Recognition of Ways of Absorption and Maintenance Volunteer Human Resources in NGOs Case Study: Red Crescent society of Mazandaran Province

Seyed Sajjad Hoseini Moghaddam, Ali Mohammad Fazeli, Yadollah Davoudi, Hasanali Aghajani, Feze Karimi

ABSTRACT

In recent years, NGOs confront the reduction of members and volunteers more than before. As one of the main goals of NGOs is recruitment and maintain of useful volunteer with effectiveness and they have main role in NGOs’ achievement, so it needs thinking about it up to get achievement. In this survey, our aim is investigate the ways of recruit and maintain volunteers in NGOs. This investigate is practical and descriptive and we study the challenges of Mazandaran Red Crescent as a case. Our sample includes 460 persons who they are more than 29 years old. According to Kerjesi and Morgan table for 460 persons which received 210 questionnaires we concluded that “sexet-section” is more affective on recruitment and maintain of volunteer in Mazandaran Red Crescent.

Key words: Kerjesy and Morgan table - Mazandaran Red Crescent - recruitment and maintenance - volunteer human resources

Introduction

Study of population is one of the important branches is statistic science in which population and effective factors in them have been investigated socially economically and other aspects.

In subjective statistical such as rate of death, birth, migration, people distribution in sex, religious, gob and … has investigated and it has tried to investigate the effect each of these factors in the sociality [38]

In our nowadays distress world according to the fast change in the human collective movements (mental, physical) in order to control public affective affairs is needed in this case the contribution role of non-governmental organizations and local formation solve the problems well. [25]

The man feature of non-governmental organization (NGOs) is that people had made them in a voluntary way. Although these organizations should be an obedient of the existing rules and regulations, none of these formations in normal situation should not send out the command of their creation, control and breakup. However these organizations are employing the staffs, are interested in voluntary contribution of many people and in order service manager committee are dependent on other aids [14]

Non-governmental organization (NGOs) as a voluntary organizations in nonprofit way with servicing and humanitarian aim fills the gap between elite and public people who always has been considering the scientific of knowledge and causes the success in economical, political and social and growth of the society. Non-governmental society confirmation in relationship to democracy and authority of human values, provides fields for people more participation

Background and assumption:

A point of view which the most of governmental planners and politician have from the concept of improvement is people participation in all of the steps, just is about that people directly or indirectly will make advantage from result of what is done before.
Samuel Paul; is one the persons who did the extend researches is participation field and also definition about this concept has been accepted. He has analyzed participation which is related to the development concept in the international level. In his opinion a local participation is a process in which people who make advantage instead of taking their portion from the project merely, they affect onordination and performance of the extend projects.

Paul determined the following aims in order participate:
1- Participating in the project expenses (paying cache, doing job or the presence of good)
2- Increasing functional and effectiveness of project (the presence of consulting and interfering)
3- Make power the operators through the formal education and information (like the group who are independent in making)
4- Increasing the authority (domination of deprived portion in society on the recourses)

Some of the connoisseurs in definition and participation analysis go beyond of the local the development and do it with a substantial attitude. they has defined participation in this meaning active participation of people in political economical, cultural and overall aspect of human being. [11]

A) Being volunteer which refers to the existence of authority in doing participation.
B) Being consciously, it means that actor should become familiar to the subject and informed about it.
C) Accepting responsibility, versus deed and its related traces.
Which let people to participation in working and to became a partner in its benefit fairly.

Political participation means take part in power negligence a kind of implementation which belonged to defined people, group social classification and people have not any political process of society. This is what that development of the strongsolidarity participation with political structure of society and dependent on the people allowance to participate, participation in all of the aspects is improved.

Cultural participationas a close relationship to a political participation in this kind of participation, people interfere in Cultural production and development among the groups development of public art, Cultural simplifying and Cultural relationships in poly Cultural society are the important aspect Cultural participation, other aspects in this case consists of, association creation, participation groups and reject of the improvement of total civilized institution which has two fundamental duties; maintain individual freedom and improvement of collective conformity through the correction of individual and government relation. In fact without development of people knowledge's level and improvement of collective common since an under testing the group profits, it's impossible to maintain and improve civilized society [14]

Creating the participation institutes in the other provisions in order to institutionalize public participation, this institution in each country are under the effect of same factors like ideological corruption country and social construction would be in a different format, but the common feature between all of them is dispersing the power and direct it the lower levels of society. Social organization such as municipal, associations, counsels, and rural operatives which faceplate the participation [4].

Participation is one of the main desires for the non-government organizations. It has been shown by completed projects that Participation is the most important factors in organizations activities and the developing countries government has noticed that Participation makes difference between non-government organizations approach from up to town. Investigating that the non-government organization o what extend can improve Participation is the main problem.

Non-government organization is made in such a situation without Participation. Although different factors have affection their forming and activates. People in different classes and levels with attention to the field activates of region, place and different needs which they have, make associations automatically and voluntary way in order to the present their hidden ability in order to remove the public needs.

It is the format of such an associations that people going to have the legal placement, discusses governmental organizations formally and defense of their clients and members legal rights in addition that in order to provide people needs and coordinate government plans with their who participate in governmental planning commits.

Non-government organizations in absorbing people Participation this organization has a close relationship with people and people representative with government relationship. [15]

Semen and up off emphasize on this issue that one of the important way of people welcoming from people organization and associations is that they should have choosing right. These researches says that people organization in absorbing and setting public participation should has paid attention to the inside and outside factors:

1. Entities as regards to the membership and excite participation
2. Prevention of the powerful group's authority.
3. Encouraging and supporting scientific the member activity
4. Organizing in order present the affect services
5. Organizing in order to communicate with order local and governmental organization

In maintaining the sensitivity as regards to membership and encouraging participation making them small is an ImportantCakeHere small Means membership to 500 persons inside of The organization a leader or leaders
should not have much authority his duty should be divided among them.

There is not the second principle of participation unless person can decide with complete knowledge from venalities Result has shown that participation institution hasn’t effect when considered people are Without The least bailing Judging power in order to take heeded decisions [4]

Participation is not only needs that the citizens have at least knowledge, but also it has maintained with educational continuity, and it depends on special education form all f the people who has administrative and technique responsibilities of social associations. Participation needs that all the persons who Participates in discussion be ready to present the authority and kind of democratic job which is a educational process.

Obligation to the participation needs changing point of view in all of the wells because Participation needs renewal human-like and soul relationships.

A non-governmental organization is a concept that nighters it can be said as a special, precise and complete definition, nor, has an defined emergence background, mean while an unprecedented situation and special affairs. And with organizing itself in some formats people, paying attention to putting pressure on factor which is going the power and allowance from with take advantage of the most important its power times this structure has comp lasted and it became such as a non-government organization, kind of cooperation and relation to government, after some Caused to the governments understand then necessity of development of global civil society. Many people believed that the hate due to the word wars disaster. Caused to the governments understand then necessity of participation in country and government related affairs. And with organizing itself in some formats such as a non-government organization, kind of cooperation and relation to government, after some times this structure has complasted and it became like a lever which could do some special activities with take advantage of the most important its power factor which is going the power and allowance from people, paying attention to putting pressure on government in order to make changes undesirable situation and special affairs.

After this development and growth, both governments and international organizations aimed to with presenting and editing special affairs using overflowing energy in order to improve their goals or national and international society. Editing E/1996/31 resolution in economical and social council in the United Nations who are observer on consulting relations between non-governmental organizations and the United Nations and its dependent parts, the highest point of United Nations success is in the use of these relations. Governments in national levels tried to approve special regulations in order to record and categorizing non-governmental organization and help them in reaching to their goals [25]

Non-governmental organizations (NGOs) with reinforce sense of taking responsibility Government (gnu, organizations and doing the social one in society in the format of MBOs (Mutual benefit organizations) are in the service of private profits of their members and totally named organizations base on bilateral profits of the members and also PBOs, PUBLIC BENEFIT organizations base on the bilateral profits on the members and also PBOs, PUBLIC BENEFIT.

Organizations which work for public widely and they are named welfare organizations, become active and appearance in a democratic society. (Guidelines of regulation which observe on civilized organizations, legal international non–benefit center for society institute, [36]

In comparing with governmental organs, non-governmental organizations often this ability to present public good and services more functionally it means with the higher quality and lower expense and it has many reasons, one of them is being their semi-voluntary activities. Although non-governmental section has not necessarily semi profit meanwhile in order to reach gratuities helps, contracts and competitive inner and international offering are mooted which cause to economize government expense, and probably a small local non-governmental organization can remove and recognize people real needs in a more suitable way as regards to a big governmental institution many governments has accepted the better functioning non-governmental in different cases nowadays.

Existence of extended nongovernmental nonprofit sections provides no directional supporting, success and economical and cultural growth [37]

A) The performed research in side of country

<table>
<thead>
<tr>
<th>Research 1</th>
<th>Recognizing the effective factors on absorption maintaining volunteer Tehran. Public groups in Red Crescent population.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Author’s name</td>
<td>Sadeghi Nick Pey – nahid2009</td>
</tr>
<tr>
<td>Method</td>
<td>Statistical society of categorized sampling method and murgan table, 317 persons has chosen that after gathering the information with considering goals and research identify, it has been used the analytical method to analyzed the questionnaire.</td>
</tr>
<tr>
<td>Finding</td>
<td>In absorption section from to the total defined variance 24/590 percent of first element, 16/285 percent of third element 10/131 percent of fourth element is defined and in the section of preserving of the total defined variance, 19/957 percent of first element, 14/888 percent of second element, 13/546 percent of third element and 12/305 percent of fourth element and 11/095 percent of third element is defined.</td>
</tr>
<tr>
<td>Conclusion</td>
<td>The related variable to the absorb section questions has put under 4 elements respectively: encouragement tools, technical relationships and commercials, the information transmission tools and paying attention to human-like relations. Also the related variables to the preserving section have put under 5 elements: organizational culture, managing the human resources, participation and group work, managing and leadership duties and excitation.</td>
</tr>
</tbody>
</table>
B) The performed researches outside of country with investigative which acquireed from federation sites there has done any research similar to present research. According to Red Cross and Red Crescent federation in recent century, volunteer group has decreased 50 percent. Federation report shows that the number of volunteer's from1990 to now has decreased from 220 million persons to 105 millions.

Increased the number of volunteers is not restricted to any organizations ,but also contains the churches ,working union and other organizations which are humanitarian that now it as a result of social – political factors changing, growth, reduction of commonly system in volunteers population has a role in this reduction. Although the volunteer numbers is decreased, Red Cross and Red Crescent goals and believes has remained strongly.

Steevedavi international conference speechesays, nowadays countries and government know that they need some volunteer service and people are interested in helping each other in need time.

A strategy which Has been traced by red crescent and red cross populations of international
federation until 2010, for their members, preparation before the event, the helping answering social comfort and health and the promotion of humanitarian rights. This federation believes in some basic principles and tries to develop it. If the new populations have attained recognizing officially conditions, they would start to recognize and has a responsibility of helping and preserving of military or non military victims fighting and inside struggling.

Hypothesis development and conceptual model
There are some challenges in the recent years in national population about reduction of volunteer numbers as regard to past, show absorbing and maintaining factors and presenting of voluntary services in Red Crescent population. Although the public organization has a long precedence, the nongovernmental organization in international level has developed in last two decades. One of these organizations in Red Cross international committee which is counted as one of the biggest nongovernmental world group. [5]

Giving priority to volunteers power and presenting voluntary are challenges which existence in absorbing and taking advantage of the volunteers public groups absorbing and maintaining in presenting voluntary service of red crescent populations of province, mean while the volunteers service is counted a source of humanitarian resource in red crescent populations that this subject plays an essential role specially during a crisis.

Nevertheless recognizing encouragement tools for absorbing volunteer human-like resources, recognizing the organizational politics for absorbing volunteer human-like resources, recognizing managing human-like sources for maintaining volunteer recognizing the effect of group work for maintaining volunteer human resources and recognizing the organizational culture for maintaining volunteer human-like sources should be followed in a special way.

According to this point research hypothesis 1- encouraging tools a effective on volunteers absorption, 2- communication factors in effective on volunteers absorption 3- organizational politics for absorbing volunteers 4- managing human-like sources is effective for maintaining volunteers that a following connectional model is presented in order to define.

Research methodology:
In searching method according to understanding cause of many handicapped is a deep attention to the approaches which is accrued in surrounding human and organizations world. The research method in case of goal in applied of Descriptive kind and it investigative Mazandaran province Red Crescent population. It counted as a case study. Statistical society consists of members and public volunteer groups is up to 29 years in Mazandaran province Red Crescent population which approximately are 460 persons who joint to the volunteers organization with aim of participation goals and friendly human-kind activities and according to profession, skill and written information in restorations forms, have activity in the format of participation, skill, support, and has organized.

Sample capacity and sampling method:
Knowing that society members and heterogeneous, a random sampling method has been used. In order to calculate the sample capacity, korjisi and Morgan table for 460 persons has calculated 210 and the questionnaire has distributed among them.

Because the volunteers have divided in different groups, the duty and activities kind and their numbers are different in participation skill, guidance and supporting groups. Because of this, the layer random sampling method has been used. In the following table, society and sample in each layer according as regards to Mazandaran province Red Crescent population.

For choosing the sample to layers from formula, each layer ratio to the society p=N_i/N and sample ratio to the society (n_k=p*n) has been used.

<table>
<thead>
<tr>
<th>Excess each layer to society</th>
<th>Participation</th>
<th>Skill</th>
<th>Guidance</th>
<th>Supporting</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>200</td>
<td>130</td>
<td>90</td>
<td>40</td>
<td>460</td>
</tr>
<tr>
<td>Ratio of each layer to society</td>
<td>0/43</td>
<td>0/28</td>
<td>0/20</td>
<td>0/09</td>
<td>1</td>
</tr>
<tr>
<td>Sample ratio to society n_k=p*n</td>
<td>90</td>
<td>59</td>
<td>42</td>
<td>19</td>
<td>210</td>
</tr>
</tbody>
</table>

Gathering data method:
Because there has not been any standard questionnaire for receive research data, researcher with research and theoretical study and guidance professors point of view, consulter and the board scientific member has made close questionnaire. Questionnaire has adjusted in two sections. first section contains some questions about individual identity and second questions contains about absorbing and maintaining of volunteers in red crescent population. measuring scale and unit in this research is according to ordinal scale in a way that of each phrase, there is a 5 option spectrum such as; very much, much, average, low and very low is made that in order to receiving points of view will put at the disposal of research samples.

Method of designing questionnaire
In this kind of questionnaire has been of research questionnaire and it contains 18 main questions. Question are related to absorbing factor on preserving volunteer power in Red Crescent population. Questionnaire of research through introduction study of question study of questions and by guidance professor, consulter and some of professional experts has confirmed. Questionnaire is calculated through keronbakh coefficient and Spss software and after this calculation we reach to. 

Data analyzing method:

In this kind research in order to data analysis for adjusting tracing graph and percent calculation has been used of descriptive and perception statistic and T test and with Spss software the research findings has analyzed.

Data analyzing:

Information analyzing consists of descriptive and perception research data:

Descriptive statistics contains eceествables, column graphs and calculating criterion deviation average indexes. In the perception statistic section, with using a single variable test, research hypothesis has accepted or rejected.

A) Descriptive statistics
IN THIS section qualities variable like sex, year, marriage situation, level of education, employment situation, amount of working precede with red crescent population and membership in group, excess tables and column graphs has came. Also for quantitative variables amount of absorbing ways effects and preserving volunteers and its dimensions, average statistic indexes, criterion deviation, the most and the least amount has calculated.

<table>
<thead>
<tr>
<th>Index</th>
<th>Variable</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sex</td>
<td>Woman</td>
<td>88</td>
<td>41/9</td>
</tr>
<tr>
<td></td>
<td>Man</td>
<td>122</td>
<td>58/1</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>210</td>
<td>100</td>
</tr>
<tr>
<td>Age</td>
<td>29 TO 35</td>
<td>68</td>
<td>32/4</td>
</tr>
<tr>
<td></td>
<td>35 TO 40</td>
<td>63</td>
<td>30/0</td>
</tr>
<tr>
<td></td>
<td>UP TO 40</td>
<td>79</td>
<td>37/6</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>210</td>
<td>100</td>
</tr>
<tr>
<td>Education</td>
<td>DIPLOMAAUNDER DIPLOMA</td>
<td>50</td>
<td>23/8</td>
</tr>
<tr>
<td></td>
<td>DIPLOMA</td>
<td>89</td>
<td>42/4</td>
</tr>
<tr>
<td></td>
<td>JOLIOCALLEGE DIPLOMA</td>
<td>31</td>
<td>14/8</td>
</tr>
<tr>
<td></td>
<td>BA</td>
<td>10</td>
<td>4/8</td>
</tr>
<tr>
<td></td>
<td>ma</td>
<td>1</td>
<td>0/5</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Employment situation</td>
<td>Employment</td>
<td>82</td>
<td>39</td>
</tr>
<tr>
<td></td>
<td>Self Employment</td>
<td>128</td>
<td>61</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>210</td>
<td>100</td>
</tr>
<tr>
<td>Precedence amount</td>
<td>Years1</td>
<td>32</td>
<td>15/2</td>
</tr>
<tr>
<td></td>
<td>2 Years</td>
<td>64</td>
<td>30/5</td>
</tr>
<tr>
<td></td>
<td>3 years</td>
<td>37</td>
<td>17/6</td>
</tr>
<tr>
<td></td>
<td>4 years</td>
<td>25</td>
<td>13/3</td>
</tr>
<tr>
<td></td>
<td>5 years</td>
<td>23</td>
<td>11/0</td>
</tr>
<tr>
<td></td>
<td>6 years</td>
<td>26</td>
<td>12/4</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>210</td>
<td>100</td>
</tr>
<tr>
<td>Voluntary groups</td>
<td>Skill</td>
<td>59</td>
<td>28/1</td>
</tr>
<tr>
<td></td>
<td>Participation</td>
<td>89</td>
<td>42/4</td>
</tr>
<tr>
<td></td>
<td>Guidance</td>
<td>42</td>
<td>20/0</td>
</tr>
<tr>
<td></td>
<td>Support</td>
<td>20</td>
<td>9/5</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>210</td>
<td>100</td>
</tr>
</tbody>
</table>

Investigating hypothesis:

Investigating research first hypothesis:

Encouragement tools affect volunteer's absorption
Zero hypothesis; there is not any meaningful relation between Encouragement tools affect volunteer's absorption.

Oppose hypothesis; there is not any meaningful relation between Encouragement tools and volunteer's absorption.

According to the information in information an above table, in this test amount of calculated equal 24/0 is acquired. This amount is more than critical equal 1/65.

Also amount of the accrued possibilities equal 0/00 and is less than meaningful level 0/05 (p<0.01). So zero hypotheses had rejected and the average of points is more than theoretical average three. It means that the encouragement tools are effective for volunteer's absorption.

Investigating research second hypothesis:

Communicational factors are effective on volunteer absorption «

Zero hypothesis; there is not any meaningful relation between communicational factors and volunteer's.

Oppose hypothesis; there is not any meaningful relation between communicational factors.

According to the above table information, in this test, amount of calculated equal to 18/15 is acquired. This amount is more than critical amount, isequal to 1/65.also amount of acquired possibilities is equal 0/000 and less than meaningful level 0/05 (p< 0/05). Hence Zero hypotheses has rejected and point average is more than theoretical average 3.

In means that communicational factors are effective for volunteer's absorption.

Investigating research third hypothesis:

Organizational politics are effective for volunteer absorption.

There isn't any meaningful relation between organizational and volunteer absorption.

Oppose Hypothesis: There is a meaningful relation between organizational politics and volunteer's absorption.

Relation between like – human source meaning volunteer's preserving. Zero hypothesis; there is not any meaningful.

According to the above table information, in this test, amount of calculated equal to 15/14 is acquired. This amount is more than critical amount, isequal to 1/65.also amount of acquired possibilities is equal 0/000 and less than meaningful level 0/05 (p< 0/05). Hence Zero HYPOTHESIS has rejected and point average is more than theoretical average 3.

In means that communicational factors are effective for volunteer's absorption.

Investigating research fourth hypothesis:

Relation between like – human source meaning volunteer's preserving. Zero hypothesis; there is not any meaningful.

According to the above table information, in this test, amount of calculated equals to 15/14 is acquired. This amount is more than critical amount, isequal to 1/65.also amount of acquired possibilities is equal 0/000 and less than meaningful level 0/05 (p< 0/05). Hence Zero hypothesis has rejected and point average is more than theoretical average 3.

In means that communicational factors are effective for volunteer's absorption.

Investigating research fifth hypothesis:

Relation between like – human source meaning volunteer's preserving. Zero hypothesis; there is not any meaningful.

According to the above table information, in this test, amount of calculated equals to 15/14 is acquired. This amount is more than critical amount, isequal to 1/65.also amount of acquired possibilities is equal 0/000 and less than meaningful level 0/05 (p< 0/05). Hence Zero HYPOTHESIS has rejected and point average is more than theoretical average 3.

In means that communicational factors are effective for volunteer's absorption.
According to the above table information, in this test, amount of calculated equals to 15/14 is acquired. This amount is more than critical amount, is equals to 1/65 .also amount of acquired possibilities is equals 0/000 and less than meaningful level 0/05 (p< 0/05). hence Zero hypothesis has rejected and point average is more than theoretical average 3. It means that average is more than theoretical average 3. It means that managing human-like resources is effective on volunteers preserving.

Zero hypothesis; There is n't any meaningful relation between organizational cultural and volunteers preserving.

According to the above table information, in this test, amount of calculated equals to 15/14 is acquired. This amount is more than critical amount, is equals to 1/65 .also amount of acquired possibilities is equals 0/000 and less than meaningful level 0/05 (p< 0/05). hence Zero hypothesis has rejected and point average is more than theoretical average 3. It can be concluded that in statistical aspect, there is a relation between encouragement tools and saddened crescent volunteers absorption this conclusion with other conclusions has. Similarity sadeghi, 2009 safabakhsh (2009), rahnavard (2007)

Investigating research sixth hypothesis:

<table>
<thead>
<tr>
<th>Hypothesis</th>
<th>Variable average</th>
<th>Taverage theoretical</th>
<th>Calculated</th>
<th>Degree of freedom</th>
<th>critical</th>
<th>Possibility amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hypothesis first</td>
<td>4/29</td>
<td>3</td>
<td>24/90</td>
<td>209</td>
<td>1/65</td>
<td>0/000</td>
</tr>
<tr>
<td>Hypothesis second</td>
<td>3/96</td>
<td>3</td>
<td>18/15</td>
<td>209</td>
<td>1/65</td>
<td>0/000</td>
</tr>
<tr>
<td>Hypothesis third</td>
<td>3/88</td>
<td>3</td>
<td>15/14</td>
<td>209</td>
<td>1/65</td>
<td>0/000</td>
</tr>
<tr>
<td>Hypothesis fourth</td>
<td>4/14</td>
<td>3</td>
<td>22/23</td>
<td>209</td>
<td>1/65</td>
<td>0/000</td>
</tr>
<tr>
<td>Hypothesis fifth</td>
<td>3/95</td>
<td>3</td>
<td>17/40</td>
<td>209</td>
<td>1/65</td>
<td>0/000</td>
</tr>
<tr>
<td>Hypothesis sixth</td>
<td>4/05</td>
<td>3</td>
<td>25/42</td>
<td>209</td>
<td>1/65</td>
<td>0/000</td>
</tr>
</tbody>
</table>

According to the above table information, in this test, amount of calculated equals to 15/14 is acquired. This amount is more than critical amount, is equals to 1/65 .also amount of acquired possibilities is equals 0/000 and less than meaningful level 0/05 (p< 0/05). hence Zero hypothesis has rejected and point average is more than theoretical average 3.

Investigating Research second hypothesis: Communicational factors are effective on volunteer absorption «

Investigating hypothesis:

Investigating research first hypothesis:

Encouragement tools affect volunteer's absorption «

Zero hypothesis; There isn't any meaningful relation between ENCOURAGEMENT Tools Affectvolunteer's Absorption.

Oppose hypothesis; there is n't any meaningful relation between ENCOURAGEMENT Tools andvolunteer's absorption.

According to the information in information an above table, in this test amount of calculated equals 24/0 is acquired. This amount is more than critical equals 1/65.

Investigating Research second hypothesis:
Zero hypothesis; there is not any meaningful relation between communicational factors and volunteers. Oppose hypothesis; There is not any meaningful relation between communicational factors.

According to the above table information, in this test, amount of calculated equals to 18/15 is acquired. This amount is more than critical amount, is equal to 1/65. Also amount of acquired possibilities is equals 0/000 and less than meaningful level 0/050 (p < 0/05), hence Zero hypothesis has rejected and point average is more than theoretical average 3.

In means that communicational factors are effective for volunteer's absorption.

Communicational factors are effective on volunteer absorption «

Investigating research second hypothesis:

Communicational factors are effective on volunteer absorption «

Zero hypothesis; there is not any meaningful relation between communicational factors and volunteer's. Oppose hypothesis; there is not any meaningful relation between communicational factors.

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In means that communicational factors are effective for volunteer's absorption.

Investigating research third hypothesis:

Relation between like - human source meaning volunteer's preserving. Zero hypothesis; there is not any meaningful

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According to the above table information, in this test, amount of calculated equals to 15/14 is acquired. This amount is more than critical amount, is equal to 1/65. Also amount of acquired possibilities is equals 0/000 and less than meaningful level 0/050 (p < 0/05). hence Zero hypothesis has rejected and point average is more than theoretical average 3.

In means that communicational factors are effective for volunteer's absorption.

Investigating research fourth hypothesis:

Relation between like - human source meaning volunteer's preserving. Zero hypothesis; there is not any meaningful.

Absorption factors have a first priority.

It can be concluded that in statistical aspect, there is a relation between engagement tools and seeded crescent volunteers absorption. This conclusion with other conclusions has. Similarity sadeghi, 2009 safabakhsh (2009), rahnavard (2007) and encouragement tools among the volunteer absorption this conclusion with other conclusions has. Similarity sadeghi, 2009 safabakhsh (2009), rahnavard (2007) and encouragement tools among the volunteer
Relation between like –human source meaning volunteer's preserving. Zero hypothesis; there is not any meaningful.

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According to the above table information, in this test, amount of calculated equals to 15/14 is acquired. This amount is more than critical amount, i.e., equals to 1/65. This amount of acquired possibilities is equals 0/000 and less than meaningful level 0/050 (p < 0/05). Hence Zero hypothesis is rejected and point average is more than theoretical average 3.

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Investigating research sixth hypothesis:

Zero hypotheses: There is not any meaningful relation between organizational cultural and volunteers preserving.

According to the above table information, in this test, amount of calculated equals to 15/14 is acquired. This amount is more than critical amount, i.e., equals to 1/65. This amount of acquired possibilities is equals 0/000 and less than meaningful level 0/050 (p < 0/05). Hence Zero hypotheses is rejected and point average is more than theoretical average 3.

This conclusion with other conclusions has. Similarity sadeghi, 1388 safabakhsh (2009), rahnavard (2007) and encouragement tools among the volunteer absorption factors has a first priority.

Suggestion and recommendation for other researches Investigating a suitable structure in order preserve red crescent volunteers.

Absorption strategy editing. Comparative study related to absorption and preserve Red Crescent pattern.

References
