



Connecting the Dots: Understanding Volunteer Motivations through the Lens of John Paul II's Message

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Abstract

This study explores the motivations driving individuals to engage in volunteer activities, inspired by John Paul II's message for the UN Year of Volunteer Work (2001). Using structured and open-ended questionnaires, the research examines respondents' reasons for volunteering across six themes: Compassion and Empathy, Sense of Duty, Positive Impact and Fulfillment, Personal Growth and Awareness, Interconnectedness, and Spirituality and Faith. Thematic analysis (Aronson) categorizes responses, revealing that Altruistic Purpose and Collective Well-being are the primary motivators. Participants express a strong desire to positively impact others' lives and contribute to societal good. Satisfaction with volunteering is assessed through Satisfaction Rate Calculations (SmartSurvey™, 2021), which yield a high overall Satisfaction Rate of 85.33%, reflecting the rewarding nature of such activities. By linking motivations to actions, the study provides valuable insights for fostering sustained volunteer engagement. These findings can guide organizations in creating effective programs that inspire long-term commitment to volunteer work, ensuring that volunteerism continues to thrive as a powerful force for societal benefit.

Keywords: Altruism, Collective well-being, John Paul II, Spirituality, Volunteer Motivations

INTRODUCTION

Pope John Paul II today remains a towering figure in the history of the Catholic Church, revered for his profound spiritual insights, tireless advocacy for social justice, and unwavering commitment to the welfare of humanity. Though he passed away in 2005, his teachings, writings, and messages continue to resonate with people across the globe. Today, he is remembered as Saint John Paul II, having been canonized by the Catholic Church in recognition of his exemplary life and contributions to the faith. As a saint, he serves as a spiritual guide and inspiration for millions of Catholics and non-Catholics alike, symbolizing the transformative power of love, compassion, and service to others. His legacy endures as a beacon of hope and guidance for those striving to make a positive difference in the world. His message continues to inspire individuals and communities to embrace the values of love, generosity, and solidarity, echoing his timeless message of faith, hope, and charity. “Through love of God and love of the brethren, Christianity releases all of its liberating and salvific power” (John Paul II, 2001, #2).

His message for the UN Year of Volunteer Work reflects his deep understanding of the human condition and his call to action for individuals to embrace their innate capacity for compassion and selfless service. Through his words, he emphasizes the universal value of volunteerism to promote human dignity, foster solidarity, and build a more just and compassionate society. “For this reason, volunteer work is a special factor that contributes to humanization. Thanks to the many forms of solidarity and of service that they promote and make concrete, volunteer workers make society more attentive to the dignity of the human person and his/her many expectations” (John Paul II, 2001, #1).

The enduring influence of Saint John Paul II as a proponent of volunteerism is underscored by his spiritual teachings and unwavering commitment to social justice. His canonization and continued legacy as a spiritual leader exemplify this influence, where he fervently advocates for individuals to embody compassion and selfless service towards others.

Framework

The Message of John Paul II for the UN Year of Volunteer Work was delivered in 2001. During this time, there was a growing recognition globally of the invaluable contributions made by volunteers in addressing various societal challenges. The late 20th and early 21st centuries witnessed an increasing emphasis on humanitarian efforts, social justice movements, and community engagement. The United Nations, in particular, had been advocating for the promotion of volunteerism as a means to foster development, peace, and social cohesion.

John Paul II’s message on volunteer work aligns with the broader global movement towards recognizing and promoting volunteerism as a fundamental aspect of civic engagement and social responsibility. The rationale behind the message stems from the understanding that volunteerism is deeply rooted in human compassion, transcending cultural, religious, and geographical boundaries. Moreover, in an era marked by complex social challenges, such as poverty, inequality, and conflict, volunteerism emerges as a powerful tool for addressing these issues locally and globally.

The primary purpose of John Paul II’s message is to affirm the significance of

volunteer work and to inspire individuals and communities to engage in acts of service for the betterment of society (John Paul II, 2001, #3). By delivering this message, the Pope aims to highlight volunteerism's spiritual and humanitarian dimensions, emphasizing its transformative potential in fostering solidarity, compassion, and social justice. Additionally, the message seeks to encourage collaboration between public institutions, civil society organizations, and volunteers to create supportive environments for volunteer efforts and recognize volunteers' contributions. This idea of transcending boundaries aligns with the broader intellectual discourse on social engagement. For instance, Karna (2019) highlights that competencies like analytical skills and a deep understanding of religious discourse are essential for individuals involved in volunteerism to explore the complexities of modern social issues. These intellectual skills complement the spiritual and humanitarian aspects of service that John Paul II emphasized.

The Message of John Paul II for the UN Year of Volunteer Work serves as a comprehensive call to action, aiming to raise awareness about the vital role of volunteerism in society as a manifestation of human compassion and a driver of positive social change. By drawing upon the examples of Christ, Mary, and historical figures, the message inspires individuals to actively engage in volunteer work, promoting values such as love, service, solidarity, and outreach as essential tools in addressing contemporary societal challenges. Moreover, it advocates for the recognition and support of volunteers by public institutions, acknowledging their crucial contribution to filling gaps in service delivery and complementing government efforts. Emphasizing the spiritual dimensions of volunteerism, the message encourages volunteers to persevere in their service and deepen their understanding of charity and compassion, fostering both individual and collective spiritual growth. "It is not enough to help whoever is in material difficulty; it is necessary at the same time to respond to his thirst for values and personal spiritual solutions" (John Paul II, 2001, #3). John Paul II also recognized the importance of addressing failure and perseverance in volunteerism. Harford (2011) echoes this sentiment by underscoring that failure often serves as a precursor to success, a reminder to volunteers to persist despite setbacks. The Pope's call for spiritual growth and resilience in volunteer work resonates with the idea that service benefits society and contributes to personal development and understanding of deeper values.

Moreover, the message from John Paul II can be contextualized within the Church's broader approach to social engagement, as influenced by the Second Vatican Council. The council's call for *Ecclesia semper reformanda est* ("the church must always be reformed") is a key aspect of the Church's ongoing mission to remain responsive to societal changes (Wilbricht, 2018). This is further emphasized by Nickless (2022), who states that the Church is called to live by constant reformation in an ever-evolving world, thereby extending its mission to address new challenges through acts of service.

John Paul II's message also reflects the principle of *Aggiornamento*, or the Church's need to be up to date with the needs of society (Butler, 2020). This principle reinforces the Pope's vision that volunteer work is not merely a religious or charitable endeavor but a critical response to contemporary issues. In a similar vein, Elder and Paul (2013) highlight the importance of intellectual standards when assessing thinking structures, which volunteers must adopt to approach service with clarity and a critical understanding of the issues at hand.

The Six Key Themes Within John Paul II's Message

Compassion and Empathy: “At the end of the year that the United Nations dedicated to Volunteer work, I wish to express my heartfelt appreciation for your constant dedication...you represent for children, the elderly, the sick, people in difficulty, refugees and the persecuted a ray of hope” (John Paul II, 2001, #1). Here, John Paul II acknowledges the compassionate dedication of volunteers who extend help to various marginalized groups, recognizing their struggles and offering hope. This illustrates how compassion and empathy are driving forces behind volunteering, as volunteers seek to alleviate the suffering of others.

Sense of Duty: “Dear Volunteers! What makes a volunteer dedicate his/her life to others? It is a law of existence” (John Paul II, 2001, #1). John Paul II implies that the dedication of volunteers to serving others is inherent in human nature, suggesting a sense of duty towards others as a fundamental aspect of human existence. This aligns with the concept of duty towards marginalized groups, emphasizing the responsibility to extend a helping hand.

Positive Impact and Fulfilment: “[V]olunteer work is a special factor that contributes to humanization...volunteers come to realize that, only if one loves and gives himself to others, does the human creature reach perfect fulfillment” (John Paul II, 2001, #1). John Paul II highlights how volunteer work contributes to the humanization of society and emphasizes that volunteers find fulfillment in giving themselves to others. This illustrates how volunteering is perceived as a source of personal fulfillment and accomplishment, as volunteers make a positive impact on the lives of others.

Personal Growth and Awareness: “[V]olunteer work is called to be a school of life, especially for young people, contributing to educating them in a culture of solidarity and outreach, open to the free gift of self” (John Paul II, 2001, #3). John Paul II describes volunteer work as a school of life that contributes to the education of individuals in solidarity and outreach. This suggests that engaging in volunteer work fosters personal growth, broadens understanding, and boosts self-confidence, aligning with the theme of personal growth and awareness.

Interconnectedness: “[V]olunteer work is called to be a school of life, especially for young people, contributing to educating them in a culture of solidarity and outreach, open to the free gift of self” (John Paul II, 2001, #3). John Paul II's mention of volunteer work as a school of life suggests that it fosters a culture of solidarity and outreach, emphasizing interconnectedness. This aligns with the theme of interconnectedness, as volunteerism promotes the understanding of the inherent connection between all beings.

Spirituality and Faith: “Charity represents the most eloquent form of evangelization...Through volunteer work, the Christian becomes a witness of this divine charity...” (John Paul II, 2001, #2). John Paul II emphasizes the spiritual dimension of volunteer work, describing it as a form of evangelization and divine charity. This highlights how volunteerism is aligned with spiritual teachings and reflects one's commitment to compassion and support, resonating with the theme of spirituality and faith.

The Six Key Themes in Embracing Ecological Spirituality

Based on the qualitative input provided by respondents in the study titled

“Embracing Ecological Spirituality: An Exploration of Volunteer Motivations” (Ingles, 2023), six recurring themes become evident. Volunteers, guided by Compassion and Empathy, recognize their responsibility to positively impact others’ lives, considering these qualities essential for effective service. This emphasis on service aligns with the core tenets of volunteerism, which revolves around selflessly offering one’s time and efforts for the betterment of others and the community (Wilson, 2012). They express a consistent Sense of Duty towards marginalized groups, aligning their actions with aspirations for a more inclusive society. Similarly, volunteerism fosters compassion by encouraging individuals to extend their care and support to those in need, promoting social justice and equity (Wilson, 2012). In 2015, Pope Francis declared that environmental education “needs educators capable of developing an ethics of ecology, and helping people, through effective pedagogy, to grow in solidarity, responsibility and compassionate care” (LS #210). This call further emphasizes the importance of nurturing empathy and responsibility toward both society and the environment.

Volunteering brings Positive Impact and Fulfilment through assisting others and fostering positive change. Volunteerism actively seeks to improve the lives of individuals and communities, addressing social, environmental, and humanitarian needs to enhance overall well-being (Wilson, 2012). Additionally, it serves as a catalyst for Personal Growth and Awareness, offering new perspectives and enhancing understanding of diverse communities, resulting in collaborative efforts for societal improvement. It also recognizes the interconnection between individuals and communities, highlighting the importance of collective action and collaboration for the betterment of society (Wilson, 2012).

Volunteers acknowledge the Interconnectedness of humanity, viewing their service as a reflection of this shared human experience, guiding their beliefs and actions towards collective well-being. Volunteerism encourages gratitude by providing opportunities for individuals to witness and appreciate the impact of their actions, fostering a sense of appreciation for the opportunity to serve and make a positive difference in the lives of others (Wilson, 2012). Furthermore, volunteer work reflects a commitment to Spirituality and Faith, akin to spiritual teachings, providing an opportunity to align actions with faith and contribute to the greater good.

The writer employs these six key themes in this present study as criteria for the respondents to assess their overall satisfaction, with the aim of understanding individuals’ motivations for engaging in volunteer work. The letter titled “Message of John Paul II for UN Year of Volunteer Work” (John Paul II, 2001) addresses the same six themes: Compassion and Empathy, Sense of Duty, Positive Impact and Fulfilment, Personal Growth and Awareness, Interconnectedness, as well as Spirituality and Faith. The relationship between John Paul II’s message and the key themes identified in the study “Embracing Ecological Spirituality” provides profound insights into the motivations driving volunteerism and its wider societal implications. Based on these themes, the Research Questionnaire for the present study was developed.

The findings inform the development of a research questionnaire aimed at deepening our understanding of volunteer motivations and their societal impact. They underscore the significance of John Paul II’s message in inspiring individuals to engage in volunteer work, thus fostering a culture of compassion and solidarity that enhances the welfare of humanity.

John Paul II's Message aligns with global efforts recognizing volunteerism's role in fostering development, peace, and social cohesion. He highlights volunteerism as a response to complex societal challenges, emphasizing its spiritual and humanitarian dimensions. Six key themes underpin his message. This framework connects spiritual principles with the practical benefits and motivations of volunteerism, offering insights into its societal and personal impact.

Problem

John Paul II's message for the UN Year of Volunteer Work (2001) highlights the significance of volunteerism in fostering solidarity, compassion, and social justice, emphasizing collaboration between institutions and volunteers. His message identifies six central themes: Compassion and Empathy, Sense of Duty, Positive Impact and Fulfilment, Personal Growth and Awareness, Interconnectedness, and Spirituality and Faith. These align closely with a study on "Embracing Ecological Spirituality," which notes similar motivations among volunteers, such as compassion, duty, interconnectedness, and personal growth (Ingles, 2023).

This research seeks to bridge John Paul II's moral and spiritual framework with contemporary insights into volunteer motivations, particularly their societal impact. By exploring the six themes through a mixed-methods approach—combining quantitative surveys with qualitative responses—the study aims to uncover patterns in volunteer experiences, motivations, and satisfaction levels. Understanding these dynamics will help develop strategies to enhance volunteer engagement and contribute to social cohesion and community development.

The key research question is: What connects the dots between individuals' motivations for volunteer work with their satisfaction levels, as reflected in the six themes articulated in John Paul II's message on volunteerism?

METHODOLOGY

Explanatory Sequential Mixed Methods

This study adopts an Explanatory Sequential Mixed Methods design to thoroughly explore the motivations behind individuals' participation in volunteer work and assess their satisfaction levels. This approach integrates quantitative and qualitative methodologies to provide a comprehensive understanding of the factors influencing volunteer engagement and satisfaction. The study follows a two-phase process: initial quantitative data collection followed by qualitative data collection to enrich and interpret the quantitative findings.

The research design leverages both quantitative and qualitative methods, starting with the collection of quantitative data through structured research questionnaires. This phase is followed by qualitative data collection using open-ended questions to gain deeper insights and context that help explain the initial findings. This sequential approach allows the study to capture a broad overview through quantitative analysis and delve deeper into the underlying themes through qualitative analysis.

Participants are selected through purposive sampling to ensure a representative group of individuals actively engaged in volunteer work. This purposeful approach guarantees that respondents possess firsthand experience and provides insights into

diverse demographic factors such as age, gender, and types of volunteer activities.

The structured questionnaire is divided into twelve sections, each aligned with a specific theme related to volunteer motivations. Closed-ended questions capture respondents’ agreement or satisfaction levels, facilitating quantitative analysis, while open-ended questions are included to capture more nuanced perspectives. This dual approach ensures that quantitative data provides a general overview, while qualitative responses add depth and context to the findings.

The quantitative data are analyzed using statistical methods, employing a 100% to 0% rating scale for responses that reflect the participants’ degree of agreement or resonance with each statement. This provides a clear, numerical representation of respondents’ motivations and satisfaction levels. The Satisfaction Rate metric, derived from basic statistics (SmartSurvey™, 2021), calculates an overall measure of respondents’ satisfaction with their volunteer experiences. To complement the quantitative findings, qualitative data are analyzed using thematic analysis based on Aronson’s method, categorizing and interpreting responses from open-ended questions to identify emergent themes that provide context and depth to the quantitative results.

The interpretation of findings situates the data within the study’s research objectives. Quantitative results are represented through tables and charts, providing a clear, data-driven overview of volunteer motivations and satisfaction. Qualitative findings are reported through thematic narratives that contextualize the quantitative results, allowing for a richer understanding of the respondents’ experiences. The implications for theory and practice are discussed, and the study concludes with recommendations for future research aimed at enhancing volunteer engagement strategies.

Participants

During the second term of the academic year 2023-2024 in De La Salle – College of Saint Benilde, Manila, Philippines (DLS-CSB), the writer taught four sections in the fully online modality, comprising a total of 178 students. Initially, 178 survey questionnaires were emailed to these students as sample respondents, yielding responses from only 101 students. The analysis focused on the feedback provided by these 101 students currently enrolled in Religious Experience and Spirituality (REEXECO) courses at DLS-CSB. In this online setting, students attend classes once a week, engaging with digital learning materials, resources, and activities through an online platform or learning management system. This component encompasses pre-recorded lectures, readings, multimedia content, interactive modules, quizzes, discussion forums, and assignments, allowing students the flexibility to participate at their own pace and convenience outside of scheduled in-person classes.

Table 1. Age Distribution of REEXECO Students

Age Group	Number of Students	Percentage
16-20	87	86.1%
21-25	14	13.9%

Table 1 indicates that the majority of REEXECO students fall within the age range of 16 to 20, comprising 86.1% of the population. Meanwhile, 13.9% of students

are aged between 21 and 25.

Table 2. Gender Distribution of REEXECO Students

Gender	Number of Students	Percentage
Female	50	49.5%
Male	41	40.6%
Prefer not to say	8	7.9%
Non-binary	2	2%

This Table 2 presents the gender distribution among students in the REEXECO population based on the provided data. It displays the number of students and their corresponding percentages according to self-classification. The data reveals that among REEXECO students, 49.5% identify as Female, 40.6% as Male, 7.9% prefer not to specify their gender, and 2% identify as Non-binary.

Data Collection Methods

Quantitative data are collected through self-administered structured research questionnaires distributed online. Qualitative data are gathered through open-ended questions embedded within the questionnaire, allowing respondents to provide detailed reflections on their motivations and experiences. For a systematic method of collecting and measuring data collected, this paper used Google Forms questionnaire survey. Google Forms provides a free and fast way to create an online survey. The survey data is then automatically saved into a Google Sheets spreadsheet and then turn your data into charts and other visualizations in seconds (Murphy, 2017). “Answers obtained through closed-ended questions with multiple choice answer options are analyzed using quantitative methods and they may involve pie-charts, bar-charts, and percentages” (Business Research Methodology, 2021).

Research Questionnaire

The Research Questionnaire comprises twelve sections, each addressing specific themes related to motivations for engaging in volunteer work. The items are numbered sequentially within each theme for clarity and consistency.

The questionnaire begins by addressing Compassion and Empathy, with items focusing on the importance of these qualities in driving the decision to volunteer (items 1.1 and 1.2). Subsequent items (2.1 and 2.2) examine the personal experiences where compassion for others inspires volunteering and assess satisfaction with those instances.

The subsequent sections maintain a consistent pattern, following a similar structure, addressing Sense of Duty, Positive Impact and Fulfilment, Personal Growth and Awareness, Interconnectedness, and Spirituality and Faith, respectively. Each theme is investigated through two pairs of items. One item prompts respondents to offer descriptions or reflections, while the other asks them to rate their satisfaction or belief using a five-category rating scale: Excellent (100%), representing a high level of satisfaction (76-100); Good (75%), indicating a moderate level of satisfaction (51-75); Fair (50%), signifying a fair level of satisfaction (26-50); Poor (25%), reflecting a low level of satisfaction (1-25); and Not Applicable (0%).

For instance, items under the Sense of Duty theme (items 3.1, 3.2, 4.1, and 4.2) inquire about respondents’ sense of duty towards their community, its influence

on their decision to volunteer, and their satisfaction with it. Similarly, items under other themes explore different facets of individuals' motivations, experiences, and satisfaction related to volunteering.

The questionnaire is designed to comprehensively cover various dimensions of motivation, including emotional, moral, and spiritual aspects. By addressing these diverse themes and criteria, the Research Questionnaire aims to provide a holistic understanding of individuals' motivations for engaging in volunteer work. It allows respondents to reflect on their experiences, values, and beliefs, and to assess their satisfaction with various aspects of their volunteer engagement. Through this comprehensive approach, the Research Questionnaire is expected to yield valuable insights into the complex motivations underlying volunteerism.

Ethical Consideration and Data Privacy Statement

This study adheres to strict ethical guidelines to ensure the rights and dignity of all participants are respected. Prior to data collection, participants were fully informed about the purpose, nature, and scope of the research, ensuring that their involvement was entirely voluntary. Informed consent was obtained in writing, where respondents were briefed on their right to withdraw from the study at any time without any negative consequences.

Additionally, the research design incorporated measures to minimize any psychological, emotional, or social risks associated with discussing personal motivations for volunteering. Participants were encouraged to share only what they felt comfortable disclosing and assured that their responses would be handled with sensitivity and confidentiality.

In compliance with data privacy laws and institutional policies, all personal data gathered during the research was anonymized to protect participants' identities. The study collected minimal identifiable information, and any potentially identifying details were removed or generalized. Data was securely stored in password-protected files, with access limited to the primary researcher and authorized personnel. Upon completion of the research, data will be retained for a defined period to allow for future analysis, after which it will be securely deleted.

This research complies with the Data Privacy Act of 2012 (Republic Act No. 10173) of the Philippines, ensuring that all data collected was processed lawfully, fairly, and transparently.

RESULTS

Adato (2011) claims that "while surveys provide generalizable findings on what outcomes or impacts have or have not occurred, qualitative methods are better able to identify the underlying explanations for these outcomes and impacts, and therefore enable more effective responses." She asserts that, "when used together, quantitative and qualitative approaches provide more coherent, reliable, and useful conclusions than do each on their own" (Adato, 2011).

By employing a blend of quantitative and qualitative methodologies, this study endeavors to capture a comprehensive, holistic, and contextual picture. It aims to connect the dots between the motivations driving individuals towards volunteerism and their corresponding levels of satisfaction in engaging with volunteer activities.

Drawing inspiration from John Paul II's insights on volunteerism, the research examines six themes that embody the central aspects of volunteerism: Compassion and Empathy, Sense of Duty, Positive Impact and Fulfillment, Personal Growth and Awareness, Interconnectedness, and Spirituality and Faith. These themes serve as guiding principles, highlighting the intricate connection between volunteer engagement and its significant impact on both society and individuals.

In interpreting students' qualitative response as text, we cannot separate ourselves from the meaning of the text. The reader belongs to the text (or social situation) that he or she is reading (or experiencing). Understanding is always an interpretation, and an interpretation is always specific, an application (van Manen 1990, p. 180 as cited in Warnes, 2015). There are five (5) steps of thematic analysis based on the work of Aronson, but this writer only adapted the first three (3) steps and the last (5th) step for this paper, with some modifications (Aronson, 1995, par. 1-9 as cited in Ingles, 2017, p. 106).

Step 1 Collecting all the data: The writer collected and secured the students' qualitative responses to the unstructured questionnaire comprises twelve sections, each dedicated to specific themes related to volunteer motivations. Open-ended questions are utilized to encourage detailed responses for deeper insights and then each student's response is assigned with a unique ID Label. The hashtags and the numbers after the hashtags are the unique ID labels of the students' comment entries.

Step 2 Identifying patterns of experiences: On the basis of all students' qualitative responses to the Questions 1.1 to 12.1, the students are guided to reflect on their motivations across six key themes: Compassion and Empathy, Sense of Duty, Positive Impact and Fulfilment, Personal Growth and Awareness, Interconnectedness, and Spirituality and Faith, and on the other hand, the writer identified students' qualitative responses to each of the questions and relate their responses to the classified patterns, then the identified patterns are expounded on. "All of the talk that fits under the specific pattern is identified and placed with the corresponding pattern" (Aronson, 1995, par. 6 as cited in Ingles, 2017, p.106).

Step 3 Cataloguing related patterns into Themes and Sub-Themes: On the basis of all students' qualitative responses, the writer listed the patterns of their comment entries by cataloguing them into themes and sub-themes. Themes are "defined as units derived from patterns such as conversation topics, vocabulary, recurring activities, meanings, feelings, or folk sayings and proverbs" (Aronson, 1995, par. 7 as cited in Ingles, 2017). "Themes are identified by bringing together components or fragments of ideas or experiences, which often are meaningless when viewed alone." "The themes that emerge from the informants' stories are pieced together to form a comprehensive picture of their collective experience. "The coherence of ideas rests with the analyst [writer] who has rigorously studied how different ideas or components fit together in a meaningful way when linked together" (Aronson, 1995, par. 7 as cited in Ingles, 2017, p. 107).

Step 4 Telling the whole story: The final task is to "build a valid argument for choosing the themes". By making inferences from all the students' qualitative responses, Themes and Sub-Themes are formulated into theme-statements to develop a story line. A story line refers specifically to the narrative thread or strand shared by a student which when woven by the writer together with the other threads or strands they make a whole story. (Aronson, 1995, par. 9 as cited in Ingles, 2017, p.

The qualitative responses collected from students during the 2nd Term of the Academic Year 2023-2024 have been cataloged into related patterns, delineating Themes and Sub-Themes. This study explores the intrinsic values of compassion, empathy, and a sense of duty, shedding light on their influence in motivating individuals to engage in volunteer work. It underscores the role of compassion and empathy, serving as driving forces that enable volunteers to grasp the needs of others and prioritize genuine altruism in their endeavors. Personal anecdotes, such as firsthand experiences with natural disasters or active involvement in community shelters, vividly illustrate how compassion and empathy propel individuals toward volunteer engagement.

The study unveils a deep-rooted sense of duty and privilege among participants, compelling them to contribute positively to their communities and extend support to those in need. This sense of duty acts as a significant determinant in individuals' decisions to volunteer, guided by an unwavering commitment to social responsibility and collective well-being. Importantly, volunteering not only fulfills individuals personally but also empowers them to effect tangible change, acquire new skills, and nurture meaningful connections. Many volunteers recount impactful experiences, such as aiding in disaster relief efforts or spearheading charitable initiatives, which leave lasting impressions of fulfillment and satisfaction.

The study discerns several central themes across different categories, including personal growth and awareness, skill development, and societal impact. Through volunteering, individuals undergo deep personal transformations, gaining insightful understanding into gratitude, empathy, and purpose, while also attuning themselves to their own privilege. This heightened awareness of interconnectedness acts as a potent motivator, inspiring volunteers to actively contribute towards creating a more compassionate and inclusive world. Additionally, faith and spirituality emerge as influential factors, imbuing volunteering with a sense of sacred duty and emphasizing alignment with fundamental values.

The study underscores the transformative potential of volunteering, elucidating its capacity to foster empathy, stimulate personal growth, and strengthen bonds within communities. It serves as a compelling reminder of the shared values and beliefs that unite individuals in their pursuit of collective well-being and societal harmony.

Students’ Qualitative Responses

1.1 Compassion and Empathy: How important is the concept of compassion and empathy in driving your decision to engage in volunteer work?

Table 3 on Question 1.1 categorizes statements based on a central theme and sub-theme. The central theme identified is “Compassion,” with the sub-theme being “Genuine Intention.” Each row represents a statement related to these themes, along with its statement number and a brief description. The descriptions emphasize the importance of genuine intention in volunteerism, driven by compassion and empathy. They highlight how these qualities enable volunteers to understand others’ needs, establish meaningful connections, and make a positive impact on society.

Table 3: Theme: Compassion / Sub-Theme: Genuine Intention

Theme	Sub-Theme	Statement Number	Description
Compassion	Genuine Intention	14, 27, 44, 51, 65, 69, 73, 75	These statements emphasize the importance of genuine intention and the role of compassion and empathy in driving individuals to volunteer. Compassion and empathy enable volunteers to understand the needs of others, establish meaningful connections, and drive them to help, thus making a significant impact on society.

2.1 Compassion and Empathy: Please describe a specific situation where your compassion for others inspired you to volunteer.

Table 4 on Question 2.1 presents a comprehensive overview of themes and sub-themes derived from statements concerning volunteer engagement. Under the overarching theme of “Volunteer Engagement,” the sub-theme identified as “Commonalities” encapsulates patterns evident across the statements. The statement numbers (14, 31, 53, 66, 79, 87, 97) correlate with qualitative insights highlighting the significance of compassion, empathy, and altruism in volunteer experiences. These common themes emphasize the genuine desire to help others, the formation of meaningful connections, and personal fulfillment through altruistic actions, thereby providing valuable insights into the dynamics of volunteer engagement.

Table 4: Theme: Volunteer Engagement / Sub-Theme: Commonalities

Theme	Sub-Theme	Statement Number	Description
Volunteer Engagement	Commonalities	14, 31, 53, 66, 79, 87, 97	Qualitative responses contribute to identifying common themes in volunteer engagement, highlighting compassion, empathy, and altruism.

3.1 Sense of Duty: How would you describe your sense of duty or responsibility towards others in your community?

Table 5: Theme: Community Responsibility / Sub-Theme: Sense of Duty

Theme	Sub-Theme	Statement Number	Description
Community Responsibility	Sense of Duty	3, 13, 31, 48, 36, 4, 5, 26, 66	These statements express a strong sense of duty towards the community, feeling responsible for contributing positively, supporting others, and fostering an inclusive and supportive environment.

Table 5 on Question 3.1 categorizes the statements into the Theme of “Community Responsibility” and its Sub-Theme of “Sense of Duty.” It lists each statement’s number along with a description of the sentiment expressed in the

statement regarding a strong sense of duty towards the community. These descriptions highlight themes such as actively contributing to community betterment, supporting others, fostering inclusivity, and feeling responsible for helping those in need.

4.1 Sense of Duty: How does this sense of duty influence your decision to volunteer?

Table 6 on Question 4.1 presents a comprehensive overview of various statements reflecting individuals’ motivations for volunteering, categorized under a single theme and sub-theme. The theme identified is “Duty and Service,” encapsulating the strong sense of responsibility and obligation towards helping others and serving the community. Each statement emphasizes the moral duty individuals feel to contribute positively to society, driven by factors such as upbringing, beliefs, empathy, and a desire to make a meaningful impact. Through volunteering, they seek to fulfill this duty, guided by principles of kindness, compassion, and equality, ultimately aiming to make a tangible difference in the lives of others.

Table 6: Theme: Duty and Service / Sub-Theme: Duty and Responsibility

Theme	Sub-Theme	Statement Number	Description
Duty and Service	Duty and Responsibility	1, 3, 11, 12, 31, 36, 40, 43, 48, 53, 56, 63, 72, 76, 77, 80, 88, 91, 96	These statements reflect a strong sense of duty and responsibility towards helping others and serving the community. Volunteers feel a moral obligation to contribute positively to society, driven by their upbringing, beliefs, and empathy towards those in need. They view volunteering as a way to fulfill their duty and make a meaningful impact on others' lives, guided by principles of kindness, compassion, and equality.

5.1 Positive Impact and Fulfilment: In what ways does volunteering contribute to your personal fulfilment and sense of accomplishment?

Table 7 on Question 5.1 categorizes statements based on their thematic content related to personal fulfillment through growth and connection found in volunteering experiences. It identifies a broad theme of personal fulfillment through growth and connection, encompassing various sub-themes such as personal growth, resilience, empathy, skill development, sense of purpose, and community connection. Each statement reflects on how volunteering enriches individuals’ lives by providing opportunities for personal development, overcoming challenges, fostering meaningful connections, and making a positive impact on others, ultimately contributing to a deep sense of fulfillment and accomplishment.

Table 7: Theme: Personal Fulfillment / Sub-Theme: Growth and Connection

Theme	Sub-Theme	State- ment Number	Description
Personal Fulfillment	Growth and Connection	3, 4, 6, 12, 13, 15, 17, 31, 37, 40, 47, 48, 66, 72, 93, 96	Volunteering provides individuals with personal fulfillment and a sense of accomplishment through various avenues. It allows them to grow personally, confront new challenges, and broaden their perspectives. Furthermore, volunteering fosters connections with others, increases empathy, and awakens a passion for improving the world. These experiences contribute to a deep sense of purpose, fulfillment, and accomplishment, ultimately enriching the volunteer's life. Volunteering also offers opportunities for skill development, resilience building, and a sense of belonging, all of which enhance personal fulfillment and satisfaction.

6.1 Positive Impact and Fulfillment: Please describe a memorable experience where you felt particularly fulfilled through your volunteer work.

Table 8: Theme: Impact on Others / Sub-Theme: Community Assistance

Theme	Sub-Theme	State- ment Number	Description
Impact on Others	Community Assistance	1, 3, 7, 13, 33, 37, 53, 65, 96	These statements focus on the impact of volunteer work on various communities and individuals in need. Volunteers find fulfillment in helping others, whether it's through disaster relief, cleaning initiatives, providing groceries, building homes, or spending time with the elderly or animals. The common thread is the satisfaction derived from making a positive difference in the lives of others.

Table 8 on Question 6.1 categorizes volunteer experiences into a single theme and sub-theme, aiming to discern overarching patterns in statements related to fulfilling volunteer work. The identified theme, “Impact on Others,” highlights the profound effect of volunteerism on communities and individuals in need. Within this theme, the sub-theme of “Community Assistance” encapsulates a range of volunteer activities, from disaster relief efforts to cleaning initiatives, providing groceries, building homes, and spending time with vulnerable populations such as the elderly and animals. The table organizes statements from various individuals, illustrating their shared sense of fulfillment derived from making a positive difference through volunteer work.

7.1 Personal Growth and Awareness: How has volunteering helped you grow personally and broaden your understanding of diverse communities?

Table 9 on Question 7.1 categorizes statements into a single theme, “Meaningful

Engagement,” with a sub-theme of “Social Impact & Awareness.” It outlines ten statements (numbered 4, 6, 9, 11, 19, 21, 22, 23, 26, and 29) that collectively emphasize the transformative effects of volunteering on individuals’ perspectives, empathy, and understanding of diverse communities. These statements underscore the profound impact of contributing to causes larger than oneself, fostering empathy, and appreciating the value of community engagement. They highlight the role of volunteering in promoting social awareness, empathy, and personal growth, ultimately emphasizing the importance of meaningful engagement with various social issues and communities.

Table 9: Theme: Meaningful Engagement / Sub-Theme: Social Impact & Awareness

Theme	Sub-Theme	State- ment Number	Description
Meaningful Engagement	Social Impact & Awareness	4, 6, 9, 11, 19, 21, 22, 23, 26, 29	These statements revolve around the theme of meaningful engagement, focusing on the impact of volunteering on social awareness, empathy, understanding of diverse perspectives, and appreciation for the community. They highlight the significance of contributing to causes larger than oneself, understanding different life circumstances, and fostering empathy and compassion towards others. Volunteering serves as a catalyst for personal growth, broadening perspectives, and fostering a sense of fulfillment through meaningful engagement with various communities and individuals.

8.1 Personal Growth and Awareness: In what ways do you believe volunteering has influenced your self-confidence and self-esteem?

Table 10 on Question 8.1 categorizes statements into a single theme, “Self-Esteem & Confidence,” with a sub-theme focusing on the impact of volunteering. These statements collectively illustrate how engaging in volunteer work can significantly boost individuals’ self-confidence and self-esteem. They highlight various ways in which volunteering contributes to personal growth, skill development, and a sense of accomplishment. Through volunteering, individuals gain opportunities to make a positive difference, develop new skills, receive appreciation, and feel valued, ultimately enhancing their sense of self-worth and confidence. The table provides a comprehensive overview of the transformative effects of volunteering on individuals’ self-esteem and confidence levels.

Table 10: Theme: Self-Esteem & Confidence / Sub-Theme: Impact of Volunteering

Theme	Sub-Theme	State- ment Number	Description
Self-Esteem & Confidence	Impact of Volunteering	3, 12, 14, 31, 67, 78, 95, 97, 100	These statements collectively highlight the theme of "Self-Esteem & Confidence" with a focus on the impact of volunteering. They emphasize how engaging in volunteer work contributes to personal growth, skill development, and a sense of accomplishment, leading to increased self-confidence and self-esteem. Volunteering provides opportunities to make a positive difference, develop new skills, receive appreciation, and feel valued, ultimately enhancing individuals' sense of self-worth and confidence.

9.1 Interconnectedness: How does your belief in interconnectedness affect why you volunteer?

Table 11: Theme: Interconnectedness / Sub-Theme: Collective Well-being

Theme	Sub-Theme	State- ment Number	Description
Interconnectedness	Collective Well-being,	3, 14, 53, 99, 4, 36	Belief in interconnectedness drives volunteering, emphasizing its role in fostering collective well-being, recognizing global impacts, and supporting community cohesion for overall well-being.

Table 11 on Question 9.1 delineates the relationship between interconnectedness and various facets of volunteerism, encapsulating statements reflecting themes of collective well-being. It succinctly lists statement numbers corresponding to these themes, showcasing how interconnectedness serves as a foundational motivation for individuals to engage in volunteering activities. Through a concise description, the table highlights the overarching belief in interconnectedness as a driving force behind volunteerism, emphasizing its role in fostering collective welfare, recognizing global interdependencies, and promoting community cohesion for the betterment of society at large.

10.1 Interconnectedness: How does your belief in interconnectedness affect how you interact with the community you serve?

Table 12 on Question 10.1 categorizes statements based on a prevalent theme of interconnectedness, focusing on mutual empathy and collaboration within communities. Across various statements, individuals express a belief in the interconnectedness of humanity, emphasizing the importance of empathy, respect, and understanding in interactions with others. Volunteers are driven by a sense of responsibility and commitment to serving their communities, recognizing that their actions impact the collective well-being. This theme underscores the significance of fostering genuine connections, mutual support, and shared responsibility to promote positive change and create a more inclusive society.

Table 12: Theme: Interconnectedness / Sub-Theme: Mutual Empathy and Collaboration

Theme	Sub-Theme	State- ment Number	Description
Interconnectedness	Mutual Empathy and Collaboration	3, 4, 6, 12, 13, 31, 37, 48, 49, 56, 58, 59, 65, 78, 79, 99	The theme revolves around the understanding of interconnectedness, emphasizing mutual empathy, collaboration, and the recognition of shared humanity within the community. Volunteers approach interactions with empathy, kindness, and respect, striving to build genuine connections and relationships. This perspective fosters a sense of responsibility and commitment to creating positive change and uplifts collective well-being through cooperation and

11.1 Spirituality and Faith: To what extent does your spirituality or faith influence your decision to engage in volunteer work?

Table 13: Theme: Spirituality / Sub-Theme: Faith & Volunteerism

Theme	Sub-Theme	State- ment Number	Description
Interconnectedness	Mutual Empathy and Collaboration	3, 4, 6, 12, 13, 31, 37, 48, 49, 56, 58, 59, 65, 78, 79, 99	The theme revolves around the understanding of interconnectedness, emphasizing mutual empathy, collaboration, and the recognition of shared humanity within the community. Volunteers approach interactions with empathy, kindness, and respect, striving to build genuine connections and relationships. This perspective fosters a sense of responsibility and commitment to creating positive change and uplifts collective well-being through cooperation and

Table 13 on Question 11.1 categorizes statements based on the theme of spirituality, specifically focusing on its intersection with faith and its influence on volunteerism. Within this theme, it explores how spiritual beliefs and practices motivate individuals to engage in volunteer work, emphasizing values such as compassion, service, and a sense of purpose. The sub-theme of faith underscores the role of religious teachings in inspiring altruistic actions, while various statements highlight the profound impact spirituality has on individuals' decisions to contribute to their communities. Despite differing levels of spiritual connection among individuals, the table suggests that reflection on one's spirituality can potentially influence their inclination towards volunteerism.

12.1 Spirituality and Faith: How do your volunteer activities reflect or align with the teachings or values of your faith or spirituality?

Table 14: Theme: Spiritual Values / Sub-Theme: Social Justice

Theme	Sub-Theme	State- ment Number	Description
Spiritual Values	Social Justice	3, 12, 14, 31, 40, 48, 49, 55, 65, 67, 69, 78, 96, 97, 99	These statements emphasize how volunteer activities reflect the values of compassion, service, social justice, equality, and community building, aligning with the principles and teachings of various faiths or spiritual beliefs.

Table 14 on Question 12.1 categorizes a collection of statements based on their alignment with a specific theme and sub-theme. It organizes the statements under the overarching theme of “Spiritual Values,” with a focused sub-theme of “Social Justice.” Each statement reflects how volunteer activities resonate with principles such as compassion, service, social justice, equality, and community building, all of which are central to various faiths and spiritual beliefs. This classification highlights the shared emphasis on societal betterment and ethical responsibility across different religious and spiritual perspectives, underscoring the profound impact of volunteerism as a means of embodying and promoting these core values. The key theme that emerges from the various themes and sub-themes presented is Altruistic Purpose and Collective Well-being.

Across the tables, there’s a consistent emphasis on compassion, empathy, duty, personal fulfillment, interconnectedness, spirituality, and social justice. These themes collectively underscore a profound sense of altruistic purpose among individuals engaging in volunteer work. Volunteers are driven by a genuine desire to contribute positively to society, guided by principles of compassion, empathy, and a strong sense of duty towards their communities. They find fulfillment and personal growth through their altruistic actions, recognizing the interconnectedness of humanity and the importance of fostering mutual empathy and collaboration.

Moreover, many volunteers derive inspiration from their spirituality or faith, aligning their actions with teachings emphasizing compassion, service, and social justice. This alignment reflects a broader commitment to promoting collective well-being and addressing societal inequities.

In essence, the overarching theme of Altruistic Purpose and Collective Well-being encapsulates the fundamental motivation driving individuals to volunteer – the sincere desire to make a positive difference in the lives of others and contribute to the greater good of society.

Students’ Quantitative Responses

Table 15: Summary of Satisfaction Rate Percentage Values Across All Themes

Question	Satisfaction	Statement Number	Description
Rate (%)	Rating	Description	These statements emphasize how volunteer activities reflect the values of compassion, service, social justice, equality, and community building, aligning with the principles and teachings of various faiths or spiritual beliefs.

1.2	89.85	Excellent	Importance of compassion and empathy in driving volunteer work
2.2	87.62	Excellent	Instances where compassion for others motivated volunteering
3.2	81.44	Good	Satisfaction with sense of duty or responsibility towards others in the community
4.2	83.42	Good	Influence of sense of duty on decision to volunteer
5.2	90.10	Excellent	Contribution of volunteering to personal fulfillment and sense of accomplishment
6.2	87.62	Excellent	Satisfaction with memorable experiences in volunteer work
7.2	88.12	Excellent	Personal growth and understanding of diverse communities through volunteering
8.2	83.66	Good	Impact of volunteering on self-confidence and self-esteem
9.2	86.14	Good	Belief in interconnectedness of all beings and its influence on decision to volunteer
10.2	84.16	Good	Understanding of interconnectedness and its impact on community interactions
11.2	77.97	Fair	Influence of spirituality or faith on decision to engage in volunteer work
12.2	83.91	Good	Alignment of volunteer activities with teachings or values of faith or spirituality

Table 15 on Questions 1.2 to 12.2 provides a summary of satisfaction rate percentage values obtained from different themes related to volunteerism, as explored in the study. The overall average satisfaction rate percentage value across all themes is 85.33%. The table presents satisfaction rate percentages for each theme, indicating a high level of satisfaction among surveyed students regarding various themes of volunteering.

Satisfaction Rate Percentage Value on Questions 1.2 to 12.2 suggest that a combination of intrinsic motivators such as compassion, duty, and personal fulfillment, along with external factors like faith and spirituality, significantly influence students' decisions to engage in volunteer work. Understanding these motivations and satisfaction levels is crucial for developing effective strategies to enhance and sustain volunteer engagement within communities, as indicated by the study's overarching goal.

Table 16: Ranking Based on Satisfaction Rates

Question	Satisfaction Rate (%)	Rating	Description
Excellent	90.10	5.2	Contribution of volunteering to personal fulfillment and sense of accomplishment
Excellent	89.85	1.2	Importance of compassion and empathy in driving volunteer work
Excellent	88.12	7.2	Personal growth and understanding of diverse communities through volunteering
Excellent	87.62	6.2	Satisfaction with memorable experiences in volunteer work

Excellent	87.62	2.2	Instances where compassion for others motivated volunteering
Good	86.14	9.2	Belief in interconnectedness of all beings and its influence on decision to volunteer
Good	84.16	10.2	Understanding of interconnectedness and its impact on community interactions
Good	83.42	4.2	Influence of sense of duty on decision to volunteer
Good	83.66	8.2	Impact of volunteering on self-confidence and self-esteem
Good	83.91	12.2	Alignment of volunteer activities with teachings or values of faith or spirituality
Good	81.44	3.2	Satisfaction with sense of duty or responsibility towards others in the community
Fair	77.97	11.2	Influence of spirituality or faith on decision to engage in volunteer work

Table 16 presents a ranking based on satisfaction rates derived from Satisfaction Rate Percentage Value on Questions 1.2 to 12.2. Personal fulfillment, compassion, and personal growth are ranked as the top three motivations with the highest satisfaction rates. This strong interdependency between these motivations and their associated satisfaction levels highlights the various themes that influence volunteer engagement.

Personal Fulfillment and Sense of Accomplishment: This motivation ranks highest in terms of satisfaction among surveyed students with an Excellent rating and a satisfaction rate of 90.10%. Volunteers who feel a sense of personal fulfillment and accomplishment are more likely to remain engaged in their activities. Understanding this high level of satisfaction indicates that strategies emphasizing personal growth, recognition of achievements, and opportunities for meaningful contributions could be effective in sustaining volunteer engagement.

Importance of Compassion and Empathy: Similarly, a high level of satisfaction with the importance of compassion and empathy suggests that volunteers value the opportunity to make a positive impact on others' lives. This motivation also received an Excellent rating with a satisfaction rate of 89.85%. Strategies that foster a supportive and empathetic environment, provide training in interpersonal skills, and highlight the significance of compassion in community service are likely to enhance volunteer engagement.

Personal Growth and Understanding of Communities: Volunteers expressing satisfaction with personal growth and understanding of communities indicate a desire for learning and deeper engagement with the issues affecting their communities. This motivation received an Excellent rating with a satisfaction rate of 88.12%. Strategies that offer educational programs, cultural immersion experiences, and opportunities for skill development aligned with community needs can enhance volunteer satisfaction and commitment.

DISCUSSION

This study has provided comprehensive insights into the driving forces behind volunteerism and their direct influence on volunteer satisfaction. Employing

a dual approach of qualitative and quantitative methodologies, this study uncovered a spectrum of intrinsic motivations driving individuals to engage in volunteer work, including compassion, empathy, duty, personal growth, interconnectedness, spirituality, and faith. These motivations, deeply rooted in a genuine sense of community responsibility, not only underscore the altruistic nature of volunteerism but also serve as crucial factors in determining volunteers' overall satisfaction levels.

The qualitative analysis presented a strong correlation between these intrinsic motivations and volunteer satisfaction, particularly highlighting the pronounced fulfillment experienced by those driven by compassion, empathy, and duty. Moreover, aligning volunteer activities with the overarching themes articulated in John Paul II's message emerged as a potent strategy for augmenting volunteer fulfillment and well-being.

The quantitative role of this study reinforced these qualitative findings, shedding light on the intricate interplay between various motivational factors and satisfaction levels. Notably, intrinsic motivators such as personal fulfillment, compassion, and personal growth emerged as robust predictors of volunteer satisfaction, alongside external influences like faith and spirituality.

The findings of this study underscore the nuanced and multifaceted nature of volunteer motivations, emphasizing the importance of acknowledging and leveraging these intrinsic drivers to enhance volunteer satisfaction and retention. By integrating the principles outlined in John Paul II's message and fostering environments that nurture these motivations, organizations can cultivate a more engaged and fulfilled volunteer community, ultimately amplifying the positive impact of volunteerism on both individuals and society at large.

The connection between the motivations driving individuals to engage in volunteer work and their satisfaction levels in volunteering activities, as explained by John Paul II's message on volunteerism, lies in the alignment of these motivations with the overarching themes outlined in his message.

Each of the six central themes - Compassion and Empathy, Sense of Duty, Positive Impact and Fulfillment, Personal Growth and Awareness, Interconnectedness, and Spirituality and Faith - serves as a guiding framework that resonates deeply with the intrinsic motivations of volunteers.

The underlying reasons behind volunteerism that this study was able to connect the dots between motivations and actions can be elucidated by examining the intrinsic motivations identified and how they align with John Paul II's message on volunteerism:

Compassion and Empathy: Volunteers are often motivated by a genuine desire to alleviate the suffering of others. John Paul II's emphasis on compassion resonates with individuals who are driven by empathy, reinforcing their sense of purpose and empathy towards those they serve.

Sense of Duty: Many volunteers feel a sense of duty towards their community or a higher cause. John Paul II's message underscores the importance of duty in serving others, resonating with volunteers who prioritize their responsibilities and commitments.

Positive Impact and Fulfillment: Volunteers often derive satisfaction from the

tangible impact of their actions and the fulfillment gained through service. John Paul II's message acknowledges the transformative power of volunteerism, emphasizing the positive impact it can have on both individuals and communities, thereby reinforcing volunteers' sense of fulfillment.

Personal Growth and Awareness: Engaging in service can foster personal growth and expand awareness of societal issues. John Paul II's message advocates for personal growth through service, encouraging individuals to deepen their understanding of themselves and others, resonating with volunteers seeking self-improvement and enlightenment.

Interconnectedness: Volunteers recognize the interconnectedness of all beings and are motivated by a desire to foster unity and solidarity within their communities. John Paul II's message emphasizes the interconnectedness of humanity, highlighting the importance of mutual support and cooperation, thereby reinforcing volunteers' commitment to fostering a sense of unity and belonging.

Spirituality and Faith: For some volunteers, spiritual or religious beliefs serve as a guiding force in their volunteer endeavors. John Paul II's message acknowledges the role of spirituality and faith in inspiring acts of service, providing a moral compass for volunteers and reinforcing their commitment to serving others with love and compassion.

John Paul II's message on volunteerism provides a cohesive framework that connects the dots between the motivations driving individuals to engage in volunteer work and their satisfaction levels in volunteering activities. By aligning their actions with these central themes, volunteers are able to derive greater meaning, fulfillment, and satisfaction from their service, thereby contributing to the well-being of both them and their communities.

CONCLUSION

This study reveals that volunteerism is a powerful force that fosters personal growth and benefits society as a whole. Key motivations for volunteer participation include compassion, empathy, and a sense of duty, which inspire individuals to serve and build meaningful connections within their communities. Many participants also associate their volunteer efforts with spirituality and faith, viewing them as ways to align their actions with deeper values. Personal development and increased self-esteem are common outcomes, as volunteers report feeling more confident and accomplished. The study highlights the theme of interconnectedness, showing how volunteer work contributes to a sense of collective well-being and promotes community cohesion. Volunteers express a strong commitment to making a positive impact and supporting a more inclusive world. High satisfaction rates indicate that volunteer experiences are rewarding for participants, enhancing their sense of purpose and connection to society. These findings underscore that volunteerism not only aids those in need but also enhances both individual growth and societal cohesion of those who give their time and energy, highlighting the transformative nature of altruistic engagement.

ACKNOWLEDGMENT

The author wishes to extend his deepest gratitude to De La Salle-College of Saint Benilde for its steadfast support, guidance, and encouragement throughout this important journey. The institution's invaluable assistance has profoundly impacted him, and he is deeply honored by the trust and confidence placed in him by the academic leadership. He is also immensely grateful to the School of Multidisciplinary Studies—Theology and Philosophy Area for their continued support. Additionally, he would like to express his heartfelt appreciation to his wife, Mary Rose Ingles, and his daughter, Mariah Faith Ingles. Their unwavering support and integral roles have been crucial to his academic achievements. Their dedication and collaboration have significantly contributed to reaching this milestone, and he is sincerely thankful for their efforts.

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