



# Assessment Plan

Module 1 The individual level

Course 2 Motivations to volunteer

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## Short Assignment Descriptions

To evaluate the students, we use two formative (individual) and one summative (group) assignments:

- 1. Formative (individual):** Before each class, students need to read some materials to get ready. To make sure students are really reading and taking part, they must share their reading notes before the class. These notes should be a short and thoughtful summary of what they read and a quick opinion on how it can be used in real life.
- 2. Summative applied (individual):** Students will be asked to read materials and draft research designs; map theoretical concepts and write reflections on relevant data collection and methodology. The students will be asked to apply one of the theories: functional motivation, the psychological contract, or self-determination theory.
- 3. Summative applied (group assignment):** Students will be asked to apply volunteer motivation concepts and conceptual interpretation for evaluation or modelling cases related to motivation programmes for paid staff and volunteers. Students will work in groups to discuss each case.
- 4. Formative (individual assignment):** Students will be asked to apply theoretical knowledge to a real-world exploration and accompanying questions. Students will be given tasks to analyse the two real-world case studies from different nonprofit organisations. Students will critically analyse the motivations of volunteers involved in each case study and apply theoretical explanations discussed in the course to understand the underlying factors driving volunteers' motivations in each scenario. Students will be asked to consider factors such as psychological, social, and cultural influences on volunteer motivations.

## Assessment Matrix

Learning objectives per course (After following this course, the student is able to:)	Assessment formats				Total
	Preparation / class discussion	Summative I	Summative II	Formative	
<b>Describe</b> the key research problems and approaches to studying motivation to volunteer.	x			x	
<b>Identify</b> key factors and driving forces influencing individuals to engage in volunteer work.	x			x	
<b>Identify</b> volunteer recruitment problems and explain them by using functional motivation, self-determination, or psychological contract theories.		x		x	
<b>Apply</b> the theoretical concepts of the Volunteer Functions Inventory (functional theory) for defining the motivational inventory and explaining people's reasons to engage in volunteering.		x		x	
<b>Critically analyse</b> the differences in motivation between paid staff and volunteers, considering their commitment and focus on ongoing work processes.			x	x	
<b>Develop strategies</b> / motivational programmes for NGOs to effectively evaluate and utilise volunteers' motivations in recruitment, satisfaction management, and commitment processes.			x	x	
					Total
Weighting	Pass/fail	30%	40%	30%	100%
Form of examination (e.g. MC, Open ended questions, open-book, etc.)	Assignment	Preparation	Assignment	Assignment	
Group / Individual	Individual	Individual	Group	Individual	

## Detailed Assignment Descriptions

### Formative – Individual assignment 1: Reading notes

#### Learning objectives

- Describe the key research problems and approaches to studying motivation to volunteer.
- Identify key factors and driving forces influencing individuals to engage in volunteer work.

#### Description

Preparing for lectures involves reviewing assigned materials before each class. Students are required to actively engage in the reading process and contribute to discussions by uploading reading notes prior to the session. These notes should consist of a concise and analytical summary of the text, along with a brief evaluation of its practical application in the real world.

#### Deliverable(s)

4 reading notes of about 500 words each.

### Summative Individual Assignment 1: Volunteer motivation theories and concept mapping

#### Learning Objectives

- Identify volunteer recruitment problems and explain them by using functional motivation, self-determination, or psychological contract theories.
- Apply the theoretical concepts of the Volunteer Functions Inventory (functional theory) for defining the motivational inventory and explaining people's reasons to engage in volunteering.

#### Description

For this assignment, students will be asked to read materials and draft research designs. Completing the task involves the following steps: 1) Review relevant materials on functional motivation theory in the context of volunteering. 2) Draft a research design that incorporates these theoretical concepts for understanding and analysing volunteer experiences. 3) Develop a concept map that visually represents the relationships between functional motivation theory concepts (or integrating concepts from other theories (psychological contract, self-determination theory) in the realm of volunteering. The students will be asked to use the following elements in their concept map: main concepts from functional motivation theory (and others); sub-concepts; and variable-level concepts. 5) For the selected theory, provide a brief explanatory interpretation within the volunteering context and address the following points: the core components; how the theory manifests in the dynamics of

volunteer-organisation relationships; and real-world examples illustrating the application of the theory in volunteering. 6) Reflect on how functional theory (or others) can guide the selection of data collection methods and methodologies in volunteer-related research and consider the strengths and limitations of applying these concepts or theories. 7) Submit a typed document containing the research design, concept map, and short explanatory concept interpretations. Ensure clarity, creativity, and coherence in your concept map. Use APA style for referencing materials and concepts.

Students should demonstrate the ability to integrate theoretical knowledge into practical applications within the volunteer context.

### **Deliverable**

A 5–7-page report including a concept map, research design, and short explanatory concept interpretations.

### **Grading Criteria**

- Understanding and application of theoretical concepts.
- Coherent research design that effectively incorporates functional motivation (and / or other) theories.
- Clarity and coherence of the concept map.
- Depth of interpretation and relevance of examples.
- Thoughtfulness in reflecting on data collection and methodology.
- Innovative and creative elements in the concept map and unique insights in the reflection.

## **Summative Group Assignment 2: Motivation Theories and Concepts in Volunteer and Staff Management**

### **Learning objective(s)**

- Critically analyse the differences in motivation between paid staff and volunteers, considering their commitment and focus on ongoing work processes.
- Develop strategies / motivational programmes for NGOs to effectively evaluate and utilise volunteers' motivations in recruitment, satisfaction management, and commitment processes.

### **Description**

The goal of this session is to apply motivation concepts to evaluate and model scenarios relevant to employee and volunteer motivation programmes. Students will work in groups to discuss each case, focusing on functional motivation (e.g., goal orientation, task-specific motivation, etc.), psychological contract (e.g., implied expectations, trust, reciprocity etc.), and self-determination theory (e.g., basic psychological needs, motivation continuum, etc.).

Group of students should discuss and relate concepts, conceptual patterns to volunteer management (e. g., task specific motivation > align volunteer tasks with diverse motivations; goal orientation > tailor roles to maximise volunteer satisfaction and commitment).

The assignment should fulfil the following elements:

A) Tailoring Motivation Programs: 1) recognise and accommodate diverse motivations; 2) design programs addressing individual needs. B) Recognition and Appreciation: 1) acknowledge contributions of both paid staff and volunteers; 2) reinforce a positive psychological contract; 3) contribute to sustained motivation. C) Creating Inclusive Environments: 1) support autonomy, competence, and relatedness; 2) achieve through clear communication and training; 3) foster a sense of belonging within the volunteer community. D) For the selected concepts / approaches, provide a brief explanatory interpretation within the volunteering context and address the following points: the core components; how the theory manifests in the dynamics of volunteer-organisation relationships; and real-world examples illustrating the application of the theory in volunteering.

Submit a group report summarising the application of motivation concepts. Include recommendations for volunteer management based on the discussed theories. Each group will present their findings during the seminar.

This assignment aims to deepen students' understanding of motivation concepts in the context of volunteer and staff management. By applying functional motivation, psychological contract, and self-determination theory, students will gain insights into effective strategies for tailoring motivation programs and creating inclusive environments in organisations.

### **Deliverable**

A 15-page report and presentation of the findings.

### **Grading Criteria**

- Understanding and application of theoretical concepts.
- Group discussion and participation.
- Application of motivation concepts to evaluate and provide model scenarios.
- Creativity in designing motivation programmes.

### **Formative – Individual assignment 2: Exploring volunteer motivations in real-world scenarios**

#### **Learning objectives**

- Describe the key research problems and approaches to studying motivation to volunteer.

- Identify key factors and driving forces influencing individuals to engage in volunteer work.
- Identify and categorise the main motivational factors (functions) present in each case study.
- Based on the identified motivations, create distinct profiles of volunteers for each case study.
- Compare and contrast the motivations of volunteers with those of paid staff within each organisation.

### **Description**

Students will be asked to apply theoretical knowledge to a real-world exploration and accompanying questions. Students will be given tasks to analyse the two real-world case studies from different nonprofit organisations. Students will critically analyse the motivations of volunteers involved in each case study and apply the theoretical explanations discussed in the course to understand the underlying factors driving volunteers' motivations in each scenario. Students will be asked to consider factors such as psychological, social, and cultural influences on volunteer motivations. The students will need to carry out: 1. Conduct a case study analysis using document sources; 2. Identify motivational factors; 3. Create volunteer profiles based on motivations; and 4. Compare and contrast paid staff with volunteers. 4. Write recommendations for volunteer management. The assignment should include a clear introduction, an analysis of case studies, a discussion of theoretical concepts, and actionable recommendations.

### **Deliverable(s)**

4-7 Page report.

### **Grading Criteria**

- Depth of analysis and application of concepts to real-world scenarios.
- Clarity and coherence of the arguments presented.
- Originality and critical thinking were demonstrated in the analysis of volunteer motivations.
- Adherence to submission guidelines and citation standards.