

### III.

#### WHY VOLUNTEER? FACTORS AFFECTING VOLUNTEERS

This paper builds upon the Menchik and Weisbrod model, and for the econometric replication aspect of this paper, closely follows the motivating factors outlined in those authors' model. Two points of divergence here are: (1) I allow for interaction between Menchik and Weisbrod's consumption and investment model factors by describing them as one model; and (2) I add the consideration of volunteer liability exposure affecting volunteer hours.

Volunteer hours supplied, the dependent variable in my volunteer supply model, are assumed to provide the volunteering individual utility from two general sources: (1) utility gained from "consuming" volunteer hours -- an inherent, "feel good" utility based upon helping others;<sup>24</sup> and (2) an "investment" motivation -- or economic value exchange in which utility is gained from either increased future earnings or services received (directly or indirectly), as described below.

In the economic value exchange case, an individual who volunteers for a nonprofit organization may receive direct value in terms of increased future earnings from:

- (i) work experience that will be an asset in later job searches and thereby may increase future pay; or
- (ii) an expanded personal network that may in the future help the individual find, get, and perform jobs that have higher pay than those jobs which the individual would be able to acquire without the network.<sup>25</sup>

Indirect value received by an individual may include:

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<sup>24</sup> See the discussion above concerning Menchik and Weisbrod's consumption model.

<sup>25</sup> See the discussion above concerning Menchik and Weisbrod's investment model.