

The Psychological Profile of the Romanian Volunteer

Amelia BOROS¹, Nicoleta GUDANESCU NICOLAU²,
Andreea APOSTU³, Anca CRISTEA⁴

Abstract: *The scientific work emphasizes the importance of volunteering as social activity in Romanian society and presents the main aspects that motivates a person to become volunteer. The aspects presented here are part of a detailed study coordinated by the authors in order to discover and use the psychological resorts that moves the people to help others, to become better, social responsible and to increase as a finality of the process the quality of the human capital in Romania. The scientific work is based on a questionnaire and on a statistical analysis that reveals the level of social involvement, personal and professional motivation and finally the morality of the individuals in the volunteering activities. The conclusions leave place for the continuation of the study but also for the improvement of the volunteering domain in Romania in the European and global context as well as the changes that have to be made in the people mentality even if they have to learn how to help others. The study will have the finality in a Volunteer's Guide that should contain the main directions and skills that have to acquire a person involved in this kind of actions.*

Keywords: *volunteer, volunteering, psychology, motivation, social responsibility*

JEL Classification: *D64; I23;L31; M14; M54*

Introduction

In modern world, to be a volunteer had become an important, „job” and important element of the present society. The UN declaration, „ We, the people have the power to

¹ Phd.Student (Psychology) of Technical University from Cluj, Romania, ameliaboros@yahoo.com

² Professor Hyperion University Bucharest, Romania, Associate researcher – Institute of National Economy-The Romanian Academy, n.gudanescu@gmail.com

³ Associate Professor Bucharest Academy of Economic Studies, Romania, simona_andreea3@yahoo.com

⁴ Senior Researcher, Institute of National Economy – The Romanian Academy, Iancacristea@yahoo.com

change the world” transformed in real actions and intervention of the volunteers at global level.

According to Eurobarometer Survey 75.2, realized on 27.000 persons in 2011, at the request of General Direction of Communication from European Parliament, one quarter from the European citizens are involved in volunteering actions¹

In Netherlands 57% from the respondents are volunteer or are involved in such actions, in Denmark the percent is 43%, Finland -39%, Luxembourg - 35%, Germany 34%, Slovenia - 34%, Malta -16%, Spain - 15%, Greece -14%, Romania - 14%, Bulgaria - 12%, and Poland - 9%.

According to a study of Statistics Institute from Romania – Social Prognosis – only 14% Romanians, respective 2.660.000 persons had been involved in such initiatives from which 48% were women. From the same study results that European average gets to 40% involved in volunteering actions, Norway having the biggest percent – 80% of population being volunteers.

Volunteering is considered in these age the base of civil society and follows goals like freedom, peace, justice and opportunity for all the people. In a globalization world in continuous change the volunteering is the expression of bringing people together to preserve the values of the communities, helping other people to create sustainable communities, working together to develop solutions for the future world.

Domains in which volunteering have an important role:

- Solidarity and humanitarian aid
- Medical assistance
- Education and training
- Environment protection
- Human rights protection
- Social inclusion of vulnerable groups
- Intercultural dialog
- Consumers protection
- Democratic life

¹ http://www.europarl.europa.eu/pdf/eurobarometre/2011/juillet/04_07/rapport_%20eb75_2_%20benevolat_ro.pdf

The reason of choosing this research subject is to identify the resorts that moves some people to involve in volunteering actions, to determine why in other countries from Europe the volunteering is more developed than in Romania, to try to develop the civic sense in Romanians, to create a volunteering culture in our country, the necessity of selecting the people that want to activate like volunteers, the recognition of their work and their experience and not for the last regulating the domain because in present there is only one law but with many problems. Psychologically speaking it appears the necessity of establishing a set of moral priciples for the volunteering activities, a professional profile and a behaviour code for the volunteers with performance indicators.

The finality of the research will be a Guide of good practice which is not the subject of this scientific article, the guide is destined to NGO's (Non Governmental Organizations) managers and trainers that have to prepare the future volunteers.

The subject of this scientific work is creation and testing the statistical instruments of analysis in order to identify the characteristics of the volunteer's profile which performing in this domain and the motivation to do such actions on long term, as well as proposing legislative solutions for recognizing the volunteer's work, experience and abnegation.

The objectives of the study are the creation of a questionnaire for motivational diagnosis, testing the statistical model based on the results of the survey and in the context of many theories and finally to desingn the profile of the Romanian volunteer. Romania's problem is in fact the level of socio-economic development which is not allowing the people to have other concerns than their own, in this way only 14% individuals are involved in volunteering actions.

What we expect for this study is that the Romanian volunteers have a high level of morality, to be motivated by the noble goals, to have experience of life and work and to be animated by the desire to help people and also to be able to train other people to became volunteers (informal, formal or non-formal training).

Methodology, Theories and Models

- The methodology used have a few stages:
- The questionnaire ellaboration which is already realized and distributed to do the survey.
- The pilot survey (384 persons).
- Collect and analyse the results of the survey.
- Identification of the motivations that moves the volunteers on long term.

- Testing the results with statistical methods in SPSS application (Statistical Package for the Social Sciences).
- Interpreting the results of the model application – *Romanian volunteer profile*.

The questionnaire which is the base of the study is composed by 18 questions addressed to a number of 384 persons from various domains of activity which have been volunteers at least once before answering to the questions. The questionnaire model is Annex 1 of the article. The difficulties of the research are given by the subjectivism of the interpretation of the data, supposing that the behavior of the person is generated by the material part of the existence, by the personal problems, by the affection for types of vulnerable groups and not for the last by the motivation.

To understand better the resorts that moves the volunteer and to create the questionnaire, we have to leave from motivational theories, needs theories and expectations theories. The theories studied is A. Maslow (1954) theory of needs, F. Herzberg (1960) theory, D. McClelland (1985) Expectancy Value Theory of Motivation and V. Vroom (1932) expectancy theory of motivation.

The motivation is a psychological modification of the human's behaviour every time appears a need, the behavior of the person is generated by the way of satisfying that respective need.

The methods used are the survey, structured interview, factorial analysis, statistical modelling and sampling for the target groups of respondents. Techniques of analysis are deductive, comparative, qualitative, quantitative and interactive (researcher-subject).

In order to select the right number of the respondents and to get to a correct conclusion, first we have to calculate the volume of the representative sample using statistical methods.

The calculation of the representative sample

According to the preliminary studies, in Romania the volunteers are 14% from total population of the country.

The sampling is formed by 384 persons (units). For the calculation of the volume of the representative sample, Cochran W.G. in his book proposed the formula:

$n = t^2 * p(1-p) / \Delta^2$, where n – the volume of the representative sample; t – the coefficient of the significant test; p – the phenomenon incidence; Δ – the maximum accepted error.

Using Cochran formula we find out the representative sample function of the phenomenon incidence, $p=0.2$, for the minimum representativity criteria, $t=1.96$, $\Delta=0.05$:

$$n = t^2 * p(1-p) / \Delta^2 = 1.96^2 * 0.14 * 0.86 / 0.05^2 = 0.46 / 0.0025 = 184 \text{ units.}$$

We can observe that n value according to Cochran's¹ formula doesn't depends on volume of statistic's totality (N), but only their particularities (p -the probability of phenomenon emergence).

The formula recommended by P. Cebisev – is based on the low of big numbers, the result is approaching with an sufficient exactity by the examination of statistical totality.

The formula is the following:

$$n = t^2 * p(1-p) * N / \Delta^2 * N - t^2 * p(1-p) = 1.96^2 * 0.14 * 0.86 * 18000000 / 0.0025 * 18000000 - 1.96^2 * 0.14 * 0.86 = 8280000 / 45000 - 0.46 = 8280000 / 44999.4 = 184 \text{ persons, minimum sampling.}$$

As the level of semnification for an scientific study is $\alpha \leq 0.05$ and the maximul admitted error is $\Delta \leq 0.05$, in the cas of knowing the probability and the volume of statistical totality, in the analysis is reasonable to use a volume of the sample more than double of the result calculated above, that's why we will use a sample of 384 units considered representative for any kind of statistical totalities according to mentioned authors.

Analysis of the data

In order to evaluate the level of influence of sex, age, school, job, famoly, status and reasons to involve as volunteer, on the morality testing, we realized a data base in the SPSS program (Statistical Package for the Social Sciences) developed by IBM and a regression analysis.

Like variables, the value of the morality test – dependent variable and the oher independent variables above mentioned.

In this study it has been used a level of semnification $\alpha=0,05$.

Before passing effectively at the regression analysis we have to perform a descriptive analysis of the variables used. The normality verification is realized by indicators analysis (the median, average, the module and the Skewness and Kurtosis² coefficients, this is dome by graphic analysis (histogram, Q-Q graphic, P-P graphic), the tests,

¹ Cochran, W. G. (April 1934). "The distribution of quadratic forms in a normal system, with applications to the analysis of covariance". *Mathematical Proceedings of the Cambridge Philosophical Society* **30** (2): 178–191. doi:10.1017/S0305004100016595.

² <http://www.itl.nist.gov/div898/handbook/eda/section3/eda35b.htm>

Kolmogorov-Smirnov¹ and Jarque-Bera². Using these variables in SPSS application the result obtained is presented in table no. 1.

Table no.1 Descriptive statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Sex	384	1	2	1,73	0,442	0,196	-1,065	0,125	-0,869	0,248
Civil status	384	1	3	1,72	0,709	0,503	0,454	0,125	-0,932	0,248
Start	384	1	2	1,35	0,476	0,227	0,648	0,125	-1,588	0,248
Family	384	1	3	1,08	0,296	0,88	4,023	0,125	16,991	0,248
School	384	1	6	3,61	1,24	1,538	-0,106	0,125	-0,483	0,248
Job	384	1	5	2,09	0,779	0,607	4,632	0,125	4,003	0,248
The reasons to be volunteer	384	1	7	2,8	1,443	2,053	0,923	0,125	1,067	0,248
Time	384	1	3	2,23	0,72	0,518	-0,378	0,125	-1,009	0,248
Age	384	1	6	3,23	1,198	1,434	0,142	0,125	-0,421	0,248
Status	384	1	3	2,01	0,511	0,511	0,17	0,125	0,866	0,248
Test	384	0,00	3,00	1,7474	0,87688	0,87688	0,305	0,125	-1,266	0,248
Valid N (listwise)	384									

Source: Data processed in SPSS statistical software

For the sample choosen, le minimum level of the rate for the morality test was zero and the maximul was 3, as is presented in Table 1. The medium value of the morality test in was 1.7474, with a standard deviation of 0.87.

The Skewness indicator presents a positive distribution asymetry. A negative value presents a negative distribution asymetry, when the value is 0 the distribution is presenting symetry.

The results from the table 1, shows that the three variables (sex, school and time) presents negative asymetry, with left deviation. The rest of the variables presents positive asymetry, with right deviation (the value of the morality test is positive and close to 0, being a normal distribution).

For the Kurtosis indicator, the variables family, occupation, the motivation and status presents values bigger than 0, what indicates a powerful grouping of the values around central value like in below image.

¹ <https://onlinecourses.science.psu.edu/stat464/node/54>

² https://en.wikipedia.org/wiki/Jarque%E2%80%93Bera_test

	N	384	384	384	384	384	384	384	384	384	384	384
School	Pearson Correlation	0,092	0,103*	-0,006	-0,024	1	0,011	0,311**	0,124*	-0,038	0,133**	-0,068
	Sig. (2-tailed)	0,07	0,043	0,904	0,641		0,834	0,000	0,015	0,463	0,009	0,185
	N	384	384	384	384	384	384	384	384	384	384	384
Job	Pearson Correlation	0,088	0,193**	0,320**	0,036	0,011	1	0,04	-0,062	0,119*	0,492**	0,109*
	Sig. (2-tailed)	0,087	0,000	0,000	0,482	0,834		0,429	0,225	0,020	0,000	0,033
	N	384	384	384	384	384	384	384	384	384	384	384
The reasons to be volunteer	Pearson Correlation	-0,011	0,019	-0,031	0,056	0,311**	0,04	1	0,198**	-0,97	0,066	-0,054
	Sig. (2-tailed)	0,827	0,708	0,551	0,274	0,000	0,429		0	0,057	0,194	0,29
	N	384	384	384	384	384	384	384	384	384	384	384
Time	Pearson Correlation	-0,069	-0,033	-0,105*	0,172**	0,124*	-0,062	0,198**	1	-0,118*	0,145**	-0,134**
	Sig. (2-tailed)	0,18	0,52	0,039	0,001	0,015	0,225	0		0,021	0,004	0,008
	N	384	384	384	384	384	384	384	384	384	384	384
Test	Pearson Correlation	-0,072	-0,125*	-0,134**	-0,044	-0,038	0,119*	-0,97	-0,118*	1	-0,030	0,117*
	Sig. (2-tailed)	0,156	0,14	0,009	0,385	0,463	0,020	0,057	0,021		0,559	0,022
	N	384	384	384	384	384	384	384	384	384	384	384
Age	Pearson Correlation	0,183**	0,507**	0,512**	0,038	0,133**	0,492**	0,066	0,145**	-0,030	1	0,052
	Sig. (2-tailed)	0,000	0,000	0,000	0,455	0,009	0,000	0,194	0,004	0,559		0,313
	N	384	384	384	384	384	384	384	384	384	384	384
Status	Pearson Correlation	-0,11	-0,179**	-0,079	-0,264**	-0,068	0,109*	-0,054	-0,134**	0,117*	0,052	1
	Sig. (2-tailed)	0,832	0,000	0,121	0,000	0,185	0,033	0,29	0,008	0,022	0,313	
	N	384	384	384	384	384	384	384	384	384	384	384

*-Correlation is significant at the 0,05 level (2-tailed). **-Correlation is significant at the 0,01 level (2-tailed).

Source: Data processed in SPSS statistical software

According to Table no.2, we can affirm that the most powerful link is between age and the beginning, the coefficient being 0.512. The following powerful link (0.507) is between age and civil status. Between the variable beginning and the test variable there is a backwards correlation, the coefficient being -0.134. There is no very powerful correlation, so it is respected the multicollinearity of the variables.

For the estimation of the regression models it is used SPSS statistic application and backward procedure that allows to identify the regression model by eliminating one by one the variables that explains the semnification of the dependent variable.

Table no. 3 contains statistical synthesis data and correlation matrix of the study's variables. For the model application have been used the variables:

- First stage included all the influence factors;
- In second stage have been eliminated the variable school;
- In the third stage, have been eliminated the variables school and family;

- In the fourth stage, have been eliminated the variables school, family, age;
- In the fifth stage, have been eliminated the variables school, family, age and civil status, remaining only the variables that determined the volunteer behaviour – job, time and start.

Table no.3. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistic					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	0,285 ^a	0,081	0,057	0,85162	0,081	3,306	10	373	0,000	1,939
2	0,285 ^b	0,081	0,059	0,85055	0,000	0,055	1	373	0,815	
3	0,285 ^c	0,081	0,061	0,84952	0,000	0,098	1	374	0,754	
4	0,283 ^d	0,080	0,063	0,84882	-0,001	0,379	1	375	0,539	
5	0,279 ^e	0,078	0,063	0,84867	-0,002	0,863	1	376	0,354	
6	0,274 ^f	0,075	0,063	0,84878	-0,003	1,102	1	377	0,295	
7	0,266 ^g	0,071	0,061	0,84969	-0,004	1,814	1	378	0,179	

a. Predictors: (Constant), status, sex, the reasons to be volunteer, job, time, family, school, civil status, start, age;

b. Predictors: (Constant), status, sex, the reasons to be volunteer, job, time, family, civil status, start, age;

c. Predictors: (Constant), status, sex, the reasons to be volunteer, job, time, civil status, start, age;

d. Predictors: (Constant), status, sex, the reasons to be volunteer, job, time, civil status, start;

e. Predictors: (Constant), status, the reasons to be volunteer, job, time, civil status, start;

f. Predictors: (Constant), the reasons to be volunteer, job, time, civil status, start;

g. Predictors: (Constant), the reasons to be volunteer, job, time, start;

h. Dependent Variable: Test

Source: Data processed in SPSS statistical software

By regression, with the backward method have been eliminated one by one, the independent variables that influence the morality test in order to establish which model is significant for the variation of the risc in the morality test case.

The values of determination reports, R, indicates the fact that the first model explains 28,5 from the variation of the dependent variable, the rate of risk, but in models 2,3,4,5,6 and 7 not so efficient like the first one, according to the value of the semnification threshold, R begins to decrease and explains 37.4% (model 6) from the variation of the dependent variable.

The regression model estimation by backward method takes to the final result: explicative variables for the morality test value remain the reasons that determined the persons to involve as volunteers, job, time and start.

According to the results of Table no. 3, the variables elimination from the initial regression model doesn't determine a semnificative modification of the correlation report, so the best model is 1.

Table no. 4. Testing regression models by Backward method ANOVA^h

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	23,975	10	2,397	3,306	0,000 ^a
	Residual	270,522	373	0,725		
	Total	294,497	383			
2	Regression	23,935	9	2,659	3,676	0,000 ^b
	Residual	270,562	374	0,723		
	Total	294,497	383			
3	Regression	23,864	8	2,983	4,133	0,000 ^c
	Residual	270,634	375	0,722		
	Total	294,497	383			
4	Regression	23,591	7	3,37	4,677	0,000 ^d
	Residual	270,907	376	0,72		
	Total	294,497	383			
5	Regression	22,969	6	3,828	5,315	0,000 ^e
	Residual	271,528	377	0,72		
	Total	294,497	383			
6	Regression	22,175	5	4,435	6,156	0,000 ^f
	Residual	272,322	378	0,72		
	Total	294,497	383			
7	Regression	20,868	4	5,217	7,226	0,000 ^g
	Residual	273,629	379	0,722		
	Total	294,497	383			

a. Predictors: (Constant), status, sex, the reasons to be volunteer, job, time, family, school, civil status, start, age;

b. Predictors: (Constant), status, sex, the reasons to be volunteer, job, time, family, civil status, start, age;

c. Predictors: (Constant), status, sex, the reasons to be volunteer, job, time, civil status, start, age;

d. Predictors: (Constant), status, sex, the reasons to be volunteer, job, time, civil status, start;

e. Predictors: (Constant), status, the reasons to be volunteer, job, time, civil status, start;

f. Predictors: (Constant), the reasons to be volunteer, job, time, civil status, start;

g. Predictors: (Constant), the reasons to be volunteer, job, time, start;

h. Dependent Variable: Test

Source: Data processed in SPSS statistical software

According to Table no. 4 the final model is significant from statistical point of view (Sig.=0) < significant threshold taking into consideration is 5% and F is the biggest.

Table no.5. The estimation of the correlation indicators from the regression models

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	2,221	0,398		5,574	0,000					
Sex	-0,099	0,103	-0,5	-0,963	0,336	-0,72	-0,5	-0,48	0,912	1,096
Civil status	-0,088	0,079	-0,071	-1,107	0,269	-0,125	-0,057	-0,055	0,598	1,673
Start	-0,321	0,118	-0,174	-2,729	0,007	-0,134	-0,14	-0,135	0,602	1,66
Family	0,051	0,156	0,017	0,326	0,744	-0,044	0,017	0,016	0,883	1,133
School	0,009	0,038	0,013	0,235	0,815	-0,038	0,012	0,012	0,867	1,154
Job	0,181	0,066	0,161	2,752	0,006	0,119	0,141	0,137	0,718	1,392

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics		
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF	
1	The reasons to be volunteer	0,055	0,033	-0,09	-1,686	0,093	-0,197	-0,087	-0,084	0,872	1,147
	Time	0,144	0,066	-0,118	-2,161	0,031	-0,118	-0,111	-0,107	0,828	1,208
	Age	0,032	0,053	0,043	0,603	0,547	-0,03	0,031	0,03	0,479	2,088
	Status	0,093	0,092	0,054	1,01	0,313	0,117	0,052	0,05	0,848	1,179
2	(Constant)	2,245	0,384		5,842	0,000					
	Sex	-0,097	0,103	-0,049	-0,948	0,344	-0,072	-0,049	-0,047	0,918	1,089
	Civil status	-0,087	0,079	-0,07	-1,099	0,273	-0,125	-0,057	-0,054	0,599	1,669
	Start	-0,323	0,117	-0,176	-2,758	0,006	-0,134	-0,141	-0,137	0,606	1,651
	Family	0,049	0,156	0,017	0,314	0,754	-0,044	0,016	0,016	0,886	1,129
	Job	0,181	0,066	0,161	2,748	0,006	0,119	0,141	0,136	0,72	1,389
	The reasons to be volunteer	-0,053	0,031	0,086	-1,694	0,091	-0,097	-0,087	-0,084	0,954	1,048
	Time	0,143	0,066	0,117	-2,156	0,032	-0,118	-0,111	-0,107	0,829	1,206
	Age	0,033	0,052	0,045	0,632	0,528	-0,03	0,033	0,031	0,484	2,066
	Status	0,092	0,092	0,054	0,999	0,318	0,117	0,052	0,05	0,851	1,174
3	(Constant)	2,298	0,345		6,666	0,000					
	Sex	-0,098	0,102	-0,049	-0,952	0,342	-0,072	-0,049	-0,047	0,918	1,089
	Civil status	-0,088	0,079	-0,071	-1,109	0,268	-0,125	-0,057	-0,055	0,6	1,668
	Start	-0,318	0,116	-0,173	-2,745	0,006	-0,134	0,14	-0,136	0,619	1,614
	Job	0,182	0,066	0,162	2,772	0,006	0,119	0,142	0,137	0,722	1,385
	The reasons to be volunteer	-0,052	0,031	-0,086	-1,69	0,092	-0,097	-0,087	-0,084	0,955	1,048
	Time	0,140	0,065	-0,115	-2,136	0,033	-0,118	0,11	-0,106	0,852	1,174
	Age	0,032	0,052	0,044	0,615	0,539	-0,03	0,032	0,03	0,486	2,059
Status	0,085	0,09	0,05	0,954	0,341	0,117	0,049	0,047	0,899	1,113	
4	(Constant)	2,256	0,338		6,681	0,000					
	Sex	-0,095	0,102	-0,048	-0,929	0,354	-0,072	-0,048	-0,046	0,92	1,087
	Civil status	-0,070	0,073	-0,056	-0,95	0,343	-0,125	-0,049	-0,047	0,692	1,445
	Start	-0,297	0,11	-0,161	-2,686	0,008	-0,134	-0,137	-0,133	0,68	1,471
	Job	0,198	0,06	0,176	3,331	0,001	0,119	0,169	0,165	0,872	1,147
	The reasons to be volunteer	-0,052	0,031	-0,085	-1,676	0,095	-0,097	-0,086	-0,083	0,955	1,047
	Time	-0,128	0,062	-0,105	-2,047	0,041	-0,118	-0,105	-0,101	0,931	1,074
Status	0,095	0,88	0,055	1,075	0,283	0,117	0,055	0,053	0,926	1,08	
5	(Constant)	2,124	0,306		6,94	0,000					
	Civil status	-0,083	0,072	-0,067	-1,154	0,249	-0,125	-0,059	-0,057	0,719	1,39
	Start	-0,304	0,11	0,165	-2,758	0,006	-0,134	-0,141	-0,136	0,683	1,464
	Job	0,198	0,06	0,176	3,32	0,001	0,119	0,169	0,164	0,872	1,146
	The reasons to be volunteer	-0,052	0,031	-0,085	-1,674	0,095	-0,097	-0,086	-0,083	0,955	1,047
	Time	-0,125	0,062	-0,103	-2,005	0,046	-0,118	-0,103	-0,099	0,933	1,072
Status	0,093	0,088	0,054	1,05	0,295	0,117	0,054	0,052	0,926	1,079	
6	(Constant)	2,340	0,226		10,354	0,000					
	Civil status	-0,096	0,071	-0,077	-1,347	0,179	-0,125	-0,069	-0,067	0,74	1,352
	Start	-0,308	0,11	-0,168	-2,803	0,005	-0,134	-0,143	-0,139	0,684	1,462
	Job	0,207	0,059	0,184	3,516	0,000	0,119	0,178	0,174	0,892	1,121
	The reasons to be volunteer	-0,053	0,031	-0,086	-1,71	0,088	-0,097	-0,088	-0,085	0,956	1,046

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics		
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF	
7	Time	-0,134	0,062	0,11	-2,16	0,031	-0,118	-0,11	-0,107	0,949	1,054
	(Constant)	2,284	0,222		10,271	0,000					
	Start	-0,380	0,097	-0,206	-3,929	0,000	-0,134	-0,198	-0,195	0,889	1,124
	Job	0,204	0,059	0,182	3,466	0,001	0,119	0,175	0,172	0,893	1,119
	The reasons to be volunteer	-0,054	0,031	-0,089	-1,755	0,08	-0,097	-0,09	-0,087	0,957	1,045
	Time	-0,135	0,062	-0,111	-2,182	0,03	-0,118	-0,111	-0,108	0,949	1,053

Source: Data processed in SPSS statistical software

As a conclusion, the last model is the most efficient in prediction, being constructed by the independent variables, the reasons that determined one person to become a volunteer, the job, time and start.

The model become:

$$DRRC_i = 2.284 - 0,38 \text{ start} + 0,204 \text{ job} - 0.04 \text{ reasons} - 0.13 \text{ time} + \varepsilon_i$$

The variables changes, the reasons to be volunteer, job, time and start, have the powerful contribution in explaining the dependent variable (the variation of the morality test).

The rests of the regression model respected the normality hypothesis, the lack of autocorrelation, homoscedasticity and doesn't differ statistically significant from 0.

The results of testing these hypothesis are presented in table no. 6

Table no. 6: The Residuals of Statistics model
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	1,3109	2,4928	1,7474	0,23342	384
Residual	-1,88001	1,63474	0,00000	0,84524	384
Std. Predicted Value	-1,87	3,193	0,000	1	384
Std. Residual	-2,213	1,924	0,000	0,995	384

a. Dependent Variable: Test

Source: Data processed in SPSS statistical software

The model that includes the independent variables, the reasons to be volunteer, job, time and start is efficient, so the value of the morality test depends on the motivation that determine someone to become volunteer, job, time and start.

Interpretation of the survey information

The questionnaire regarding the experience as volunteer and the implication is the specific activities was applied to 384 persons according to the statistic sample calculation, persons from various domains and different ages. The answers to the 18 questions can be interpreted as following:

The analysis presents how the value of the morality test is influenced by the age, school, occupation, family, state and the causes which gets to the volunteering. As variables, we used the value of morality test as the dependent variable and the others as independent variables.

- The descriptive analysis relied that 69% of the persons filled the questionnaire on-line and 31% face to face. 72,91% of the respondents are women and 27,09% men.
- According to the marital status, 42,81% are married, 15,1% are divorced and 42,09% are unmarried. 34,64% started being volunteers after they have married and 65,36% before they have married.
- Taking into account the type of family they belong, 92,07% are coming from traditional family, 6,25% from single parents and 1,68 from family adoption.
- According to the level of training, have graduated: high school - 10,41%, university studies - 53,91%, master degree, Phd - 31,77% and post secondary school – 3,91%.
- 73,43% of the persons are volunteers for helping, 7,8% for collaboration, 3,9% for the CV, 9,4% for necessity and 5,47% for personal satisfaction.
- The domains reached by the volunteers are: social – 80,21%, culture and education – 12,76% and environment protection – 7,03%.
- 23,95% of the volunteers have aged 21-30 years, 26,58% have aged 31-40 years, 8,68% have aged 41-50 and approximately 40% are not involved in volunteering actions.

The estimated regression model through Backward method gets to this result: the explanatory variables for the value of the morality test are causes which determine the implication as volunteer, occupation, period and start.

Conclusions. The psychological profile of Romanian volunteer

The conclusions of this study have to be the portrait of the Romanian volunteer and measuring the level of involvement of the individuals in volunteering activities at national and international level.

Over time it was tried to group the factors that influence the behavior in various ways, mainly they were the same and the studies in the past decade have focused on how to influence the propensity of sociological and psychological factors.

In our opinion the behavior can not be explained except by knowing the entire system of factors acting in interconnectivity and the correlations between them.

So, by sex the great majority of the volunteers are women, young students animated by different causes (help children, old people, protect the environment) or women over 40 years with careers, leaders in various domains or pensioned, all having good material status. The preponderant number of these women are single, divorced or unmarried, but we have also a small number of women married with business men, with very good financial situation that are volunteering and helping financially in the same time by charity action.

The volunteers are most of the time persons with studies over high school, capable to understand the needs of the people with problems, with social responsibility and animated by the desire to solve some social problems. The volunteers are students or employees (they have the material needs satisfied) because being unemployed and having material primary needs it is practically impossible to do charity actions for others.

The experience as volunteers of the respondents is in 86% from the cases over one year, the rest being at the beginning of the careers as volunteer from own initiative or contacted by different organizations in equal proportion (50%).

The reasons that determined the person to become volunteer were pointed:

- The wish to help others
- Helping others because I have the resources
- For the personal satisfaction, to do something good
- The need for relations and affiliation
- I care about the community in which I live

From this point of view important is the wish to help but also the proper moral satisfaction.

The main characteristics of a great volunteer resulting from the analysis: energy, passion, flexibility, creativity, team player, integrity, morality, commitment, social

responsibility. From the contrary the negative characteristics that make a person undesirable as volunteer the answers were: financial expectations, the need to be emphasized for the good done, the attitude of superiority for the people that help, use the volunteering activity for reaching a specific position in a organization.

The domains in which are frequently involved the Romanian volunteers are helping kids, helping people with disabilities, old people without resources and environment protection.

At the last question the answers emphasize the risk that are open to take psychologically speaking these persons in order to help someone in deep need, from here results the moral quality of the respondents.

In conclusion, when we analyse the profile of a volunteer person in Romania, we have to take into account the causes which determine the implication as volunteer, occupation, period and starting moment as in the statistical analysis but also the fact that is a woman, with good or very good financial status, intellectual (over high school studies), the person is animated by the wish to help people and involve in community problems, most of them started this activity from own initiative, the person do this activity for own satisfaction of doing something good and not for the last the morality of these persons have also a high level.

Taking into consideration the motivation to become volunteer the first factor that influence this behaviour is altruism, then the resources, the level of education and not for the last morality.

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ANNEXES**Annex 1****QUESTIONNAIRE REGARDING THE EXPERIENCE AS VOLUNTEER**

The present questionnaire is anonymous and evaluate your experience as volunteer. Please respond with maximum sincerity the following questions. The data would be used exclusively for scientific purpose and doesn't affect your image, carier or personal life.

1. Sex
 - a) Masculin
 - b) Feminin

2. Age group
 - a) 16-20
 - b) 21-30
 - c) 31-40
 - d) 41-50
 - e) 51-60
 - f) 60+

3. Marital status
 - a) Married
 - b) Unmarried
 - c) Divorced
 - d) Single

4. Provenience family
 - a) Traditional
 - b) Monoparental
 - c) Adopted
 - d) Institutionalized
 - e) Other (specify).....

5. Last school graduated
 - a) High school
 - b) Vocational school
 - c) University
 - d) Postuniversity studies
 - e) Masteral studies
 - f) Doctoral studies (Phd)

6. Actual job
 - a) Full time
 - b) Part time
 - c) Pensioned
 - d) Scholar, student, master student, phd student
 - e) Unemployed

7. Material status
 - a) Low
 - b) Satisfying
 - c) Very good

8. For how long are you involved in volunteering actions?
 - a) Less than one year
 - b) 1-5 years
 - c) More than 5 years

9. You done this from own initiative or contacted by other people/organization?
 - a) From own initiative
 - b) Contacted by other people/organization
 - c) Other (specify)

10. Instructions: Read all the possible answers from the above table and rank them with 1, 2, 3.....ordering by importance from your point of view.

Crt. No.	ANSWER	RANK
a	The need for relations and affiliation	
b	The need for professional development	
c	The wish to help others	
d	The wish to abandon the routine	
e	To add in my CV this experience as volunteer	
f	I had suffered a trauma and I want to help others in similar situations	
g	The need to be not alone	
h	The wish to do interventions in domains that the authorities does not help	
i	Helping others because I have the resources (I reached the wellbeing)	
j	I care about the community in which I live	
k	For the personal satisfaction of doing something good	
l	To escape from the daily stress	
m	To do something that I like	
n	To give value to my empathy for others	
o	I have some abilities that can be used only for volunteering	
p	I took example for my family members which are involved in volunteering actions	
q	To follow my model person in life, which influenced my decisions and actions	

11. If you find yourself in the situation to create a volunteers group, which qualities have to find in these persons? Write down 5 characteristics of the volunteer you select to work in your group.
.....

12. Which negative characteristics determine you to exclude from the group one of the volunteers?
.....

13. Give 3 reasons that determine you to do volunteering with a specific organization.
.....

14. What are the benefits of doing volunteering for a person?

- a) Satisfaction
- b) Self accomplishment
- c) New abilities
- d) Networking
- e) Other

(specify).....

15. Who is the beneficiary of the volunteering actions?

- a) NGO
- b) Society
- c) Volunteer
- d) The person in need

16. With what word you associating the volunteering term?

- a) Help
- b) Need
- c) Satisfaction
- d) CV

17. What is the domain in which you have been or want to be volunteer?
.....

Heinz's wife is ill for an incurable disease. The husband, Heinz find out that recently has been discovered a medicine that cure the disease and it can be found in his town in farmacy. The problem ist ha money to buy it. Heinz tried to take a loan from friends or bank but wihout success, so he doesn't have that money for the medicine. It is right for Heinz to still the medicine? Argument your answer.....