

Theory on Meaningful Retirement Through Volunteerism: An Application among the Elderly

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ABSTRACT

Retirement is a phase in an individual's life wherein there is withdrawal from employment and for most of the elderly, regular remuneration ceases. In spite of this, there is a growing number of retirees who continues to render work through volunteering even after retirement. This correlational study enlisted a multi-stage and purposive sample of 102 volunteer retirees in Cebu City. A 5-part instrument package was utilized to (1) describe the respondents' demographic characteristics and (2) the nature of their volunteer work. Their reported (3) psychological well-being, (4) life satisfaction and (5) physical health were also determined using the Ryff Scales for Psychological Well-Being, the Satisfaction with Life Scale and the SF-12 Health Survey, respectively. Results revealed that the most common reason why elderly retirees engage in volunteer work is to help others (n=48) followed by to serve God (n=26). A multivariate analysis of variance further indicated that those who volunteer to 'use time' had significantly higher levels of life satisfaction and psychological well-being while those who volunteer to 'improve self' had significantly higher perceived physical health. The study findings have implications for government and non-government sectors as well as indications for further research.

Keywords: *elderly, volunteerism, retirement, motivation, life satisfaction, psychological well-being.*

INTRODUCTION

Before retirement, a lot of time is invested by older adults to develop their knowledge and skills, in tandem with establishing social networks with friends, family and co-workers, fostering emotional maturity and many other goal-driven motives. Much of this time is also devoted to building financial security in preparation for retirement. Retirement is a phase in an individual's life wherein there is withdrawal from employment and for most of the elderly, regular remuneration ceases. In spite of this, there is a growing number of retirees who continues to render work through volunteering even after retirement.

This shift from paid work to volunteer work stems from the elderly's desire to make a contribution to society. Such desire reflects their motivations to engage in volunteering. Although commonly regarded as an altruistic activity intended to promote good or to help others, the elderly may also engage in volunteer work for reasons of skill development, opportunity to meet others, an avenue to have fun, a means of using or maximizing idle time by being productive, or for a variety of other reasons.

Research literatures have pointed out that volunteering generally has positive effects on the elderly. It has an impact on

both their subjective and objective well-being, which includes life satisfaction, self-esteem, self-rated health and functional ability among others (Brown et al., 2011; Burr, Tavares & Mutchler, 2010; Chugh, 2011; Wilson, 2000). Such literatures have paved the way to the development of a theory on older adult volunteering among Filipino retirees.

The developed theory on meaningful retirement through volunteerism (Figure 1) postulates that retirement is a period of transition in an individual's life financially, physically, emotionally, psychologically and even spiritually. It entails role changes as one goes through this stage. Staying active and choosing to continue to live a productive life through volunteerism brings about many benefits. Although older adults have diverse reasons or motivations to volunteer, the literature in

this study claims that this activity promotes a higher sense of happiness or satisfaction and psychological well-being. Individuals would find meaning in helping out to others in whatever type of work or in any setting this might take place. People who have a high satisfaction level also correlates with high self-esteem. Volunteerism further promotes functionality in mind, body and spirit, by keeping oneself busy in a healthy way. Thus, volunteering activity helps reduce or delays the occurrences and risks of mortality of disease conditions and, therefore, prolongs life even more with an increased age. For some retirees or older people who volunteer, they find meaning through this work, being satisfied with life, of having good physical health and a better psychological well-being. These are just a few components in life which could not be equated with money.

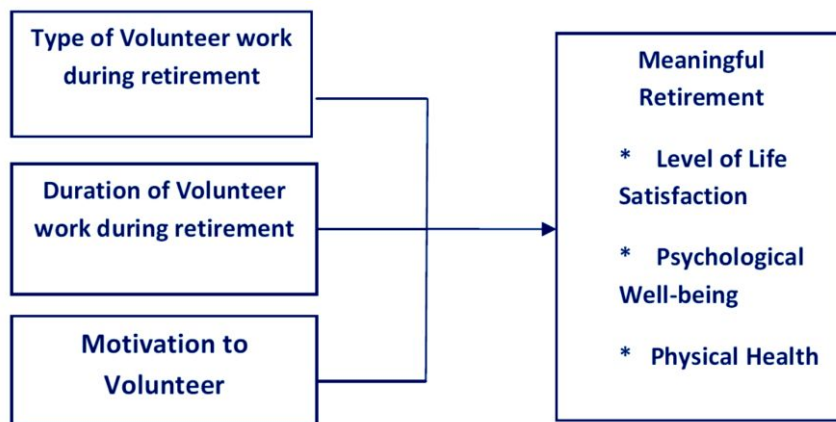


Figure 1. Theory on Meaningful Retirement through Volunteerism

It is an innate characteristic of every individual to undergo volunteerism. Some people engage in volunteer work based on their pre-retirement activities and motivation to volunteer, which is primarily rooted in altruism and selflessness. Hence in the study, the theory on meaningful retirement is

validated, particularly on the assumption that the motivation or reason for volunteer work influences the retiree's life satisfaction, psychological well-being, and physical health.

This research has potential implications for the city and its barangays

wherein relevant programs could be implemented to let its elderly constituents stay active and productive aimed at improving their life satisfaction, psychological health and physical health. The study will likewise primarily benefit the older adult population and the recipients of volunteer work.

METHODOLOGY

A cross-sectional survey with a correlational design was employed to determine if a significant relationship exists between the elderly's motivation or reason for engaging in volunteer work and their life satisfaction, psychological well-being and physical health. A multi-stage and purposive sample of 102 retirees from the Parole and Probation Administration Office [PPAO] and selected barangays of Cebu City participated in the study.

Respondents were invited to participate voluntarily by a cover letter attached to the instrument. The purpose of the study was explained and the researcher emphasized that joining the study is entirely voluntary and the qualified participants may refuse to answer the questionnaire as they wish without any fear of repercussions. It was likewise emphasized that return of the answered questionnaires or the providing of data to the researchers for the study, implied consent to participate in the research.

Specific to the problem being addressed, the study utilized a 5-part instrument accomplishable in 30 to 45 minutes. The independent variable, motivation or reason for volunteer work, was measured through (1) a self-report questionnaire which obtained the profile

of volunteering of the retiree and (2) their experiences with volunteering.

Whereas, the dependent variables, the retirees' level of life satisfaction, psychological well-being and physical health, were measured using (3) the Satisfaction with Life scale, (4) the Ryff Psychological Well-Being scale and (5) the SF-12 Health Survey Form, respectively. Such instruments were chosen as their constructs were supported by the underpinnings of the Theory of Meaningful Retirement through Volunteerism.

The Satisfaction with Life Scale is 5-item self-administered questionnaire which requires the respondents to answer to each item on a 7-point Likert scale ranging from 1 (strongly disagree) to 7 (strongly agree). Item ratings are summed to provide a total score ranging from 5 – 35 where higher scores are indicative of greater life satisfaction.

The Psychological Well-Being Scale, on the other hand, particularly the mid-length 54-item version (with 9 items for each of the 6 scales), requires the respondents to rate statements on a scale of 1 to 6, with 1 indicating strong disagreement and 6 indicating strong agreement. Responses are totaled for each of the six categories namely autonomy, positive relations with others, purpose in life, self-acceptance, environmental mastery and personal growth. About half of the responses in each category are reverse scored. Responses to negatively scored items (-) are reversed in the final scoring procedures so that high scores indicate high self-ratings on the dimension assessed. There is no global score for the

psychological well-being scale. The said scale is regarded to be valid and highly reliable (Ryff, 1989; Ryff & Keyes, 1995; Siefert, 2005).

The SF-12 Health Survey Form is a 12-item tool which requires the respondents to mark responses pertaining to how they view their health. Answers are then scored and summed. A high score on the SF-12 indicates better physical functioning and health. The said tool is documented to have a good construct validity (Montazeri, Vahdaninia, Mousavi, & Omidvari 2009).

Research data were collected either through face-to-face interview in home visits or through direct individual administration, depending on the preference of the respondents. In addition, the researcher sought to it that respondents' questions and concerns were entertained (i.e. instructions in answering the instrument), before they answer and for some who needed assistance, while they answer.

Data collected were subsequently analyzed. As regards to the respondents' motivation for volunteer work, since the question to yield such data is open-ended, participants' responses were first grouped before they were coded and analyzed.

Consequently, the multivariate analysis of variance (MANOVA) was primarily employed to answer the research hypothesis. MANOVA is an extension of analysis of variance (ANOVA) for use when there is more than one dependent variable (Pallant, 2005) – in this case, life satisfaction, psychological well-being and physical health. MANOVA tests whether mean differences among groups on a

combination of dependent variables are likely to have occurred by chance (Tabachnik, & Fidell, 2007).

Wilks' lambda (symbolized by the Greek capital letter, Λ) is a test statistic used in multivariate analysis of variance (MANOVA) to test whether there are differences between the means of identified groups of subjects on a combination of dependent variables (Crichton, 2000). In this study, the researcher tested whether the mean score of respondents grouped by motivation for volunteer work is the same across the three dependent variables – life satisfaction, psychological well-being and physical health – simultaneously. Thus, the researcher considered multiple dependent variables and comparing the mean of this combination for the said groups (Pallant, 2005).

With the aid of the Statistical Package for the Social Sciences (SPSS) version 17 software, the significance of the Wilk's Λ was also obtained, with a *p* value of less than 0.05 (confidence interval of 95%) considered as statistically significant.

RESULTS AND DISCUSSION

A total of 102 elderly retirees participated in the study. These respondents have reported myriad reasons that motivate them to volunteer. To serve God is one recurring response noted among certain elderly retirees. These retirees have stated that volunteering is part of their faith. As what Sample A mentioned, *“As I do not have work anymore, I might as well spend the rest of my life serving the Lord”*. Another respondent from the sample mentioned that he volunteered for, *“spiritual*

upliftment". Another respondent stated, "*I volunteered to give back my talent to our Lord Jesus Christ*". There are others who view volunteer work as a vocation. A respondent from the sample shared, "*I responded to the call of the Lord Jesus to render services to His church.*" Another respondent added, "*His message unto me. This is my own choice and not yours and I have chosen you so that you'll bear much fruit that you will enjoy forever.*"

On the other hand, another recurring response in a majority of the sample is that they volunteer to help others. These retirees have filled various roles in the community from simple acts of "*helping people do ground improvement in school*" to "*encouraging others for community involvement*". Sample B mentioned, "*I am motivated to volunteer so I could help others to accomplish the work to be done. I feel the joy and the satisfaction in the fulfillment of work done.*" Another respondent from the sample stated that she volunteered, "*to render community service on people's problems particularly the physical, spiritual and moral problems in life.*" To these retirees, their motivation to volunteer stemmed from their desire to contribute something to their "*barangay*" and "*be of service to their fellowmen*". One respondent had equated volunteerism with "*servanthood*" and "*selflessness*".

Apart from serving God and helping others, there are a few respondents who had somewhat a different perspective of why they volunteered. One common reason, to improve the self, is a perspective shared by a handful of retirees. A respondent from the sample stated, "*I volunteered primarily for self-improvement.*" Another respondent

shared, "*I don't want to be stagnant. Volunteering helps sharpen my memory*". To these retirees, productivity does not cease even after retirement. One respondent had even described volunteering as a "*continuous mental activity*".

Another group of respondents hold in common a particular reason to volunteer which is to use time. One respondent from this group mentioned, "*I engage in volunteer work to have a part time and not just stay at home.*" These elderly participants reported that volunteering keeps them busy even after retirement. They shared that although other individuals settled for a relaxed, care-free life after retirement, they would rather spend their "*extra time*" by engaging in volunteer work and this didn't bother them. A respondent imparted, "*I feel happy knowing that I am doing something worthwhile in my free time.*" Another respondent added, "*I want to make myself productive, useful and still dependable despite my age.*"

To socialize is another recurring response reported by some of the respondents. These individuals shared that they were motivated to volunteer since such activity provides them with opportunities to mingle with other people. As what a respondent from the sample stated, "*I volunteered in order to meet new acquaintances.*" Another respondent added, "*Volunteering allows me to socialize and share my experiences with other people.*"

The last recurring response among the elderly participants is, to exercise, as a primary reason to volunteer. One

respondent shared, “*I volunteer in order to stay active.*” Another respondent mentioned that he volunteers as he regards it as a form of “*physical exercise.*”

The abovementioned responses have been the basis for grouping the respondents which were essential for data analyses in addressing the research problem. A majority of the respondents volunteer because they want to help others (n=48). Volunteer retirees who primarily state such reason are mostly married, residing in the urban areas, college graduates, Catholics and retired teachers. According to Phillips (1982) and Rehberg (2005), volunteers provide their time and efforts for a wide variety of reasons. One historical way of understanding volunteer motivations has been based on theories of altruism and selflessness in that the

primary motivation is that volunteers want to help others.

It could also be noted that the second most common reason for volunteering among the elderly is to serve God. These volunteer retirees are likewise mostly married, living in the urban areas, college graduates, Catholics and have worked as teachers before retirement. Religious affiliation is consistently ranked as a predictor of volunteer activity. "Religiosity is thought to shape volunteering because most religious faiths promote assistance to others as a valued activity and also because religious organizations provide convenient vehicles for engaging in such voluntary activity" (Caro & Bass, 1997; Wilson & Janoski, 1995; as cited in Graham, 2003). This explains why most of the respondents are

Table 1. Profile of Older Adult Respondents In the Study (N=102)

	Motivation for Volunteer Work						Total							
	Serve God/ Spiritual ^a		Help Others ^b		Improve Self ^c			Use Time ^d		Socialize ^e		Exercise/ Physical ^f		
	f	(%)	f	(%)	f	(%)		f	(%)	f	(%)	f	(%)	
Age														
Mean age, years (SD)	69.53 (7.69)		69.17 (7.29)		65.25 (4.57)		72.90 (7.65)		68.78 (8.56)		71.40 (8.76)		69.58 (7.50)	
Age range, years	60-88		60-91		60-71		64-85		61-88		62-80		60-91	
Gender														
Male	8	(19.0)	20	(47.6)	1	(2.4)	7	(16.7)	2	(4.8)	4	(9.5)	42	
Female	18	(30.0)	28	(46.7)	3	(5.0)	3	(5.0)	7	(11.7)	1	(1.7)	60	
Marital Status														
Single	1	(9.1)	9	(81.8)	0	-	1	(9.1)	0	-	0	-	11	
Married	15	(24.6)	29	(47.5)	2	(3.3)	6	(9.8)	6	(9.8)	3	(4.9)	61	
Widow/Widower	10	(37.0)	8	(29.6)	2	(7.4)	2	(7.4)	3	(11.1)	2	(7.4)	27	
Separated	0	-	2	(66.7)	0	-	1	(33.3)	0	-	0	-	3	
Locale														
Rural	5	(18.5)	17	(63.0)	0	-	3	(11.1)	1	(3.7)	1	(3.7)	27	
Urban	21	(28.0)	31	(41.3)	4	(5.3)	7	(9.3)	8	(10.7)	4	(5.3)	75	
Highest Educational Attainment														
Secondary	7	(43.8)	6	(37.5)	0	-	0	-	3	(18.8)	0	-	16	
College	10	(21.7)	24	(52.2)	0	-	5	(10.9)	4	(8.7)	3	(6.5)	46	
Post-Graduate	9	(22.5)	18	(45.0)	4	(10.0)	5	(12.5)	2	(5.0)	2	(5.0)	40	
Religion														
Catholic	24	(27.9)	39	(45.3)	4	(4.7)	7	(8.1)	8	(9.3)	4	(4.7)	86	
Non-Catholic	2	(12.5)	9	(56.3)	0	-	3	(18.8)	1	(6.3)	1	(6.3)	16	
Previous Employment														
Skilled Work	1	(33.3)	0	-	1	(33.3)	0	-	1	(33.3)	0	-	3	
Business	4	(44.4)	5	(55.6)	0	-	0	-	0	-	0	-	9	
Clerk/Technical	3	(21.4)	9	(64.3)	0	-	0	-	0	-	2	(14.3)	14	
Military/Engineering	4	(36.4)	6	(54.5)	0	-	0	-	0	-	1	(9.1)	11	
Teaching	11	(19.3)	26	(45.6)	3	(5.3)	10	(17.5)	5	(8.8)	2	(3.5)	57	
Administrative	3	(50.0)	2	(33.3)	0	-	0	-	1	(16.7)	0	-	6	
Unemployed/self-employed	0	-	0	-	0	-	0	-	2	(100)	0	-	2	

Note. Percentage totals may not equal 100 due to rounding. No multiple responses; respondents only reported their primary reason or motivation for volunteer work. f= frequency.

^an=26. ^bn=48. ^cn=4. ^dn=10. ^en=9. ^fn=5.

motivated to volunteer in order ‘to serve God’ owing to the religion of the country being predominantly Catholic.

Furthermore, the demographic characteristics of the respondents of the present study are similar to that of previous studies wherein older people are more likely to volunteer if they are highly educated, have higher incomes, and are married (Boraas, 2003; U.S. Bureau of Labor Statistics, 2009; Morrow-Howell, 2010; Rotolo & Wilson, 2006; as cited in Butrica, Johnson, & Zedlewski, 2009). It could be explained that people who have completed more education and who worked in higher-paying jobs have more skills and experience of value to organizations (Thoits & Hewitt, 2001). These people may feel an obligation, stemming from their higher social status, to contribute time to their community (Hodgkinson, 1995, as cited in Wilson & Musick, 1997). In terms of locale, volunteers are likely to be mostly urban because apart from a high population density in the city, such locale also provides a wide array of opportunities for the elderly to engage in a particular volunteer activity well-suited to their personal resources.

The profile of the life satisfaction, psychological well-being, and physical health of the retirees in terms of motivation for volunteer work were also taken. It is noteworthy that those who volunteered to ‘use time’ have high scores on life satisfaction and psychological

well-being, while those who volunteered to ‘improve self’ have high scores for physical health.

Table 2. Life Satisfaction, Psychological Well-Being & Physical Health of the Elderly in Terms of Motivation for Volunteer Work

Dependent Variable	Motivation for Volunteer Work	Mean	SD
Life Satisfactio	Serve God/spiritual ^a	27.81	5.30
	Help others ^b	27.50	5.44
	Improve self ^c	27.25	5.25
	Use time ^d	29.40 [†]	4.17
	Socialize ^e	28.33	3.28
	Exercise/physical ^f	28.60	2.79
Psychologic al Well- Being	Serve God/spiritual	42.18	5.19
	Help others	41.86	3.56
	Improve self	38.38	5.98
	Use time	43.25 [†]	5.00
	Socialize	36.59	8.55
	Exercise/physical	39.67	3.32
Physical Health	Serve God/spiritual	41.65	11.24
	Help others	42.79	8.15
	Improve self	47.75 [†]	8.66
	Use time	47.30	8.15
	Socialize	45.11	7.94
	Exercise/physical	46.20	11.54

Note: Psychological well-being tabulated is the general mean of the six facets of psychological well-being namely autonomy, positive relations with others, purpose in life, self-acceptance, environmental mastery and positive growth. Independent variable = motivation for volunteer work. Flagged mean scores with a dagger (†) represent highest mean in terms of a particular dependent variable.

^an=26. ^bn=48. ^cn=4. ^dn=10. ^en=9. ^fn=5.

Data analysis using MANOVA with life satisfaction, psychological well-being and physical health as dependent variables, revealed that there was a significant multivariate effect of the independent variable, motivation for volunteer work, on the dependent variables, Wilk’s $\Lambda=0.021$, $p=.000$. Only 2.1% of the variance in motivation for volunteer work was un-accounted for by the combined dependent variables.

Table 3. MANOVA Table for the Relationship Between Motivation for Volunteer Work and Life Satisfaction, Psychological Well-Being and Physical Health

Dependent Variable	Type III Sum of Squares	df	Mean Square	F	Sig.	Wilk's Λ
Corrected Model						
Life Satisfaction	36.200 ^a	5	7.240	.284	.921	0.021 (p=.000**)
Psychological Well-Being	319.922 ^b	5	63.984	2.754	.023*	
Physical Health	389.150 ^c	5	77.830	.918	.473	
Intercept						
Life Satisfaction	39594.589	1	39594.589	1552.483	.000**	
Psychological Well-Being	81244.907	1	81244.907	3496.379	.000**	
Physical Health	101798.471	1	101798.471	1200.817	.000**	

Note: Independent variable = motivation for volunteer work.

^aR squared=.015. ^bR squared=.125. ^cR squared=.046.

*p<.05. **p<.01

The analysis further revealed that motivation for volunteer work has a direct effect on psychological well-being (p=.023) basing from the corrected model (which takes into account the direct effect of the independent variable on each dependent variable ‘separately’, still considering the latter’s influence on each other); moreover, 12.5% of the variance in psychological well-being was accounted for by motivation for volunteer work. Moreover, for the other dependent variables, significant effect (p=.000) is only as an intercept (which takes into account the main effect of the independent variable on the ‘combined’ dependent variables). The significance of the intercept means that every dependent variable can influence the other dependent variable. Because the dependent variables are highly correlated, one could influence the other. This further implies that motivation for volunteer work would only have an effect on the other variables if all three dependent variables would co-exist.

Since the Wilk’s Λ is close to 0, it could be interpreted that the respondents grouped by their motivation for volunteer work are well separated or are significantly different in terms of the combined dependent variables. The life satisfaction and psychological well-being

of those who volunteered to ‘use time’ and the physical health of those who volunteered to ‘improve self’ are significantly higher than the other groups.

The ‘to use time’ motivation of the elderly volunteers supports an assumption of the theory on meaningful retirement through volunteerism, wherein retirement increases the number of hours for volunteer work. Contradictory to what was expected, those who volunteer to ‘use time’ are more satisfied with life than those who volunteer to ‘serve God’ or to ‘help others’. It could otherwise be conjectured that such individuals, since their motivation would be to just ‘use their time’ instead of other motives, are said to be more contented with life perhaps due to having lesser problems to think about as a result of retirement. One respondent shared, “Having extra time, I perform volunteer work. It feels good and I look forward to it quickly.”

In addition, various literature point out that people who have more human (e.g. education, income, health status), cultural (e.g. sense of moral obligation, generative qualities, religiosity), and social (e.g. social network size, number of meetings attended, trust in others and their

community), capital attributes are more likely to engage in time volunteering (Brown & Ferris, 2007; Hughes & Luksetich, 2008; James & Sharpe, 2007; Li & Ferraro, 2005; Lunn, Klay & Douglas, 2001; Regnerus, Smith & Sikkink, 1998; Smith & McSweeney, 2007; Wilhelm, Rooney, & Tempel, 2007; Wilson, 2000, as cited in Choi & Kim 2011).

It is important to highlight that motivation to volunteer to ‘use time’ alone is directly associated with higher psychological well-being. To further explore this significant relationship, a detailed analysis of the means of each facet of psychological well-being (autonomy, positive relations with others, purpose in life, self-acceptance, environmental mastery, and personal growth) was made and how it is influenced by the motivation for volunteer work was further explored.

Table 4. Facets of Psychological Well-Being of the Elderly in Terms of Motivation for Volunteer Work

Dependent Variable	Motivation for Volunteer Work	Mean	SD
Autonomy	Serve God/spiritual ^a	40.81 [†]	6.00
	Help others ^b	38.38	4.55
	Improve self ^c	36.00	7.44
	Use time ^d	38.90	6.77
	Socialize ^e	33.89	4.81
	Exercise/physical ^f	35.80	5.02
Positive Relations with Others	Serve God/spiritual	44.73	7.80
	Help others	44.83 [†]	6.13
	Improve self	39.50	9.15
	Use time	46.80	4.21
	Socialize	36.67	14.88
	Exercise/physical	40.20	4.92
Purpose in Life	Serve God/spiritual	40.12	5.40
	Help others	40.13	6.35
	Improve self	37.75	6.24
	Use time	44.80 [†]	5.33
	Socialize	39.00	8.02
	Exercise/physical	40.40	4.67

Self-Acceptance	Serve God/spiritual	41.96	5.55
	Help others	41.65	4.40
	Improve self	39.75	1.89
	Use time	42.30 [†]	9.99
	Socialize	38.56	10.53
Environmental Mastery	Exercise/physical	39.80	3.03
	Serve God/spiritual	42.77 [†]	5.60
	Help others	41.46	5.59
	Improve self	38.50	6.76
	Use time	41.30	4.11
Personal Growth	Socialize	35.11	9.48
	Exercise/physical	41.00	3.74
	Serve God/spiritual	42.69	6.85
	Help others	44.75	5.86
	Improve self	38.75	9.60
Personal Growth	Use time	45.40 [†]	6.72
	Socialize	36.33	7.33
	Exercise/physical	40.80	3.03

Note: Independent variable = motivation for volunteer work. Flagged mean scores with a dagger (†) represent highest mean in terms of a particular facet of psychological well-being.

^an=26. ^bn=48. ^cn=4. ^dn=10. ^en=9. ^fn=5.

Those who volunteered to ‘use time’ scored high in the purpose in life, self-acceptance, and personal growth facets. Meanwhile, those who volunteered to ‘serve God’ scored in high in the autonomy and environmental mastery facets, whereas those who volunteered to ‘help others’ scored high in the positive relations with others facet.

Further analysis of the said findings using MANOVA was done, with the six facets of psychological well-being as dependent variables. As shown in Table 5, motivation for volunteer work has a direct effect on autonomy ($p=.023$), positive relations with others ($p=.029$), environmental mastery ($p=.037$) and personal growth ($p=.007$), basing from the corrected model (which takes into account the direct effect of the independent variable on each dependent variable ‘separately’, still considering the latter’s influence on each other).

Table 5. MANOVA Table for the Relationship between Motivation for Volunteer Work and the Facets of Psychological Well-Being

<i>Dependent Variable</i>	<i>Type III Sum of Squares</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>	<i>Wilk's Λ</i>
Corrected Model						
Autonomy	393.142 ^a	5	78.628	2.759	.023*	0.021 (<i>p</i> =.000**)
Positive Relations with Others	760.308 ^b	5	152.062	2.621	.029*	
Purpose in Life	245.066 ^c	5	49.013	1.307	.267	
Self Acceptance	115.481 ^d	5	23.096	.631	.677	
Environmental Mastery	428.852 ^e	5	85.770	2.481	.037*	
Personal Growth	702.100 ^f	5	140.420	3.424	.007**	
Intercept						
Autonomy	69507.641	1	69507.641	2438.974	.000**	
Positive Relations with Others	88662.287	1	88662.287	1528.336	.000**	
Purpose in Life	81421.010	1	81421.010	2171.556	.000**	
Self Acceptance	82651.047	1	82651.047	2258.088	.000**	
Environmental Mastery	80047.341	1	80047.341	2315.654	.000**	
Personal Growth	85874.418	1	85874.418	2094.238	.000**	

Note: Autonomy, positive relations with others, purpose in life, self-acceptance, environmental mastery and personal growth are the six facets of psychological well-being. Independent variable=motivation for volunteer work.

^aR squared=.126. ^bR squared=.120. ^cR squared=.064. ^dR squared=.032. ^eR squared=.114. ^fR squared=.151.

p*<.05. *p*<.01.

Moreover, motivation for volunteer work accounted for 12.6%, 12%, 11.4% and 15.1% of the variance in the autonomy, positive relations with others, environmental mastery and personal growth facets, respectively. Moreover, for the other facets, significant effect (*p*=.000) is only as an intercept (which takes into account the main effect of the independent variable on the ‘combined’ dependent variables). The significance of the intercept means that every dependent variable can influence the other dependent variable. Because the facets of psychological well-being are highly correlated, one could influence the other. This further implies that motivation for volunteer work would only have an effect on the other facets if all the six facets would co-exist.

Since a big portion of the variance in autonomy, positive relations with others, environmental mastery and personal growth facets was accounted for by motivation for volunteer work, it could be interpreted that the respondents, grouped by their motivation for volunteer work, are

significantly different in terms of the aforementioned facets of psychological well-being.

It is noteworthy that the perceived autonomy and environmental mastery of those who volunteered to ‘serve God’ were significantly higher than the rest of the groups. Such individuals tend to be self-determining and independent owing to their faith in God. They have a sense of mastery and competence in managing the environment, control a complex array of external activities, make effective use of surrounding opportunities and able to choose or create contexts suitable to personal needs and values (Ryff & Keyes, 1995). According to Jahoda (1958), intrinsic and extrinsic gratifications of volunteer work may generate feelings of self-worth and self-efficacy which are aspects of positive mental health (as cited in Thoits & Hewitt, 2001).

On the other hand, the positive relations with others facet is high among those who volunteered to ‘help others’. Such volunteers have warm satisfying,

trusting relationships with others, are concerned about the welfare of others, are capable of strong empathy, affection, and intimacy and understand the give and take of human relationships (Ryff & Keyes, 1995). It is apparent that helping others through volunteer work brings about a sense of social connectedness (Thoits & Hewitt, 2001).

It is also notable that those who volunteered to 'use time' had significantly high perceived personal growth compared to the other groups of elderly retirees. These individuals have a feeling of continued development, see themselves as growing and expanding, are open to new experiences, have a sense of realizing their potentials, see improvement in self and behavior over time and are changing in ways that reflect more self-knowledge and effectiveness (Ryff & Keyes, 1995). Such outlook in volunteering could be explained by the said elderly retirees possessing a lot of capital attributes and thereby volunteer to devote their time to people in need of their personal resources. As what one of the respondents shared, "It is really nice be able to help people and to accomplish what I really want in life. When I volunteer, I feel accomplishment and achievement in what I do."

CONCLUSION AND RECOMMENDATIONS

The study findings were able to validate one of the assumptions of the theory of meaningful retirement through volunteerism which states that the motivation or reason for volunteer work indeed showed an influence on one's psychological well-being, life satisfaction

and physical health. Those who volunteer to 'use time' had significantly higher levels of life satisfaction and psychological well-being while those who volunteer to 'improve self' had significantly higher perceived physical health.

Based on the findings, the retirees are encouraged to continue to engage in volunteer work to gain more friends to foster a sense of social connectedness which further makes volunteering rewarding. Although these are just external factors, these stem from their internal desire to engage in such activity. The Office of Senior Citizens affairs of each barangay could have a regular needs assessment of the motivations of their elderly constituents especially those who are volunteering. Based from such assessment, they would be able to formulate plans of action as regards to implementing volunteer programs and support activities (i.e. providing referrals and advocacy, allocation of resources other than monetary support) for the retirees. The more that these volunteer programs are tailor fit to the motivations of the retirees, the more is their conviction to work for the cause they are volunteering for.

Future researchers are likewise enjoined to explore further on why those who volunteer to 'use time' are more satisfied with life and have higher levels of psychological well-being as opposed to those who volunteer 'to help others' or 'to serve God'. A quasi-cohort study is likewise warranted to further validate the research findings.

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