

Evi-Dems Volunteer Manager Master Literature Overview

Open access?	Link	Resource	Pages	M1C1	M1C2	M1C3	M2C1	M2C2	M2C3	M3C1	M3C2	M3C3	M4C1	M4C2	M4C3
YES	https://www.researchgate.net/public	Anseel, F., F. Lievens & E. Schollaert (2009). Reflection as a strategy to enhance task performance after feedback. <i>Organizational Behavior and Human Decision Processes</i> , 110(1), 23-35.	10												x
YES	https://www.ncbi.nlm.nih.gov/pmc/	a Antes, A.J., C.F. Thiel, L.F. Martin, C.K. Stenmark, S. Connally, L.D. Devenport & M.D. Mumford (2012). Applying cases to solve ethical problems: The significance of positive and process-oriented reflection. <i>Ethics & behavior</i> , 22(2), 113-130.	17												x
YES	https://www.researchgate.net/public	Ashford, S.J., R. Blatt & D. VandeWalle (2003). Reflections on the looking glass: A review of research on feedback-seeking behavior in organizations. <i>Journal of management</i> , 29(6), 773-799.	26												x
Request	https://www.researchgate.net/public	Ayas, K. & N. Zeniuk (2001). Project-based learning: Building communities of reflective practitioners. <i>Management learning</i> , 32(1), 61-76.	15												x
Request	https://www.academia.edu/5281812	Barsoux, J.L. (1996). Why organisations need humour. <i>European Management Journal</i> , 14(5), 500-508.	8												x
YES	https://www.researchgate.net/public	Bromley, P., & Orchard, C.D. (2016). Managed morality: The rise of professional codes of conduct in the U.S. nonprofit sector. <i>Nonprofit and Voluntary Sector Quarterly</i> , 45(2), 351-374.	24												x
YES	https://www.researchgate.net/profile	Densten, I.L. & J.H. Gray (2001). Leadership development and reflection: what is the connection?. <i>International Journal of Educational Management</i> .	5												x
YES	https://researchportal.murdoch.edu	Girardi, A., S. Minnee, M. Paull, C. Whitsed & I. Boudville (2015). Reflective learning and the development of leaders.	20												x
YES	https://www.nonprofitjourney.org/us	Gosling, J. & H. Mintzberg (2003). The five minds of a manager. <i>Harvard business review</i> , 81(11), 54-63.	9												x
YES	https://researchportal.murdoch.edu	Gray, D.E. (2007). Facilitating management learning: Developing critical reflection through reflective tools. <i>Management learning</i> , 38(5), 495-517.	22												x
Request	https://www.researchgate.net/public	Harvey, M. & D.M. Jenkins (2014). Knowledge, praxis, and reflection: The three critical elements of effective leadership studies programs. <i>Journal of Leadership Studies</i> , 7(4), 76-85.	9												x
NO		Hoedemakers, J. (2023). Wanted: <i>Court Jester: How to increase the reflective capacity of CEOs. Entrepreneurs, and managers</i>	?												x
Request	https://www.researchgate.net/public	Jefferson, J.K., J.H. Martin & J. Owens (2014). Leader development through reading and reflection. <i>Journal of Leadership Studies</i> , 8(2), 67-75.	8												x
Request	https://www.researchgate.net/public	Karwat, D.M. (2019). Self-Reflection for Activist Engineering. <i>Science and engineering ethics</i> , 1-24.	24												x
YES	https://dl.ifip.org/db/conf/ifip8-6/ifip	McMaster, T., D. Wastell & H.Z. Henriksen (2005, mei). Fooling around: The corporate jester as an effective change agent for technological innovation, in IFIP International Working Conference on Business Agility and Information Technology Diffusion (pp. 129-144). Springer.	15												x
YES	https://www.researchgate.net/public	Nesbit, P.L. (2012). The role of self-reflection, emotional management of feedback, and self-regulation processes in self-directed leadership development. <i>Human Resource Development Review</i> , 11(2), 203-226.	23												x
YES	https://www.casrilanka.com/casl/ima	Raelin, J.A. (2002). 'I Don't Have Time to Think!' (vs. The Art of Reflective Practice). <i>Reflections</i> , 4(1), 66-79.	13												x
YES	https://flora.inseed.edu/ficherst_wj	Vries, M.F.K. de (1989). The leader as mirror: clinical reflections. <i>Human Relations</i> , 42(7), 607-623.	16												x
YES	https://papers.ssrn.com/sol3/papers	Kaptein, M. & Wempe, J. (2002). Three General Theories of Ethics and the Integrative Role of Integrity Theory. <i>SSRN Electronic Journal</i> .	52												x
YES	https://journals.sagepub.com/doi/ful	Chapman, C.M., Hornsey, M.J., Gillespie, N., & Lockey, S. (2023). Nonprofit Scandals: A Systematic Review and Conceptual Framework. <i>Nonprofit and Voluntary Sector Quarterly</i> , 52(1_suppl), 278S-312S. https://doi.org/10.1177/08997640221129541	34												x
YES	https://www.researchgate.net/public	De Bruin Cardoso, I., Russell, A.R., Kaptein, M., & Meijis, L. (2023). How Moral Goodness Drives Unethical Behavior: Empirical Evidence for the NGO Halo Effect. <i>Nonprofit and Voluntary Sector Quarterly</i> , 0(0). https://doi.org/10.1177/08997640231179751	10												x
YES	https://www.researchgate.net/public	Bromley, P., & Orchard, C.D. (2016). Managed morality: The rise of professional codes of conduct in the U.S. nonprofit sector. <i>Nonprofit and Voluntary Sector Quarterly</i> , 45 (2), 351-374.	24												x
YES	https://www.researchgate.net/public	Kaptein, M. (2019) The Moral Entrepreneur: A New Component of Ethical Leadership. <i>J Bus Ethics</i> 156, 1135–1150 https://doi.org/10.1007/s10551-017-3641-0	15												x
YES	https://link.springer.com/article/10.1007/s11266-023-00578-8	la Cour, A., Hustinx, L. & Eliasoph, N. Paradoxes Within the Management of Volunteers. <i>Voluntas</i> 34, 442–451 (2023). https://doi.org/10.1007/s11266-023-00578-8	10												x
YES	https://www.semanticscholar.org/pa	Kuenzi, M., Mayer, D., Greenbaum, R. (2019). Creating an ethical organizational environment: The relationship between ethical leadership, ethical organizational climate, and unethical behavior. <i>Personnel Psychology</i> 73(1). 10.1111/peps.12356	27												x
Yes	https://pure.eur.nl/en/publications/4	De Bruin Cardoso, I. (2024). The Dark Side of the NGO Halo: Exploring moral goodness as a drive for NGO unethical behavior. [Doctoral thesis, ERIM] (Chapter 2 only).	?												x
YES	https://link.springer.com/article/10.1007/s10551-022-05142-w	Kaptein, M. (2023) A Paradox of Ethics: Why People in Good Organizations do Bad Things. <i>Journal of Business Ethics</i> , 184, 297–316 https://doi.org/10.1007/s10551-022-05142-w	19												x
NO	https://www.researchgate.net/public	De Cremer, D., van Dick, R., Tenbrunsel, A., Pillutla, M., & Murnighan, J.K. (2011). Understanding ethical behavior and decision making in management: A behavioral business ethics approach. <i>British Journal of Management</i> , 22, S1-4.	4												x
NO		Gottlieb, J.Z. & Sanzgiri, J. (1996). Towards an ethical dimension of decision making in organizations. <i>Journal of Business Ethics</i> , 15(12), 1275-1285.	15												x
YES	https://isiarticles.com/bundles/Artic	Greitemeyer, T., & Sagioglou, C. (2018). When positive ends tarnish the means: The morality of nonprofit more than of for-profit organizations is tainted by the use of compliance techniques. <i>Journal of Experimental Social Psychology</i> , 76(1), 67-75. https://doi.org/10.1016/j.jesp.2017.12.007	8												x
YES	https://www.researchgate.net/public	Kaptein, M. (2015). The Effectiveness of Ethics Programs: The Role of Scope, Composition, and Sequence. <i>Journal of Business Ethics</i> , 132(2), 415-431. https://doi.org/10.1007/s10551-014-2296-3	16												x
NO	https://www.researchgate.net/public	Mitchell, M., Reynolds, S., & Treviño, L. (2020). The study of behavioral ethics within organizations. <i>Personnel Psychology</i> , 73(2), 313-314. https://doi.org/10.1111/peps.12381	9												x
YES	https://www.nov.nl/themas/wetens	Bos, C.M. van den (2014, Maart 06). Using Volunteering Infrastructure to Build Civil Society. Erasmus University Rotterdam (250 pag.) (Arnhem: Stichting Rijnstad). Chapter 7	21								x	x			
Request	https://www.researchgate.net/public	Brudney, J.L., Meijis, L.C.P.M., & Van Overbeeke, P.S.M. (2019). More is Less? The volunteer stewardship framework and models. <i>Nonprofit Management and Leadership</i> , 30(1), 69-87. https://doi.org/10.1002/nml.21358	18	x	x	x	x							x	
YES	https://www.academia.edu/1425272	Brudney, J. L., & Meijis, L. C. (2009). It ain't natural: Toward a new (natural) resource conceptualization for volunteer management. <i>Nonprofit and voluntary sector quarterly</i> , 38 (4), 564-581.	15	x			x	x							
YES	https://journals.sagepub.com/doi/ep	Arnon, L., Almog-Bar, M., & Cnaan, R. A. (2022). Volunteer Engageability: A Conceptual Framework. <i>Nonprofit and Voluntary Sector Quarterly</i> , 08997640221132499.	19												x
YES	https://www.nov.nl/themas/wetens	Bos, C.M. van den (2014, Maart 06). Using Volunteering Infrastructure to Build Civil Society. Erasmus University Rotterdam (250 pag.) (Arnhem: Stichting Rijnstad). Chapter 4	48												x
YES	https://www.degruyter.com/document/10.1515/npf-2012-0004/html	Haski-Leventhal, D., Meijis, L. C., Lockstone-Binney, L., Holmes, K., & Oppenheimer, M. (2018). Measuring Volunteerability and the Capacity to Volunteer among Non-volunteers: Implications for Social Policy. <i>Social Policy & Administration</i> , 52(5), 1139-1167. https://espace.curtin.edu.au/bitstream/handle/20.500.11937/67066/67248.pdf?sequence=2&isAllowed=y	28												x
Request	https://www.researchgate.net/public	Hustinx, L., & Meijis, L. C. (2011). Re-embedding volunteering: In search of a new collective ground. <i>Voluntary Sector Review</i> , 2(1), 5-21.	16												x
YES	https://www.researchgate.net/public	Hustinx, L., Cnaan, R. A., & Handy, F. (2010). Navigating theories of volunteering: A hybrid map for a complex phenomenon. <i>Journal for the theory of social behaviour</i> , 40(4), 410-434.	24												x
YES	https://journals.sagepub.com/do/10.1177/08997640231132499	Koolen-Maas, S. A., Meijis, L. C., van Overbeeke, P. S., & Brudney, J. L. (2023). Rethinking Volunteering as a Natural Resource: A Conceptual Typology. <i>Nonprofit and Voluntary Sector Quarterly</i> , 52 (1_suppl), 353S-377S.	24												x
YES	https://pure.eur.nl/ws/portalfiles/po	Lockstone-Binney, L., Holmes, K., Meijis, L. C., Oppenheimer, M., Haski-Leventhal, D., & Taplin, R. (2022). Growing the volunteer pool: Identifying non-volunteers most likely to volunteer. <i>VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations</i> , 33(4), 777-794.	17										x		
Request	https://www.academia.edu/1425297	Meijis, L. C. P. M., Ten Hoorn, E. M. and Brudney, J. L. (2006). 'Improving societal use of human resources: from employability to volunteerability', <i>Voluntary Action</i> , 8: 36-54. https://www.bl.uk/collection-items/improving-societal-use-of-human-resources Open access	18										x		
YES	https://www.researchgate.net/public	Nesbit, R., Christensen, R. K., & Brudney, J. L. (2018). The limits and possibilities of volunteering: A framework for explaining the scope of volunteer involvement in public and nonprofit organizations. <i>Public Administration Review</i> , 78 (4), 502-513	9										x		

YES	https://journals.sagepub.com/doi/10	Young, D. R. (2000). Alternative models of government-nonprofit sector relations: Theoretical and international perspectives. <i>Nonprofit and voluntary sector quarterly</i> , 29(1), 149-172.	23			x	x	x	x			
Request	https://www.researchgate.net/public	Bowman, W. (2009). The economic value of volunteers to nonprofit organizations. <i>Nonprofit Management and Leadership</i> , 19 (4), 491-506.	15				x	x				
YES	https://www.researchgate.net/public	Haski-Leventhal, Debbie, Lesley Hustinx, and Femida Handy. "What money cannot buy: The distinctive and multidimensional impact of volunteers." <i>Journal of Community Practice</i> 19, no. 2 (2011): 138-158.	20				x	x				
YES	https://pure.hva.nl/ws/portalfiles/po	Metz, J., Roza, L., Meijis, L., Baren van, E., & Hoogervorst, N. (2017). Differences between paid and unpaid social services for beneficiaries. <i>European Journal of Social Work</i> , 20 (2), 153-166.	13				x	x				
YES	https://www.researchgate.net/public	Eikenberry, A. M. (2009). Refusing the market: A democratic discourse for voluntary and nonprofit organizations. <i>Nonprofit and Voluntary Sector Quarterly</i> , 38(4), 582-596. http://journals.sagepub.com/doi/abs/10.1177/0899764009333686	14				x					
YES	https://www.researchgate.net/public	Handy, F., & Srinivasan, N. (2005). The demand for volunteer labor: A study of hospital volunteers. <i>Nonprofit and Voluntary Sector Quarterly</i> , 34 (4), 491-509.	18				x					
YES	https://www.researchgate.net/public	Mook, L., Richmond, B. J., & Quarter, J. (2009). Calculating the value of volunteer contributions for financial statements. <i>The Philanthropist</i> , 18 (1), 71-83.	8				x					
YES	https://urbanedjournal.gse.upenn.edu	Ruiz, A. S. (2022). A conceptual proposition to if and how immigrants' volunteering influences their integration into host societies. <i>Perspectives on Urban Education</i> , 20(1). (link)	13				x					
YES	https://www.researchgate.net/public	Salamon, L. M., Sokolowski, S. W., & Haddock, M. A. (2011). Measuring the economic value of volunteer work globally: Concepts, estimates, and a roadmap to the future. <i>Annals of Public and Cooperative Economics</i> , 82 (3), 212-242.	35				x					
Request	https://www.researchgate.net/public	Serrat, R., Warburton, J., Petritskiy, A., & Villar, F. (2017). Political participation and late-life learning: a cross-cultural study of older people's participation in seniors' interest organisations in Australia and Spain. <i>VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations</i> , 28, 265-287.	22				x					
Will be when published		van Overbeeke, P.S.M. (expected '23). An integrative review on volunteer value. <i>Chapter in Doctoral thesis. ERIM</i> . – Section on Individual value level	30				x					
Will be when published		van Overbeeke, P.S.M., Meijis, L.C.P.M., & Frey-Heger, C. (expected '23). Two mechanisms of volunteer value creation. <i>Chapter in Doctoral thesis. ERIM</i> .	30				x					
YES	https://figshare.le.ac.uk/articles/jour	Ward, J., & Greene, A. M. (2018). Too much of a good thing? The emotional challenges of managing affectively committed volunteers. <i>Nonprofit and voluntary sector quarterly</i> , 47 (6), 1155-1177.	22				x					
YES	https://www.researchgate.net/public	Handy, F., Cnaan, R. A., Bradney, J. L., Ascoli, U., Meijis, L. C., & Ranade, S. (2000). Public perception of "who is a volunteer": An examination of the net-cost approach from a cross-cultural perspective. <i>VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations</i> , 11(1), 45-65.	20			x	x	x				
Request	https://www.researchgate.net/public	Hoogervorst, N., Metz, J., Roza, L., & van Baren, E. (2016). How Perceptions of Altruism and Sincerity Affect Client Trust in Volunteers Versus Paid Workers. <i>Nonprofit and Voluntary Sector Quarterly</i> , 45(3), 593-611. http://journals.sagepub.com/doi/10.1177/0899764015597778	18				x					
Request	https://www.academia.edu/1425297	Meijis, L. C., Handy, F., Cnaan, R. A., Bradney, J. L., Ascoli, U., Ranade, S., ... & Weiss, I. (2003). <i>All in the eyes of the beholder? Perceptions of volunteering across eight countries</i> (pp. 19-34). Springer US.	15				x					
YES	https://pure.eur.nl/ws/portalfiles/po	Meijis, L. C., Handy, F., Simons, F. J., & Roza, L. (2020). A social innovation: Addressing relative food insecurity and social exclusion. <i>VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations</i> , 31 (5), 894-906.	12				x					
YES	https://www.researchgate.net/public	Mook, L., Handy, F., & Quarter, J. (2007). Reporting volunteer labour at the organizational level: A study of Canadian nonprofits. <i>VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations</i> , 18, 55-71.	16				x					
Request	https://www.researchgate.net/public	Mook, L., Sousa, J., Elgie, S., & Quarter, J. (2005). Accounting for the value of volunteer contributions. <i>Nonprofit Management and Leadership</i> , 15 (4), 401-415.	14				x					
YES	https://www.researchgate.net/public	Pestoff, V. (2012). Co-production and third sector social services in Europe: Some concepts and evidence. <i>VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations</i> , 23 (4), 1102-1118.	16				x					
NO		Salamon, L. M. (1987). Of market failure, voluntary failure, and third-party government: Toward a theory of government-nonprofit relations in the modern welfare state. <i>Journal of voluntary action research</i> , 16 (1-2), 29-49.	20				x					
Request	https://www.researchgate.net/public	Tönurist, P., & Surva, L. (2017). Is volunteering always voluntary? Between compulsion and coercion in co-production. <i>VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations</i> , 28 (1), 223-247.	24				x					
YES	https://www.researchgate.net/public	Bradney, J.L. & Meijis, L.C.P.M. (2014). Models of Volunteer Management: Professional Volunteer Program Management in Social Work. <i>Human Service Organizations Management, Leadership & Governance</i> , 38(3), 297-309. DOI: 10.1080/23303131.2014.899281 http://www.tandfonline.com/doi/pdf/10.1080/23303131.2014.899281	12	x	x	x						
YES	https://journals.sagepub.com/doi/ful	Annon, L., Almog-Bar, M., & Cnaan, R. A. (2022). Volunteer Engageability: a Conceptual framework. <i>Nonprofit And Voluntary Sector Quarterly</i> , 52 (6), 1633-1659. https://doi.org/10.1177/08997640221132499	26			x						
YES	https://www.academia.edu/7701546	Clary, E. G., Snyder, M., & Ridge, R. (1992). Volunteers' motivations: A functional strategy for the recruitment, placement, and retention of volunteers. <i>Nonprofit Management and leadership</i> , 2(4), 333-350.	17	x		x						
YES	https://www.researchgate.net/public	Compton, S., Meijis, L., Cnaan, R. A., Krasnopol'skaya, I., von Schneurbein, G., & Abu-Rumman, S. (2022). Repeat and non-returning volunteers: The promise of episodic events for volunteer recruitment and retention. <i>VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations</i> , 33 (1), 1-18.	10	x		x						
YES	http://ndl.ethernet.edu.cy/bitstream	David O Rezn, Robert D Herman (2016). The Jossey-Bass Handbook of Nonprofit Leadership and Management, DESIGNING AND MANAGING VOLUNTEER PROGRAMS	734			x						
YES	https://link.springer.com/chapter/10	Günther, S.T., Wehner, T., Mieg, H.A. (2022). Volunteer Work as a Matter of Motivation. In: <i>Organizational, Motivational, and Cultural Contexts of Volunteering</i> . SpringerBriefs in Psychology. Springer, Cham. https://doi.org/10.1007/978-3-030-92817-9_2	65			x						
YES	https://pure.eur.nl/en/publications/	Haski-Leventhal, D., Cnaan, R. A., Handy, F., Bradney, J. L., Holmes, K., Hustinx, L., ... & Zrinscak, S. (2008). Students' vocational choices and voluntary action: A 12-nation study. <i>VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations</i> , 19(1), 1-21.	21			x						
YES	https://bmcpublichealth.biomedcentral.com	Hyde, M. K., Dunn, J., Scuffham, P. A., & Chambers, S. (2014). A systematic review of episodic volunteering in public health and other contexts. <i>BMC Public Health</i> , 14(1). https://doi.org/10.1186/1471-2458-14-99	14			x						
YES	https://repub.eur.nl/pub/136225/Ov	van Overbeeke, P. S., Koolen-Maas, S. A., Meijis, L. C., & Bradney, J. L. (2022). You shall (not) pass: Strategies for third-party gatekeepers to enhance volunteer inclusion. <i>VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations</i> , 33(1), 33-45.	13			x						
YES	https://www.researchgate.net/public	Einolf, C. (2018). Evidence-based volunteer management: a review of the literature. <i>Voluntary Sector Review</i> , 9(2), 153-176. Retrieved Jun 14, 2023, from https://doi.org/10.1332/204080518X15299334470348	23	x	x							
YES	https://www.researchgate.net/public	Bradney, Jeffrey & Nezhina, Tamara. (2012). Evaluating the Volunteer Program: Contexts and Models. <i>The Volunteer Management Handbook: Leadership Strategies for Success</i> : Second Edition. 361-387. 10.1002/9781118386194.ch15.	37			x						
YES	https://www.researchgate.net/public	Culp, III, K. & Nall, M.A. (2001). Evaluating the impact of volunteer programs. <i>The Journal of Volunteer Administration</i> , 19 (4) 2-10.	8			x						
YES	https://www.semanticscholar.org/pa	Haski-Leventhal, D., Meijis, L. C. P. M., & Hustinx, L. (2010). The third party model: enhancing volunteering through governments, corporations and educational institutes. <i>Journal of Social Policy</i> , 39(1), 139-158. https://www.semanticscholar.org/3c6529c348d80ccb496bf02648ea91cf3.pdf	19			x						
Yes	https://tandfonline.com/di/ep	Jeffrey L. Bradney & Lucas C.P.M. Meijis (2014): Models of Volunteer Management: Professional Volunteer Program Management in Social Work, Human Service Organizations Management, Leadership & Governance, DOI: 10.1080/23303131.2014.899281	12			x						
YES	https://iglcstorage.blob.core.windows.net	Koskela, L. , Tezel, A. & Patel, V. 2019. Theory of Quality Management: Its Origins and History, Proc. 27th Annual Conference of the International Group for Lean Construction (IGLC) , 1381-1390. doi.org/10.24928/2019/0259	9			x						
YES	https://pqm-online.com/assets/files/	Mauch P. D. (2010). <i>Quality management : theory and application</i> . CRC Press.	171			x						
YES	https://www.researchgate.net/public	Safrit, R., (2012). Evaluating Impact of Volunteer Programs. <i>The Volunteer Management Handbook: Leadership Strategies for Success</i> : Second Edition. 389-408. 10.1002/9781118386194.ch16.	19			x						
YES	https://hercarmenia.wordpress.com	Sallis E. (2009). <i>Total quality management in education</i> (3rd ed. reprint). Routledge.	180			x						
YES	https://www.researchgate.net/public	Alexander, J., & Fernandez, K. (2021). The Impact of Neoliberalism on Civil Society and Nonprofit Advocacy. <i>Nonprofit Policy Forum</i> , 12 (2), 367-394.	27			x						
YES	https://www.researchgate.net/public	Meijis, L.C.P.M. & Bradney, J. L. (2007). Winning volunteer scenarios: The soul of a new machine. <i>International Journal of Volunteer Administration</i> , XXIV(6), 68-79. https://www.ijova.org/docs/IJOVA_VOL24_NO6_Meijis.pdf	11			x						
NO		Salamon, L. (1993). The Marketisation of Welfare: Nonprofit and For Profit Roles in America's Welfare State. <i>Social Service Review</i> 67 (1), 16-39.	25			x						
YES	https://www.cabidigitallibrary.org/do	Meijis, L. C. P. M., & Karr, L. B. (2004). Managing volunteers in different settings: Membership and programme management. <i>Volunteering as leisure/leisure as volunteering: An international assessment</i> , 177-193. https://www.cabidigitallibrary.org/doi/pdf/10.3555/20043069398	16			x						
YES	https://www.ijova.org/docs/_9_Moore	Moore, Margaret, and Sarah Jane Rehnborg. "Challenges in Volunteer Resource Management." <i>IJOVA</i> 3 (2013): 1942-728. https://www.ijova.org/docs/_9_Moore_Formatted.pdf	10			x						
YES	https://www.ijova.org/docs/_FE20121	Studer, S., & Von Schneurbein, G. (2012). Volunteers as unique organisational resources: Conceptualization in practice and management responses: Lessons from Switzerland. <i>International Journal of Voluntary Administration</i> , 19, 40-51. https://www.ijova.org/docs/_FE20121_Studer.pdf	10			x						

YES	https://core.ac.uk/download/pdf/763	From Motivation to Action Through Volunteer-Friendly Organizations. (2006). <i>THE INTERNATIONAL JOURNAL OF VOLUNTEER ADMINISTRATION</i> , XXIV(1), 41-44. https://www.ijova.org/docs/IJOVA_VOL24_NO1_Vol_Friendly_Org_Kenn_Allen.pdf	4	x				
YES	https://repository.upenn.edu/cgi/viewcontent.cgi?article=1092&context=spp_papers	Handy, F., & Bradney, J. L. (2007). When to Use Volunteer Labor Resources? An Organizational Analysis for Nonprofit Management. <i>Departmental Papers</i> . https://repository.upenn.edu/cgi/viewcontent.cgi?article=1092&context=spp_papers	20	x				
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