Work Plan and Methodology:

Research Area
The Volunteers selected for the Primary data would be from two areas
- Tanzania, East Africa
- Mumbai, India

Source of Primary data
Two case studies will form part of the research. The organisations whose Volunteers will be selected for the case study are
- The Aga Khan Council for Tanzania a unit of the Social wing of the Aga Khan Development Network (AKDN) – Around 70 random selected volunteers and
- The Bombay Chartered Accountants’ Society – Around 70 random selected volunteers

Volunteers in both the selected organisations play a key part in the Governance (Policy Making) and the day to day Operations of the organisation. To address the objectives of this study is the key focus of the exercise in both organisations.

Source of Secondary data
Resource material, books & publications, magazines, internet, journals & periodicals, along with the understanding I have gained over the years will address various aspects of Volunteerism & Professionalism as detailed under Research Area.

Research Design
A descriptive research and exploratory research design study will be used to study the relationship in question. Descriptive research facilitates the study to obtain accurate and complete information regarding a concept or a situation or a practice and thus considered to be useful in the research. Survey method will be followed for the study.

The study will cover an in-depth understanding of the concept of Volunteerism. The aspects that will be covered include
- A better understanding of this noble tradition
- Volunteerism in the Indian context - seva concept
- Volunteerism today and how it can meet the changing needs of present times
- Who can volunteer? What are the Opportunities for Volunteer service?
- What is there to gain from being a Volunteer?
What is it that motivates a Volunteer and how this can be encouraged?

Importance of recognition as a Motivational tool to a Volunteer.

The study will also cover the understanding of Professionalisation of Volunteerism with a view to

- A better understanding of Professionalisation
- Benefits of Professionalising Voluntary efforts
- Challenges pertaining to Professionalism of Volunteerism
- Professionalisation of the Voluntary effort
- Ethics of Volunteerism

Data will be collected from volunteers of the two targeted groups (The Aga Khan Council for Tanzania and The Bombay Chartered Accountants’ Society) using a questionnaire. The volunteers included would be a mix of people who had or are presently associated with the organisation. Volunteers will be diverse in terms of areas of intervention, which could be from one time or one program assistance, regular committee level and program planning & implementation help and / or overall management.

The Questionnaire will have two types of questions –

- The first type requires the volunteer to answer the question by selecting one answer from the Point scale where the Scale is 1 - Never; 2 - Sometimes; 3 - Often; 4 – Always and
- The second type expects a response in two / three sentences.

A total of around 40 simple questions will be required to be answered and the exercise would not take more than 15-20 minutes of the Volunteers time.

The results would give an insight as regards the conclusion / way forward towards achieving the objective of the research.

Volunteers feedback as regards what is the driving force that makes them serve needs to be understood. The importance of volunteers in being the key human resource driving force that ensures delivery and program implementation will be my key premise.
This understanding would thus help strengthen the understanding of the very important function of getting the most out of this volunteer human asset and bringing out the professionalism in the delivery of the service they render.

During the exercise it is expected that more emphasis will be laid on the basic motivational level of volunteers as it is expected to be very different from the traditional thinking.

Resource material along with the understanding I have gained over the years will address various aspects of Volunteerism & Professionalism.

**Sample Size**

It is targeted to get a feedback from around 70 volunteers of the The Aga Khan Council for Tanzania and around 70 volunteers from the Bombay Chartered Accountants’ Society. In both cases the volunteers will be randomly picked up from approx 100 appointed volunteers.

**Methodology Test used**

Stratified random sampling & convenient sampling method will be used for selection of respondents to the Questionnaire. Data collection through questionnaire will be tabulated using Excel and interpretation of data will be based on tabulation and analysis. Statistical methods will be used for data analysis such as Mean, Percentage, Standard Deviation, Correlation, etc. The conclusion will be drawn on the basis of data analysis.