3.45	A	3.11	A
9. look good in my resumè in terms of work experience.	3.37	A	3.13	A	3.33	A
10. try out a career without making a long-term commitment.	3.12	A	2.95	A	3.11	A
Composite Mean	3.51	VM	3.39	SM	3.24	SM

Legend: 1.00-1.50 Strongly Disagree (SD) 1.51-2.50 Disagree (D) 2.51-3.50 Agree (A)
 3.51-4.00 Strongly Agree (SA) A=Barangay Patrollers B=MDRRMO
 C= Volunteer Probation Aides VI=Verbal Interpretation

Additionally, the weighted mean of 3.60, Barangay Patrollers strongly agreed that they volunteer to provide career aspiration, and also to make connections to a further a career. On the other hand, the MDRRMO volunteers and VPAs agreed which got the weighted means of 3.45 and 3.11 respectively. The findings suggest that Barangay Patrollers hold the belief that volunteerism has the potential impact to help them to set career goal and will contribute positively to their future professional endeavors. While on the other groups (MDRRMO and VPAs),

On one hand, all groups of respondents agreed that their reason to volunteer was to try out a career without making a long-term commitment. This got the lowest weighted means of 2.95 from MDRRMO, 3.12 from Barangay Patrollers and 3.11 from VPAs. The lowest assessment on this statement could mean that for respondents, they intend to retain in the voluntary work for a long term period of time. With this, the organizations can develop a retention strategies to keep the involvement of their volunteers by providing them the best experience as possible.

Generally, the two groups had the different extent of assessment on the motivations to engage in criminal justice volunteerism. It was revealed that Barangay Patrollers were very motivated in terms of career with a composite mean of 3.51. On the other hand, the MDRRMO volunteers and volunteer probation aides were somewhat motivated with a composite means of 3.39 and 3.22 respectively. The findings show the difference between the assessments of the barangay patrollers consider a career that made them highly motivated. Perhaps, they regard volunteer service as a means to help their career. While MDRRMO volunteers are just motivated as related on career to engage why to engage in criminal justice volunteerism because most of the volunteers from MDRRMO have different professions and being a volunteer doesn't mean asking for recognition and focusing for own growth. Most of the volunteers who came from MDRRMO are professionals who just wanted to share their skills and knowledge and it specifically needs to focus on community involvement.

In contrast to the aforementioned findings, it was observed that the belief in the significance of policing one's own community was primarily held by "Career Specials," who are special constables with longer tenure, typically older, and volunteer for reasons other than aspiring to become regular officers in the future. According to Reference [11] volunteers who commit to longer periods of service within the police force offer greater cost-effectiveness compared to their counterparts who are motivated by other factors. However, Reference [12] highlighted that among these volunteers, there are individuals who are specifically driven by a desire to contribute to their community and improve local safety.

1.3 Values

This part discusses how the values of the volunteers made them motivated to engage in criminal justice volunteerism.

Table 3

Respondents' Assessment on their Motivation to Engage in a Criminal Justice Volunteerism in terms of Values

I volunteer to..	A	VI	B	VI	C	VI
1. have a long and fruitful terms of commitment.	3.60	SA	3.45	A	3.33	A
2. create new sense of accomplishment to help me uplift myself.	3.53	SA	3.48	A	3.33	A
3. have a sense of belongingness with my co-volunteers.	3.63	SA	3.48	A	3.22	A
4. do something for a cause that is not only important to me but also for others whom I have to serve to.	3.63	SA	3.68	SA	3.33	A
5. to influence others by doing a novel work of volunteerism.	3.63	SA	3.53	SA	3.33	A
6. feel the importance and joy of helping others.	3.70	SA	3.68	SA	3.44	A
7. develop not only my trust but also my awareness and limitations towards other people.	3.64	SA	3.60	SA	3.44	A
8. develop not only my sense of responsibility to a particular group but as well as to my community.	3.74	SA	3.68	SA	3.33	A
9. realize the importance and advantages of working with a team.	3.77	SA	3.68	SA	3.33	A
10. express my devotion towards a particular group that I am serving for.	3.48	A	3.55	A	3.44	A
Composite Mean	3.64	VM	3.57	VM	3.36	SM

Legend: 1.00-1.50 Strongly Disagree (SD) 1.51-2.50 Disagree (D) 2.51-3.50 Agree (A)

3.51-4.00 Strongly Agree (SA)

A=Barangay Patrollers

B=MDRRMO

C= Volunteer Probation Aides

VI=Verbal Interpretation

Table 3 discloses that the two groups of respondents strongly agreed that they were motivated to volunteer to realize the importance and advantages of working with a team which gained the highest weighted mean of 3.77 from Barangay Patrollers, while 3.68 from MDRRMO volunteers. Oppositely, the volunteer probation aides agreed with this weighted mean of 3.33. The results showed the viewpoint of the two group of respondents on the motivations to engage in

criminal justice volunteerism that one of the factor they considered as a volunteer is socialization and fellowship with

one another. Probably, they gained a sense of achievement by working with others. It can be concluded that this sense of achievement is a crucial factor in promoting voluntary work and is, in addition, a significant part of volunteer motivation.

In addition, the two groups of respondents strongly agreed that the motivation to volunteer is to develop not only the sense of responsibility to a particular group but as a well as to the community having a weighted means of 3.70 and 3.68 from Barangay Patrollers and MDRRMO volunteers respectively. Although, the volunteer probation aides agreed with this with a weighted mean of 3.33. The finding entails that on the same extent, Barangay Patrollers and MDRRMO volunteers express a desire to help others, specifically describing a need to contribute positively to the community.

Similarly, Barangay Patrollers and MDRRMO volunteers strongly agreed that they volunteer to feel the importance and joy of helping others. This obtained the weighted means of 3.70 and 3.68 respectively. Though, the volunteer probation aides agreed with this with the weighted mean of 3.44. It can be said from the finding that respondents exhibit motivation to engage in volunteer activities as a means of serving others, so deriving a sense of enjoyment from their contribution towards a wider purpose. Consequently, their actions have the potential to positively impact the lives of those they help with.

Likewise, the VPAs and MDRRM volunteers agreed that they volunteer to have a long and fruitful terms of commitment. This obtained the least weighted means of 3.33 and 3.45 respectively. However, Barangay Patrollers strongly agreed with this with a weighted mean of 3.60. The result denotes the need of the organizations to develop a retention strategies that will boost their feeling of sense of productivity and long-term commitment.

In totality, Barangay Patrollers and MDRRMO volunteer-respondents were very motivated to engage in a criminal justice volunteerism in terms of values as shown by the composite means of 3.64 and 3.57, respectively. However, VPAs were somewhat motivated. This finding imply their realizations to take volunteerism as a sense of responsibility and commitment on their community and organization. It can be said as well that these groups able to attain a greater level of meaning in their lives, so long as they remain very motivated on their endeavors.

The above findings were somewhat relevant to the research article of Reference [13] which mentioned that volunteering may promote eudemonic wellbeing by making individuals feel better about themselves (feeling valued) and their contribution to others (adding value), thereby increasing self-esteem and decreasing depression. Close relationship partners, organizations, and the greater community are examples of those to whom they may matter. Organizations can nurture a sense of significance by articulating the impact of a volunteer's contribution on the accomplishment of the organization's mission (feeling valued) and by reminding volunteers of the crucial role they play in society (adding value).

Further, Reference [14] found that volunteers who engaged in service were primarily for other-oriented reasons, to express their prosocial values or to reaffirm their relationships with close others, or for exploration reasons, to learn more about other people, the world, and their own strengths, were more likely to report higher levels of well-being (self-esteem, self-efficacy, well-being, social connectedness, and trust).

1.4 Behaviour

This part discusses how the volunteer-respondents assessed their motivations to engage in a criminal justice volunteerism in terms of behavior.

It was presented in the next table that the MDRRM volunteers strongly agreed that they volunteer to promote volunteerism without asking any favor in return. This gained the highest weighted mean of 3.80. Also, the Barangay Patrollers strongly agreed with weighted mean of 3.66, while the VPAs just agreed with this with a weighted mean of 3.44. The results suggested that respondents aimed to encourage other individuals to engage in volunteer work to enable them recognize the power and experience the surprising benefits of volunteerism without expecting anything in return.

In addition, the MDRRM volunteers and Barangay Patrollers strongly agreed that they volunteer to develop the sense of respect not only to others as well as for themselves which got a weighted means of 3.78 and 3.70

respectively. However, the VPAs agreed with this with a weighted mean of 3.33. The finding reveal that the respondents perceive voluntary work, which is align in their personal views, is a means to improve their sense of self-respect.

Likewise, the MDRRMO and Barangay Patrollers strongly agreed that they volunteer to become a well-disciplined citizen with a weighted mean of 3.75 and 3.74. On contrary, the VPAs agreed with this with a weighted mean of 3.33. The result denotes that being a volunteer makes the respondents feel that there is a compelling indication of greater capacity within their personal life for the cultivation and practice of self-discipline.

Likewise, the Barangay Patrollers and MDRRM volunteers strongly agreed than they volunteer to gain self-confidence and control which acquired the weighted means of 3.66 and 3.73 respectively. While, the VPAs agreed with this with a weighted mean of 3.33. This means that for respondents, volunteerism helps them to improve self-esteem. They recognize that engagement in volunteer activities is a potential opportunity to extend in boundaries and can provide an avenue for overcoming personal apprehensions.

Summing up, the two groups of respondents which was Barangay Patrollers and MDRRM volunteers were very motivated to engage in criminal justice volunteerism which got the composite means of 3.64 and 3.71 respectively. Whereas, the VPAs were somewhat motivated which obtained the composite mean of 3.34. It can be assumed that behavior really has an impact on the motivations of a volunteers especially on the part of Barangay Patrollers and MDRRMO. Perhaps, behavior greatly affects themselves and most especially community as volunteer groups still continue to do voluntary works to help one another. While on the part of the VPAs, it can be observed on the preceding findings which show the lower level of motivations across the variables considered compared with other groups. With this, a program may be formulated to encourage further this group to engage in volunteerism towards the administration of justice.

B. Significant Difference in the Responses of the Different Volunteer Group on the Motivation and Constraints to Engage in a Criminal Justice Volunteerism

Table 5 presents the significant difference between the assessments of the three groups of respondents on the motivations to engage in a criminal justice volunteerism. It includes the comparison of the computable value. Interpretation was also provided based on the table.

Table 4

Respondents' Assessment on their Motivation to Engage in a Criminal Justice Volunteerism in terms of Behaviour

I volunteer to..	A	VI	B	VI	C	VI
1. be more responsible	3.69	SA	3.75	SA	3.33	A
1. become a well-disciplined citizen.	3.74	SA	3.75	SA	3.44	A
2. be an active part of the society.	3.69	SA	3.65	SA	3.33	A
3. promote volunteerism without asking any favor in return.	3.66	SA	3.80	SA	3.44	A
4. gain self confidence and control.	3.66	SA	3.73	SA	3.33	A
5. inhibit myself to be involved in anti-social behavior.	3.46	A	3.55	SA	3.22	A
6. enhance my flexibility and adaptability.	3.58	SA	3.70	SA	3.22	A
7. improve my productivity and knowledge.	3.62	SA	3.68	SA	3.44	A
8. develop my sense of respect not only to others as well as for myself	3.70	SA	3.78	SA	3.33	A
9. develop my patience and perseverance.	3.64	SA	3.75	SA	3.33	A
Composite Mean	3.64	VM	3.71	VM	3.34	SM

Legend: 1.00-1.50 Strongly Disagree (SD)

1.51-2.50 Disagree (D)

2.51-3.50 Agree (A)

3.51-4.00 Strongly Agree (SA) A=Barangay Patrollers B=MDRRMO
 C= Volunteer Probation Aides VI=Verbal Interpretation

The table below shows the output of the one-way ANOVA test and whether was a statistically significant difference between the assessment on the motivations during their engagement in criminal justice volunteerism. As a result, the null hypothesis that there was no significant difference between the assessment of the three groups of respondents on their motivations and to engage in criminal justice volunteerism in terms of career, values, and behavior were hereby accepted. However, there was a statistically significant difference between groups in terms of interest as determined by one-way ANOVA ($F(2,146) = 4.563, p = .012$). This result illustrates the program implications for personal development, which may be relevant to the organization's continual improvement in recruitment and retention of volunteers in serving the community. Volunteer programs need to attract, engage, and retain volunteers to succeed. Understanding what motivates and engages them to volunteer can help the organizations to recruit and retain volunteers [15]. Engaged volunteers are more likely to intend to retain in volunteer work [16].

Table 5

Summary of Computation in Testing the Difference between the Assessment on the Motivations during their Engagement in Criminal Justice Volunteerism

	Variables	Sum of Squares	df	Mean Square	F	Sig.
Interest	Between Groups	1.181	2	.591	4.563	.012
	Within Groups	18.898	146	.129		
	Total	20.080	148			
Career	Between Groups	.647	2	.324	1.241	.292
	Within Groups	38.054	146	.261		
	Total	38.701	148			
Values	Between Groups	.667	2	.333	1.691	.188
	Within Groups	28.798	146	.197		
	Total	29.465	148			
Behavior	Between Groups	.996	2	.498	1.839	.163
	Within Groups	39.510	146	.271		
	Total	40.505	148			

C. Proposed Program to Improve the Engagement in Criminal Justice Volunteerism

After a careful analysis of the findings, the researchers tried to propose program that would further improve the engagement in criminal justice volunteerism. The following programs were presented in table 6. This includes the activities, objectives, person/s involve, frequency of implementation and the expected outcome.

Table 6

Proposed Program to Improve the Engagement in Criminal Justice Volunteerism

Activities	Objectives	Person Involved	Expected Outcome
Personal Development Program	To have an opportunity to know oneself and their capabilities, build leadership potential and proper management of an	Community Volunteers, MDRRMO, Barangay Patrollers, and their Administrators/	To improve the volunteers critical thinking, decision making, and self-control.

	organization	Organization Heads	
Physical and Mental Wellness Program	To keep the volunteers mind and body free from stress. Properly aware and prepared for any unexpected situations.	Community Volunteer, MDRRMO, Los Banos Barangay Patrollers, and their Administrators/ Organization Heads	This will give volunteers to be enhance strength and flexibility, stabilize operational procedure which can protect the life of the community.
Calamity/ Disaster Preparedness Training and Program	To spread knowledge with the community, volunteers, and patrols on how to survive in a natural disaster and to provide proper equipment for all the res-ponders in the area.	Community, MDRRMO, Barangay Patrollers, and their Administrators/ Organization Heads	All the persons involved will have an equipment to be used in times of calamities or if in case needs to rescue. Help the community to lessen loss of lives and properties
Education/Information Dissemination Programs	To promote and encourage the youth to join volunteer groups and to let them be aware about the advantage of being a volunteer	School Administrators and Students (Elementary Level to College Level)	The youth will understand and be mindful of the benefit of becoming a volunteer. Give them an insight to identify career paths and to prevent wrongdoings.

V. CONCLUSIONS

Based from the findings of the study, the researchers concluded that Brgy. Patrollers and MDRRM volunteers were very motivated to engage in criminal justice volunteerism; while volunteer probation aides were somewhat motivated. A significant difference was between the assessments of the three groups of respondents on their interest that made them motivated to engage in volunteerism. With this, to encourage more volunteers in this field and to improve the same among the existing volunteers, a programs may be initiated by the concerned local government unit and even the Philippine National Volunteer Service Coordinating Agency (PNVSCA)

which may focused on the aspects of personality, wellness, and professional development to further improve the engagement and even the recruitment in criminal justice volunteerism. Finally, programs such as personality, wellness, and professional development were proposed to further improve the engagement in criminal justice volunteerism.

VI. RECOMMENDATIONS

Based from the findings and conclusions of the study, the researchers endorsed the following: Based from the findings and conclusions of the study, the following are endorsed: the concerned agencies involved in this investigation may consider the conduct activities, programs, and seminars to encourage the community to engage in the act of volunteerism. This may ensure that all of the volunteers and aspiring volunteers will be informed about the benefits of being a volunteer; it is also suggested that the local government of towns considered in this study may allocate a sufficient fund for the implementation of environmental programs so that these programs to sustain the manpower or the required equipment and facilities for their implementation. A research involving constraints in criminal justice volunteerism may be taken by the future researchers so they may be address and mitigated to further improve their recruitment of volunteers, and even ensure the retention of the existing volunteers in the field. It is also recommended that future researchers of the same topic may consider a wider scope and include things such as the respondents' profiles so as to have a more diverse breakdown on the assessments of the respondents and the differences in their assessments. Lastly, it is recommended that a follow-up study be conducted considering other variables and other volunteer institutions not mentioned in this endeavor in order to supplement the findings of this present undertaking. With this, it will further improve the engagement and even the recruitment in criminal justice volunteerism.

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