

# A Study on Recruitment and Selection Practices of Volunteers at Siddarth Rasi Foundation

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## ABSTRACT

Volunteers are essential to the operation and success of Non-Governmental Organizations. Sound recruitment and selection methods enable organizations to draw in dedicated individuals and place them in appropriate positions, which enhances the effectiveness of social welfare initiatives and community development efforts. Siddarth Rasi Foundation (SRF) is a volunteer-driven NGO that actively participates in diverse social service initiatives. Careful selection and assignment of roles allow the organization to align volunteers' skills and interests with suitable duties. The Siddarth Rasi Foundation places strong emphasis on transparent communication, teamwork, and volunteer involvement in its operations. Proper guidance, recognition, and ongoing support for volunteers' key elements of effective management help sustain their motivation and foster lasting involvement. By implementing structured recruitment and selection processes, NGOs such as Siddarth Rasi Foundation can boost volunteer involvement, strengthen program delivery, and make more meaningful contributions to community development and social welfare.

**Keywords:** Volunteer Recruitment, Volunteer Selection, Volunteer Satisfaction, Communication, Orientation, Siddarth Rasi Foundation

## INTRODUCTION

Non-Governmental Organizations (NGOs) play a significant role in promoting social welfare and community development by addressing various societal needs that may not be fully met by government systems. These organizations actively work in areas such as education, healthcare, environmental protection, women empowerment, rural development, disaster relief, and awareness campaigns. A key strength of NGOs lies in their ability to mobilize human resources in the form of volunteers, who contribute their time, skills, and commitment without expecting financial rewards.

Volunteers are the backbone of most NGO operations. They support a wide range of activities such as organizing community outreach programs, conducting health camps, spreading awareness on social issues, assisting in fundraising events, managing administrative tasks, and directly engaging with beneficiaries. Their involvement not only reduces operational costs but also increases the reach and effectiveness of NGO initiatives. However, managing volunteers effectively requires structured recruitment and selection processes to ensure the right individuals are placed in suitable roles.

Strong recruitment and selection practices directly contribute to higher volunteer retention, better coordination, and improved organizational performance. Volunteers who feel valued and well-matched to their responsibilities are more likely to continue their engagement and actively contribute to the organization's mission. This leads to long-term sustainability of NGO programs and greater community impact.

Siddarth Rasi Foundation (SRF), a volunteer-driven nonprofit organization, exemplifies these principles in practice. The foundation is dedicated to social welfare and community development initiatives and relies extensively on volunteer participation for its activities. SRF uses multiple recruitment channels, including social media platforms, personal referrals, collaborations with educational institutions, and community outreach programs to attract volunteers.

## OBJECTIVES OF THE STUDY

- To grasp the significance of how NGOs recruit and select volunteers.
- To review the recruitment methods used by Siddarth Rasi Foundation.
- To examine how communication and orientation contribute to volunteer management.
- To grasp the significance of appropriate role distribution and volunteer support structures.
- To propose actions aimed at enhancing volunteer engagement and retention strategies.

## NEED OF THE STUDY

- To grasp the significance of effective recruitment and selection methods in managing volunteers at Siddarth Rasi Foundation (SRF).
- To assess the effectiveness of current recruitment methods including social media, WhatsApp, and referrals in attracting appropriate volunteers.
- To assess how communication and orientation contribute to enhancing volunteer engagement and satisfaction.
- To determine if appropriate role assignment and selection processes enhance volunteer performance and retention.
- To propose enhancements that will strengthen volunteer management and boost overall organizational effectiveness.

## SCOPE OF THE STUDY

- The study focuses on understanding recruitment and selection practices of volunteers in NGOs, specifically with reference to Siddarth Rasi Foundation (SRF).
- It examines the various channels used by SRF to attract volunteers, such as social media, referrals, educational institutions, and community outreach programs.
- The study evaluates how effective volunteer selection and role allocation contribute to organizational efficiency and volunteer satisfaction.
- It explores the impact of volunteer engagement, communication, and orientation on retention and performance within the organization.
- The study is limited to volunteers associated with SRF and provides insights that may help improve volunteer management practices in similar nonprofit organizations.

## STATEMENT OF THE PROBLEM

Non-Governmental Organizations rely significantly on volunteers to carry out their social welfare initiatives; yet, sustaining an efficient and steady volunteer force continues to pose a substantial challenge. At Siddarth Rasi Foundation (SRF), while structured recruitment methods including social media postings, WhatsApp communication, and online interview sare employed, challenges regarding volunteer retention, engagement, and appropriate role assignment continue to exist.

It is necessary to assess whether the current recruitment and selection methods are successfully drawing in appropriate volunteers and securing their ongoing participation. Moreover, there may be shortcomings in communication, onboarding, and assigning volunteers to suitable roles, potentially impacting their motivation and performance.

Thus, the study aims to evaluate the effectiveness of volunteer recruitment and selection processes at Siddarth Rasi Foundation, pinpoint the challenges in volunteer management, and propose improvements to boost volunteer engagement and overall organizational performance.

## REVIEW OF LITERATURE

1. El-Amin (2022) pointed out that organized recruitment and volunteer management enhance organizational efficiency.
2. Kaur et al. (A 2022 study found that matching volunteers to roles based on their skills and interests leads to higher satisfaction and retention.
3. Chen, Wang & Tang (2022) highlighted the significance of person job fit when recruiting and selecting volunteers.
4. Davis & Wilson (2022) found that structured volunteer recruitment systems enhance volunteer commitment.
5. Kumar & Sharma (2023) found that transparent recruitment processes enhance volunteer satisfaction.

## RESEARCH METHODOLOGY

This section outlines the structured approach used to carry out the study on the recruitment and selection processes of volunteers at Siddarth Rasi Foundation (SRF). It covers the research design, data sources, analytical tools, and statistical methods used to interpret the gathered information.

### RESEARCH DESIGN

This study uses a descriptive research design. This design aims to describe and analyze the current recruitment and selection processes for volunteers at Siddarth Rasi Foundation. It examines how volunteers are recruited via digital platforms like social media and WhatsApp, how they are selected through interviews and orientation, and how these processes affect volunteer engagement and retention.

### DATA SOURCES

The study relies on primary data gathered via a structured Google Form questionnaire distributed to volunteers of the Siddarth Rasi Foundation. Responses were gathered directly from volunteers to guarantee accurate and pertinent data on recruitment, selection, communication, and engagement practices.

### TOOLS USED FOR ANALYSIS

**Percentage Analysis:** Percentage analysis is employed to simplify the responses gathered via Google Forms. It aids in recognizing trends, patterns, and the degree of satisfaction or agreement among respondents concerning recruitment and selection practices.

**Chi-Square Test:** The Chi-Square test assesses whether a statistically significant association exists between two categorical variables. It aids in assessing the relationship between demographic factors and volunteers' perceptions of recruitment and selection practices.

## DATA ANALYSIS AND INTERPRETATION

### CHI-SQUARE ANALYSIS

A Chi-square test was conducted to examine the association between the following variables:

#### Null Hypothesis ( $H_0$ ):

There is no significant association between gender (Q1) and overall satisfaction with the volunteering experience at Siddarth Rasi Foundation (Q2).

#### Alternative Hypothesis ( $H_1$ ):

There is a significant association between gender (Q1) and overall satisfaction with the volunteering experience at Siddarth Rasi Foundation (Q2).

### Case Processing Summary

	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
	Q1 * Q2	150	100.0%	0	0.0%	150

### Q1 \* Q2 Crosstabulation

Count		Q2				Total
		Very Dissatisfied	Neutral	Satisfied	Very Satisfied	
Q1	Male	0	4	12	35	51
	Female	1	8	25	65	99
Total		1	12	37	100	150

### Interpretation

The crosstabulation shows that most respondents are very satisfied (66.7%) with their volunteering experience, followed by satisfied (24.7%), neutral (8%), and very dissatisfied (0.7%). The results suggest that there is **no significant association between gender and overall satisfaction**, so we **fail to reject the null hypothesis (H<sub>0</sub>)**.

### FINDINGS

1. Most respondents are aged 21–30 (75.3%), indicating youth dominance in volunteering.
2. Female respondents (65.3%) outnumber male respondents (34.7%) in the study.
3. Majority of respondents are undergraduates (44.7%), followed by postgraduates (37.3%).
4. Students form the largest occupational group (48%) among respondents.
5. 54.7% of respondents are very satisfied with the explanation of volunteer opportunities.
6. 58.7% of respondents are very satisfied with recruitment methods used by SRF.
7. 56.7% of respondents are very satisfied with communication during recruitment.
8. 58% of respondents are very satisfied with the fairness of the selection process.
9. 66.7% of respondents are very satisfied with their overall volunteering experience.
10. There is no significant difference in satisfaction levels between male and female respondents.

### CONCLUSION

The study on volunteer recruitment and selection at Siddarth Rasi Foundation shows that the organization employs a well-organized and effective method for managing volunteers, leveraging digital platforms including social media,

WhatsApp, and online communication tools. The findings indicate that most volunteers are very satisfied with the recruitment methods, communication processes, and the fairness of the selection system. The orientation and onboarding process also significantly contributes to improving volunteer comprehension and involvement.

The analysis also shows that volunteers, primarily young adults and students, are actively involved in the organization's activities. Satisfaction levels overall are high, and gender does not notably affect how volunteers perceive things. Nevertheless, ongoing enhancement is required in areas like coordination, responsiveness, and sustaining long-term volunteer engagement to further bolster volunteer management practices.

Thus, the study highlights that Siddarth Rasi Foundation effectively manages volunteer recruitment and selection through structured digital and communication channels. High satisfaction levels reflect efficient processes and inclusive participation. However, enhancing coordination, feedback mechanisms, and long-term engagement strategies will further strengthen volunteer commitment and improve overall organizational sustainability and impact. Continuous training and better role clarity can also help maximize volunteer productivity and ensure consistent contribution toward social welfare objectives.

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