

# Abstract

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To promote organizational behavior of volunteers needs to understand the characteristics of volunteers and to develop execution of volunteers' management system in Japan. The objective of this study is to clarify the involvement motives for volunteering and the action of continuity behavior, and to analyze practical model of volunteers' management.

In chapter 2, the structure of particular motives for volunteering was analyzed. As a result of it, it can be found 7 factors. For examining validity of involvement motives constitution model from results, it was clearly made the difference of particular motives forms by individual contribution and particular figure of volunteering. There results lead to conclusion that the structures of volunteers' participative motives are diverse.

In chapter 3, Predictors of retention of volunteers were analyzed. It was hypothesized that attitudinal variables may be more predictive than personal and motivational variables toward their work of volunteer tenure. As a result of applying multiple regression analyses by classifying an age group, three attitudinal variables (attract of work and group, feel of utility) were determined to tenure of volunteering significantly.

In chapter 4, Interview investigation was conducted to the nonprofits and voluntary groups in order to examine that the relationship between volunteer management practices and organizational behavior of volunteers. It can be find that one of the most effective method of volunteer's recruitment is word-of-mouth which is stimulated volunteer's participation motives and invitation for communicating within people who participation in volunteering. Additionally, it can be fined that to be continued volunteering is to needed to establish of incentive system which gives to them to incentive and motive for volunteering as well.

Finally, the results of this study indicated that volunteer coordinator and policymakers who act the developing of the volunteer is needed to consider the multiplicity of particular motives for volunteering.