

Investigation of Motivation Levels of Volunteers Participating in the 5th Islamic Solidarity Games in Terms of Various Variables

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Conflicts of Interest: The author(s) has no conflict of interest to declare.

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Ethical Statement: It is declared that scientific and ethical principles have been followed while carrying out and writing this study and that all the sources used have been properly cited.

(Date Of Received): 11.07.2024 (Date of Acceptance): 16.09.2024 (Date of Publication): 31.12.2024

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Abstract

In this context, the motivation data of the employees in sports organizations and the classified socio-demographic factors (gender, age, marital status, education status, income level, sports branch, taking part in sports organizations) were created based on the connections between the motivations of the forces. The model of the research was the relational survey model, one of the survey models. The sample group of the research consists of 487 sports volunteer students, 288 women and 199 men, participating in the 5th Islamic Solidarity Games, one of the international sports organizations held in Turkey in 2022. In the research "Volunteer Motivation Scale for International Sports Organizations", which is a Demographic information form was used for data collection. While SPSS 25.0 package program was used for statistical analysis evaluation, descriptive and demonstrative statistical techniques were used in the analysis of the data. Volunteers participating in the research were asked to provide data on gender, age, marital status, educational status, income level, sports branch and sports volunteering experiences. In the study, significant differences were found between the motivations of the volunteers and their gender, age, marital status, education level, income level, having a license in a sports branch and taking part in a sports organization voluntarily before. The analysis revealed significant differences between volunteers' motivation and gender, age, marital status, education level, income level, having a license in a sports branch, and previous volunteering experience in a sports event. Based on this situation, it is concluded that when the wishes and needs of the volunteers are met, their motivation will increase.

Keywords: international sports organizations, motivation, volunteer motivation, sports volunteers.

5. İslami Dayanışma Oyunlarına Katılan Gönüllülerin Motivasyon Düzeylerinin Çeşitli Değişkenler Açısından İncelenmesi

Özet

Bu kapsamda spor organizasyonlarında çalışanların motivasyon verileri ile sınıflandırılmış sosyo-demografik faktörler (cinsiyet, yaş, medeni durum, eğitim durumu, gelir düzeyi, spor dalı, spor organizasyonlarında görev alma) arasındaki bağlantılardan yola çıkılarak oluşturulmuştur. kuvvetlerin motivasyonları. Araştırmanın modeli tarama modellerinden biri olan ilişkisel tarama modelidir. Araştırmanın örneklem grubunu, 2022 yılında Türkiye'de düzenlenen uluslararası spor organizasyonlarından 5. İslami Dayanışma Oyunları'na katılan 288 kadın ve 199 erkek olmak üzere 487 spor gönüllüsü öğrenci oluşturmaktadır. Verilerin toplanmasında Demografik bilgi formu olan " formu kullanılmıştır.

İstatistiksel analizlerin değerlendirilmesinde SPSS 25.0 paket programı kullanılırken, verilerin analizinde tanımlayıcı ve kanıtlayıcı istatistiksel teknikler kullanılmıştır. Araştırmaya katılan gönüllülerden cinsiyet, yaş, medeni durum, eğitim durumu, gelir düzeyi, spor branşı ve spor gönüllülüğü deneyimlerine ilişkin veriler istendi. Araştırmada gönüllülerin motivasyonları ile cinsiyet, yaş, medeni durum, eğitim düzeyi, gelir durumu, bir spor dalında lisans sahibi olma ve daha önce gönüllü olarak bir spor organizasyonunda yer alma durumları arasında anlamlı farklılıklar bulunmuştur. Analiz, gönüllülerin motivasyonu ile cinsiyet, yaş, medeni durum, eğitim düzeyi, gelir düzeyi, spor dalında lisans sahibi olma ve daha önce bir spor etkinliğinde gönüllülük deneyimi arasında anlamlı farklılıklar olduğunu ortaya çıkardı. Gönüllülerin istek ve ihtiyaçları karşılanırsa motivasyonları artacaktır.

Anahtar Kelimeler: Uluslararası spor organizasyonları, motivasyon, gönüllü motivasyonu, spor gönüllüleri.

INTRODUCTION

Today, sports is a sector that affects the lives of communities with many big events. There is a very large manpower behind the management of these activities. As some of these human resources may be paid, volunteers can also take part in these organizations.

Although the period when today's Olympic volunteer model began to emerge covers the period from the Lake Placid Games in 1980 to the Seoul Olympics in 1988 [1], the concept first appeared in the Official Report of the 1992 Barcelona Olympic Games.

Volunteering is an activity linked to skills development, socialization and fun. Volunteering can provide positive benefits for the person or society served, as well as for the volunteer [2]. It is put forward that volunteering is approached in terms of recreational activities, which may be a desire to "make a job with others and have a good time while doing it" [3; 4].

In this respect, the participation of volunteers in sports events has become more important in recent years. Volunteers are known as an essential component of sports service delivery [5] and have become an important element in the functioning of sports events. Because they provide sports managers with the ability to present, maintain and even expand the quantity, quality and diversity of sports organizations [6].

In addition, the increasing costs of sports events at national and international levels mean higher budgets for managers [7]. Especially considering the human resource costs of large-scale international sports events, the importance of volunteers becomes even more apparent, and the absence of volunteers in sports events would often result in significant expenses [8]. Organizers of mega sports events like the Olympic Games work with a large number of volunteers to save costs and contribute to economic development [9].

In the context of volunteering, according to the model proposed by Pauline and Pauline [10], based on the functional approach, they argue that volunteers participate with the aim of satisfying their diverse psychological needs.

Sports volunteers take on various roles such as coaches, administrators, and fundraisers. Volunteers participate in local community and sports programs, world or continental championships, national and international sports organizations, and events. While individuals' motivations for volunteering may vary, there are some common reasons such as developing positive emotions associated with volunteering, having the opportunity to help others, and socializing. Additionally, these activities will increase motivation by allowing volunteers to acquire new skills and provide social benefits, leading to the acquisition of positive attitudes and behaviors [11].

International sports organizations are complex and involve numerous tasks, including logistics and security, often relying on a large number of volunteers. The contribution of volunteers in these events is recognized in social, cultural, political, and economic dimensions. Volunteers are considered a fundamental component in delivering services and managing sports events, and their participation can create a range of long-term and sustainable positive impacts, contributing to the ultimate success of the event. In this regard, volunteerism is crucial in helping organizers reduce the costs of tournament organization within the scope of sports events. This study aims to examine the motivation levels of volunteers participating in the 5th Islamic Solidarity Games from various perspectives. Thus, more effective strategies for recruiting, managing, and retaining volunteers can be implemented by Olympic organizing committees.

Islamic Solidarity Games

Islam teaches people to respect and honor one another, to care for each other, to promote cooperation, solidarity, and to share both in good and bad times [12]. In line with this, the Organization of Islamic Cooperation (OIC) was established in 1969 with the aim of bringing together Islamic countries under one umbrella and safeguarding the interests of the Islamic world [13]. The Islamic Solidarity Games is a large-scale sports event held every four years, with the participation of member countries [14]. The 5th edition of the games took place in Konya in 2022.

METHOD

The Model of the Study

The model of the study is the correlational survey model. This model is one of the quantitative research methods and is a descriptive method that depicts a past or present situation as it is [15].

Study Group

The study group of the research consisted of 487 volunteers (288 females and 199 males) who participated in the 5th Islamic Solidarity Games, an international sports event held in Turkey in 2022.

Data Collection Tool

The data collection tool used in the study included a personal information form prepared by the researcher and the International Volunteer Motivation Scale for International Sports Organizations, developed to examine the motivation factors of volunteers involved in international sports organizations.

Personal Information Form

In this section, the participants of the research were asked seven questions regarding their gender, age, marital status, educational background, income level, possession of a license in a sports discipline, previous experience of volunteering in a sports organization, years of work experience, and occupation.

International Volunteer Motivation Scale for International Sports Organizations

The "International Volunteer Motivation Scale for International Sports Organizations" was used in this research to examine the motivation factors of volunteers involved in international sports organizations. The scale was adapted into Turkish by Fişne and Karagöz [16]. It consists of 25 items and 6 sub-dimensions, measured on a 7-point Likert scale (1=strongly disagree, 7=strongly agree). The scale was developed specifically to examine the motivational factors of volunteers in international sports organizations. The internal reliability coefficients of the scale's sub-dimensions range from 0.75 to 0.92, with a total internal reliability coefficient of 0.89.

Data Collection

The data collection process of the research was conducted by applying an online survey method to the volunteers who were selected through simple random sampling among all the volunteers participating in the 5th Islamic Solidarity Games held between August 9 and August 18, 2022. The selection of participants was based on their voluntary participation in the research.

Research ethics

The decision regarding the ethical compliance of the study was obtained during the meeting of the Selcuk University Non-interventional Clinical Research Ethics Committee, held on May 2, 2023, with reference number E.511309.

Data analysis

The data obtained from the scale applications were evaluated using the SPSS 25.0 software package at a 95% confidence interval and a significance level of 0.05. Since the number of observations was more than 70, the normal distribution of the data was tested using the Kolmogorov-Smirnov test. As it was found that the data followed a normal distribution and the assumptions for parametric tests were met, parametric tests were used for statistical analyses. The significance of the difference between the means of two independent groups

for a continuous variable specified by measurement was determined using the Independent Samples T-Test. The significance of the means for three or more independent groups was tested using One-Way Analysis of Variance (ANOVA). Post-hoc tests, specifically the Tukey HSD test, were used for multiple comparisons between groups to determine which specific groups differed from each other, considering the homogeneity of variances.

FINDINGS

Table 1. Comparison of Motivation in International Sports Organizations by Gender

Sub-dimensions	Gender	n	\bar{X}	Ss±	S _{hata}	t Test	
						t	p
Patriotism	Woman	288	27,22	4,74	0,279	-0,445	0,657
	Man	199	27,42	5,17	0,367		
The expression of values	Woman	288	19,96	2,50	0,148	0,393	0,694
	Man	199	19,87	2,27	0,161		
Love of sports	Woman	288	19,25	2,72	0,161	1,728	0,085
	Man	199	18,79	3,07	0,218		
Career guidance	Woman	288	30,59	5,31	0,313	0,002	0,999
	Man	199	30,59	5,36	0,380		
Interpersonal relationships	Woman	288	11,87	2,57	0,152	1,123	0,262
	Man	199	11,59	2,76	0,196		
Physical characteristic	Woman	288	11,45	3,13	0,185	3,609	0,000**
	Man	199	10,33	3,68	0,261		
Total Scale Score	Woman	288	143,81	19,40	1,144	0,861	0,390
	Man	199	142,19	21,71	1,540		

**p<0.01

According to Table 1, there is a statistically significant difference between male and female participants in terms of the sub-dimension of Extrinsic Factors ($p < 0.05$). However, no statistically significant differences were observed between male and female participants in terms of the sub-dimensions of Patriotism, Expression of Values, Love of Sports, Career Orientation, Interpersonal Relations, and the overall scale score ($p > 0.05$).

Table 2. Comparison of Motivation in International Sports Organizations by Age

Sub-dimensions	Age Group	n	X	Ss±	F	p	Difference
Patriotism	1 18-23 age	338	27,06	5,01	3,333	0,037*	1-2
	2 24-29 age	75	28,64	3,96			
	3 30 age and above	74	27,01	5,21			
	Total	487	27,30	4,92			
The expression of values	1 18-23 age	338	19,94	2,27	0,989	0,373	
	2 24-29 age	75	20,17	2,17			
	3 30 age and above	74	19,62	3,12			
	Total	487	19,93	2,41			
Love of sports	1 18-23 age	338	19,07	2,62	2,682	0,069	
	2 24-29 age	75	19,57	2,54			
	3 30 age and above	74	18,49	4,02			
	Total	487	19,06	2,87			
Career guidance	1 18-23 age	338	30,40	5,37	3,250	0,040*	1-2
	2 24-29 age	75	32,00	4,56			
	3 30 age and above	74	30,05	5,62			
	Total	487	30,59	5,32			
Interpersonal relationships	1 18-23 age	338	11,74	2,73	4,201	0,016*	2-3
	2 24-29 age	75	12,41	2,20			
	3 30 age and above	74	11,16	2,58			
	Total	487	11,76	2,65			
Physical characteristic	1 18-23 age	338	11,38	3,15	17,155	0,000**	1-3
	2 24-29 age	75	11,29	3,18			
	3 30 age and above	74	8,92	4,01			
	Total	487	10,99	3,41			
Total Scale Score	1 18-23 age	338	143,16	20,33	5,036	0,007**	2-3
	2 24-29 age	75	148,35	16,93			
	3 30 age and above	74	137,84	22,56			
	Total	487	143,15	20,37			

According to Table 2, it can be observed that there is a statistically significant difference among participants based on age in terms of the sub-dimensions of Patriotism, Career Orientation, Interpersonal Relations, Extrinsic Factors, and the overall scale score ($p < 0.05$). However, no statistically significant differences were observed among participants based on age in terms of the sub-dimensions of Expression of Values and Love of Sports ($p > 0.05$).

Table 3. Comparison of International Sports Organizations Motivation by Marital Status

Sub-dimensions	Marital Status	n	X	Ss±	S _{hata}	t Test	
						t	p
Patriotism	Single	448	27,29	4,99	0,23	-0,081	0,936
	Married	39	27,36	4,02	0,64		
The expression of values	Single	448	19,92	2,43	0,11	-0,338	0,736
	Married	39	20,05	2,08	0,33		
Love of sports	Single	448	19,04	2,89	0,13	-0,387	0,699
	Married	39	19,23	2,72	0,43		
Career guidance	Single	448	30,61	5,34	0,25	0,224	0,823
	Married	39	30,41	5,21	0,83		
Interpersonal relationships	Single	448	11,81	2,68	0,12	1,413	0,158
	Married	39	11,18	2,33	0,37		
Physical characteristic	Single	448	11,27	3,20	0,15	6,392	0,000**
	Married	39	7,77	4,10	0,65		
Total Scale Score	Single	448	143,52	20,59	0,97	1,376	0,170
	Married	39	138,85	17,29	2,76		

According to Table 3, it can be observed that there is a statistically significant difference between single and married participants in terms of the sub-dimension of Extrinsic Factors ($p < 0.05$). However, no statistically significant differences were observed between single and married participants in terms of the sub-dimensions of Patriotism, Expression of Values, Love of Sports, Career Orientation, Interpersonal Relations, and the overall scale score ($p > 0.05$).

Table 4. Comparison of Motivation in International Sports Organizations by Education Level

Sub-dimensions	Education Level	n	X	Ss±	F	p	Difference
Patriotism	1 High School	38	27,11	5,04	0,102	0,903	
	2 Associate/ Bachelor's degree	396	27,35	4,80			
	3 Master	53	27,08	5,72			
	Total	487	27,30	4,92			
The expression of values	1 High School	38	18,95	3,34	4-971	0,007**	1-2
	2 Associate/ Bachelor's degree	396	20,08	2,12			
	3 Master	53	19,47	3,30			
	Total	487	19,93	2,41			
Love of sports	1 High School	38	18,74	3,21	0,658	0,518	
	2 Associate/ Bachelor's degree	396	19,13	2,75			
	3 Master	53	18,75	3,47			
	Total	487	19,06	2,87			
Career guidance	1 High School	38	29,50	5,89	0,895	0,409	
	2 Associate/ Bachelor's degree	396	30,71	5,18			
	3 Master	53	30,53	5,91			
	Total	487	30,59	5,32			
Interpersonal relationships	1 High School	38	11,26	2,78	1,564	0,210	
	2 Associate/ Bachelor's degree	396	11,74	2,69			
	3 Master	53	12,25	2,26			
	Total	487	11,76	2,65			
Physical characteristic	1 High School	38	11,11	2,99	0,799	0,450	
	2 Associate/ Bachelor's degree	396	10,91	3,46			
	3 Master	53	11,53	3,30			
	Total	487	10,99	3,41			
Total Scale Score	1 High School	38	140,11	22,55	0,470	0,625	
	2 Associate/ Bachelor's degree	396	143,46	19,87			
	3 Master	53	143,00	22,62			
	Total	487	143,15	20,37			

According to Table 4, it can be observed that there is a statistically significant difference among participants based on education level in terms of the sub-dimension of Expression of Values ($p < 0.05$). However, no statistically significant differences were observed among participants based on education level in terms of the sub-dimensions of Patriotism, Love of Sports, Career Orientation, Interpersonal Relations, Extrinsic Factors, and the overall scale score ($p > 0.05$).

Table 5. Comparison of Motivation in International Sports Organizations by Income Level

Sub-dimensions	Income Level	n	X̄	Ss±	F	p	Difference
Patriotism	1 Bad	160	27,22	5,26	0,119	0,888	
	2 Medium	305	27,37	4,79			
	3 Good	22	26,91	4,13			
	Total	487	27,30	4,92			
The expression of values	1 Bad	160	19,59	2,88	2,618	0,074	
	2 Medium	305	20,12	2,13			
	3 Good	22	19,68	1,98			
	Total	487	19,93	2,41			
Love of sports	1 Bad	160	18,56	3,36	4,339	0,014*	1-2
	2 Medium	305	19,35	2,57			
	3 Good	22	18,64	2,64			
	Total	487	19,06	2,87			
Career guidance	1 Bad	160	30,07	5,66	1,371	0,255	
	2 Medium	305	30,90	5,12			
	3 Good	22	30,14	5,39			
	Total	487	30,59	5,32			
Interpersonal relationships	1 Bad	160	11,59	2,74	0,465	0,629	
	2 Medium	305	11,83	2,65			
	3 Good	22	11,95	1,98			
	Total	487	11,76	2,65			
Physical characteristic	1 Bad	160	11,05	3,20	1,468	0,231	
	2 Medium	305	11,05	3,49			
	3 Good	22	9,77	3,65			
	Total	487	10,99	3,41			
Total Scale Score	1 Bad	160	141,43	21,84	1,427	0,241	
	2 Medium	305	144,31	19,74			
	3 Good	22	139,50	17,24			
	Total	487	143,15	20,37			

According to Table 5, it can be observed that there is a statistically significant difference among participants based on income level in terms of the sub-dimension of Love of Sports ($p < 0.05$). However, no statistically significant differences were observed among participants based on income level in terms of the sub-dimensions of Patriotism, Expression of Values, Career Orientation, Interpersonal Relations, Extrinsic Factors, and the overall scale score ($p > 0.05$).

Table 6. Comparison of Motivation in International Sports Organizations by Having a License in a Sports Branch

Sub-dimensions	Having a License in a Sports Branch	n	\bar{X}	Ss±	S _{hata}	t Test	
						t	p
Patriotism	Yes	173	28,29	4,68	0,35	3,354	0,001**
	No	314	26,75	4,96	0,28		
The expression of values	Yes	173	19,70	3,00	0,22	-1,543	0,124
	No	314	20,05	2,00	0,11		
Love of sports	Yes	173	18,96	3,22	0,24	-0,569	0,570
	No	314	19,11	2,67	0,15		
Career guidance	Yes	173	31,63	5,23	0,39	3,219	0,001**
	No	314	30,02	5,29	0,29		
Interpersonal relationships	Yes	173	12,39	2,34	0,17	3,950	0,000**
	No	314	11,41	2,76	0,15		
Physical characteristic	Yes	173	11,45	3,21	0,24	2,194	0,029*
	No	314	10,74	3,49	0,19		
Total Scale Score	Yes	173	146,35	20,77	1,58	2,586	0,010*
	No	314	141,39	19,96	1,12		

According to Table 6, it can be observed that there is a statistically significant difference among participants based on whether they have a license in a sports branch in terms of the sub-dimensions of Patriotism, Career Orientation, Interpersonal Relations, Extrinsic Factors, and the overall scale score ($p < 0.05$). However, no statistically significant differences were observed among participants based on whether they have a license in a sports branch in terms of the sub-dimensions of Expression of Values and Love of Sports ($p > 0.05$).

Table 7. Comparison of Motivation in International Sports Organizations by Previous Volunteering Experience in a Sports Event

Sub-dimensions	Volunteering	n	X̄	Ss±	S _{hata}	t Test	
						t	p
Patriotism	Yes	253	27,74	4,60	0,28	2,047	0,041*
	No	234	26,82	5,21	0,34		
The expression of values	Yes	253	20,28	1,96	0,12	3,373	0,001**
	No	234	19,55	2,76	0,18		
Love of sports	Yes	253	19,45	2,60	0,16	3,113	0,002**
	No	234	18,64	3,10	0,20		
Career guidance	Yes	253	31,30	4,66	0,29	3,090	0,002**
	No	234	29,82	5,86	0,38		
Interpersonal relationships	Yes	253	11,96	2,65	0,16	1,738	0,083
	No	234	11,54	2,65	0,17		
Physical characteristic	Yes	253	10,98	3,34	0,21	-0,037	0,970
	No	234	11,00	3,49	0,22		
Total Scale Score	Yes	253	145,52	18,67	1,17	2,690	0,007**
	No	234	140,58	21,82	1,42		

According to Table 7, it can be observed that there is a statistically significant difference among participants based on their previous volunteering experience in terms of the sub-dimensions of Patriotism, Expression of Values, Love of Sports, Career Orientation, and the overall scale score ($p < 0.05$). However, no statistically significant differences were observed among participants based on their previous volunteering experience in terms of the sub-dimensions of Interpersonal Relations and Extrinsic Factors ($p > 0.05$).

DISCUSSION AND CONCLUSION

International sports events are characterized by time, location, and unity of action, and they require a significant human resource for successful organization. In today's world, volunteers have become one of the most important components of these organizations. Sports volunteers provide a great financial advantage. With the increasing importance of volunteers within the Olympic movement, the significance of research that examines the specific characteristics and experiences of individuals who dedicate their time and efforts to the Olympic Games is growing day by day.

This study focused on examining the motivation levels of volunteers participating in the 5th Islamic Solidarity Games and determining the relationship between their personal characteristics and volunteer motivation. The aim was to investigate the relationships between various socio-demographic factors and the motivation of individuals who volunteered for the event. The study analyzed whether the motivation of sports volunteers differed based on gender, age, marital status, education level, income level, having a license in a sports branch, and previous volunteering experience in a sports event. The analysis revealed significant differences between volunteers' motivation and gender, age, marital status, education level, income level, having a license in a sports branch, and previous volunteering experience in a sports event.

When examining volunteer motivation factors by gender, a statistically significant difference was found between female and male participants in the sub-dimension of extrinsic factors. However, no statistically significant differences were observed between female and male participants in terms of patriotism, expression

of values, career orientation, interpersonal relations sub-dimensions, and the overall scale score. In the sub-dimension of love of sports, the average scores of female participants were found to be higher than those of male participants. This finding differs from the study conducted by Yıldız [17], where male volunteers had higher scores compared to female volunteers, and the studies by Atçı et al. [18] and Bülbül [19], where female participants had higher average scores compared to males. These results show a difference compared to this study. However, studies conducted by Chun [20], Pauline and Pauline [10], and Fişne [21] found no significant difference in volunteer motivation levels between male and female volunteers in sports. These results are similar to this study. It is believed that these differences in the literature stem from the different individual motivations, needs, and desires of males and females [22].

Examining volunteer motivation factors by age, it was found that there were statistically significant differences in the sub-dimensions of patriotism between the age group of 18-23 and the age group of 24-29, in the sub-dimension of career orientation between the age group of 18-23 and the age group of 24-29, in the sub-dimension of interpersonal relations between the age group of 24-29 and participants aged 30 and above, in the sub-dimension of extrinsic factors between the age group of 18-23 and participants aged 30 and above, and between the age group of 24-29 and participants aged 30 and above. In terms of the overall scale score, there was a statistically significant difference between the age group of 24-29 and participants aged 30 and above. However, no statistically significant differences were observed in the sub-dimensions of expression of values and love of sports based on age. Pauline and Pauline [10] and Bektaş [23] found no significant differences in volunteer motivation among different age groups in their studies. These results differ from the findings of this study. Akbaş [24], in a study conducted on volunteer participants in sports events, found significant differences based on age. These results are similar to the findings of this study. The literature suggests that these differences may be attributed to older volunteers having higher motivation in terms of solving societal problems and helping others compared to younger volunteers [25].

When examining volunteer motivation factors by marital status, it was found that there were statistically significant differences in the sub-dimension of extrinsic factors between single and married participants. However, no statistically significant differences were observed in the other sub-dimensions and the overall scale score based on marital status. Bang and Ross [3] found that married volunteers had higher motivation compared to single volunteers in their study, while Fişne [21] found that single volunteers showed higher motivation compared to married volunteers. These results differ from the findings of our study. It is thought that this difference between our study and other studies may be due to the higher number of single volunteers (448) in our sample group compared to the number of married volunteers (39).

When examining volunteer motivation factors by educational level, it was found that there was a statistically significant difference in the sub-dimension of expression of values between participants with a high school education and participants with an associate's/bachelor's degree. However, no statistically significant differences were observed in the other sub-dimensions and the overall scale score based on educational level. Sertbaş [26] and Bülbül [19], in their studies on volunteer motivation, did not find significant differences in overall scale scores based on educational level. These results are similar to the findings of our study.

When examining volunteer motivation factors by income level, it was found that there was a statistically significant difference in the sub-dimension of love of sports between participants with low and moderate income. However, no statistically significant differences were observed in the other sub-dimensions and the overall scale score based on income level. Berber [27] and Bektaş [23], in their studies on volunteer motivation, found significant differences in volunteers' income levels, which differ from the findings of our study. However, Karacaoğlu [28], in a study on motivation, found that employees with the lowest income level were more motivated. Akbaş [24], in a study on volunteer participants in sports events, did not find significant differences based on income level. These results are similar to the findings of our study. The difference between our study and other studies may be attributed to the prominence of the sub-dimension of love of sports as the most important factor, given that the majority of volunteers are university students and young people [18], indicating their high interest in sports.

When examining volunteer motivation factors based on having a license in a sports branch, it was found that there was a statistically significant difference in the sub-dimensions of patriotism, career orientation, interpersonal relations, external characteristics, and the overall scale score. However, no statistically significant differences were observed in the other sub-dimensions. Busser and Carruthers [29], Berber [27], Fişne [21], in their studies on volunteer motivation, found that volunteers involved in sports or licensed athletes had statistically significant analysis results. These relevant findings are similar to the results of our study. This can be interpreted as a result of individuals involved in sports having higher levels of motivation.

According to the previous experience of volunteering in a sports organization, there was a statistically significant difference among participants in terms of patriotism, expression of values, love of sports, career orientation, and the overall scale score. However, no statistically significant differences were observed in the other sub-dimensions. Pauline and Pauline [10] and Berber [27], in their studies on volunteer motivation, found statistically significant differences among participants based on their previous experience of volunteering in a sports organization. These findings support the results of our study.

This study provides important findings regarding volunteers involved in international sports organizations. Additionally, our study presents information about the relationship between volunteers' demographic characteristics and volunteer motivation. According to the study results, the volunteer motivation of individuals participating in sports organizations varies based on their demographic characteristics. When examining previous studies in the literature [29; 27; 30; 23], it is concluded that volunteers' motivation increases when their desires and needs are fulfilled. In line with the shared information and data in our study, it can be suggested that meeting the desires and needs of volunteers will motivate them and lead to increased productivity, ultimately resulting in successful event organization.

In this study, volunteers' motivations and their relationships with demographic characteristics were compared. In future studies:

Different criteria that influence volunteer motivation can be evaluated, and research can be conducted on different age groups and in different organizations.

In addition to volunteer motivation, their achievements and satisfaction can be evaluated in different dimensions, and the relationships between these factors can be examined.

Observation and interview techniques can be used to study volunteer managers who play important roles in processes such as volunteer selection and training.

These suggestions aim to further explore the factors influencing volunteer motivation and improve the processes related to volunteer management.

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