

Author (Date)	Study Sample	Type of Data Analysis	Country of Data Collection	HRM Practice Ability	Motivation	Opportunity
Alfes, Shantz, and Saksida (2015)	Volunteers from a human services organization	Quantitative	UK			Relational Job Design
Allen and Bartle (2014)	Volunteers at the British Women's Golf Open	Quantitative	Scotland			Supervisory support
Allen and Shaw (2009)	Sport event volunteers	Qualitative	New Zealand	Trainee	Intrinsic rewards, enjoyment of the task	Autonomy, Relatedness
Angheleev and Eighmey (2013)	Students volunteering as peer mentors	Quantitative	US		Monetary incentive	
Bennett and Barkenjo (2005)	Volunteers from a human services organization	Quantitative	UK			Job Characteristics (Autonomy, Teamwork and Supervisory Support) Internal Marketing Techniques
Bennett and Kottasz (2001)	Volunteers across a variety of situations	Quantitative	UK	Recruitment advertisements		
Broadbridge and Horne (1996)	Charity retailing	Mixed Methods	Scotland	Recruitment and Training		
Carpenter and Myers (2010)	Volunteer firefighters	Quantitative	US		Monetary incentive	
Cnaan and Cascio (1998)	Volunteers from a human services organization	Quantitative	US		Free meals and medical services	
Costa, Chalip, Green, and Simes (2006)	Volunteers from the Sunbelt IndyCarnival	Quantitative	Australia	Training		Positive relationships with other people
Coyne and Coyne (2001)	Volunteers for golf tournament	Quantitative	US	Recruitment advertisements		
Cuskelly, Taylor, Hoye, and Darcy (2006)	Rugby clubs	Quantitative	Australia	Training		
Dailey (1986)	Volunteer political campaign workers	Quantitative	not indicated			Job Characteristics
Devaney, Kearns, Fives, Canavan, Lyons, and Eaton (2015)	Elderly volunteers helping youth with literacy	Qualitative	Republic of Ireland	Recruitment and Training		Supportive relationships with paid staff Supervisory support
Fallon and Rice (2015)	Volunteers from an emergency services organization	Quantitative	Australia		Personal and Public recognition	
Finkelstein (2008)	Volunteers working in hospices	Quantitative	US		Intrinsic rewards	
Fiorillo (2011)	A range of volunteering activities	Quantitative	Italy		Monetary incentive	
Gagné (2003)	Volunteers working in an animal shelter	Quantitative	Canada			Autonomy
Galindo-Kuhn and Guzley (2002)	International non-profit organization	Quantitative	US			Participation efficacy Group integration
Groff (2006)	Women's clothing	Qualitative	UK	Training		
Grossman and Furano (1999)	Mentoring relationships and Bereavement programs	Mixed methods	US	Training		
Güntert, Neufeld, and Wehner (2013)	Sport event volunteers	Quantitative	Switzerland			Autonomy
Hager and Brodney (2011)	Nationally representative sample of charities	Quantitative	US	Recruitment, Selection and Training		Staff Relationships Communication
Haski-Leventhal and Bargal (2008)	Youth volunteering	Qualitative	Israel	Training		Positive relationships with the volunteer group
Hidalgo and Moreno (2009)	Volunteers in social and ecological organizations	Quantitative	Spain			Job Characteristics Support from other volunteers and the organisation Relationships with other members
Hunter and Ross (2013)	Volunteers in government-initiated programs	Quantitative	South Africa		Stipends	
Hustinx (2010)	Red cross volunteers and ex-volunteers	Mixed Methods	Belgium			Positive relationships with other volunteers and the supervisor
Huynh, Metzger, and Winefield (2012)	Volunteers in health organisations	Quantitative	Australia			Social support from other volunteers and the supervisor
Jamison (2003)	A range of volunteering activities	Quantitative	US	Training		
King and Lindsay (1999)	Guide association volunteers	Quantitative	UK	Recruitment		
Lo Presti	Volunteers from a range of different NPOs	Quantitative	Italy			Social support from other volunteers and the supervisor Organisational task support Level of information
Lynch and Smith (2009)	Volunteers in a heritage site	Multi-method	UK	Recruitment and Selection		
McCormick and Donohue (2016)	Disability support	Quantitative	Australia			Job Characteristics (task identity, skill variety, task significance and feedback) Personal importance Organisational support
Milette and Gagné (2008)	Volunteers at a community clinic	Quantitative	Canada			Organisational support
Nencini, Romaioli, and Meneghini (2016)	Volunteers across different NPOs in the human services sector	Quantitative	Italy			Job Characteristics (Motivational Potential Score) Job Characteristics Positive relationships with other volunteers and the board of the NPO Job Characteristics (depending on type of volunteering)
Neufeld, Güntert, and Wehner (2013)	Volunteers at the European Football Championship 2008	Quantitative	Switzerland			
Newton, Becker, and Bell (2014)	Range of nonprofits	Quantitative	Australia	Training		
Nichols and King (1999)	Girl Guides	Qualitative	UK	Recruitment		
Nichols and Ojala (2009)	Event volunteers	Quantitative	UK		Recognition, quality of interpersonal relationships and clear communication	
Omoto, Snyder, and Martino (2000)	Hospice Volunteers	Quantitative	US			Relationship closeness to beneficiaries
Ostlander, Güntert, and Wehner (2014)	Elderly persons volunteering in nursery-, primary-, and middle-school classes	Quantitative	Europe and US			Autonomy
O'Toole and Grey (2016)	Volunteers of the Royal National Lifeboat Institution	Qualitative	UK	Recruitment, Selection and Training		
Phillips and Phillips (2010)	Volunteers from community services	Quantitative	US		Range of extrinsic rewards e.g. personal and public recognition, prizes, conference attendance	
Phillips and Phillips (2011)	Volunteers in nonprofit organizations	Quantitative	US		Range of extrinsic rewards	
Pundt, Wöhrmann, Deller, and Shultz (2015)	Senior expert service volunteers	Quantitative	Germany			Job Characteristics (Autonomy, Feedback)
Restivo and van de Rijt (2014)	Wikipedia volunteer contributors	Quantitative	US		Public recognition	
Saksida, Alfes, and Shantz (2016)	Volunteers in religious organisation involved in international relief and development efforts	Quantitative	UK	Training		Supportive relationships with paid staff
Schlesinger, Klenk, and Nagel (2015)	Volunteers in sports clubs	Qualitative	Switzerland	Recruitment and Selection		
Schroer and Hertel (2009)	Contributors to Wikipedia	Quantitative	Germany			Job Characteristics (Autonomy, Task Significance, Skill Variety)
Skoglund (2006)	Volunteer-based bereavement program	Qualitative	US			Support from other volunteers
Stirling, Kilpatrick, and Orpin (2011)	Volunteers from a range of different NPOs	Quantitative	Australia		Recognition and stipends Keeping formal records	
Tang, Morrow-Howell, and Hong (2009)	Older volunteers from human services and environmental organizations	Quantitative	US	Training	Recognition and stipends	
Valeau, Mignonac, Vandenberghé and Gatignou Turnau (2013)	Volunteers from a range of different NPOs	Quantitative	France		Intrinsic rewards	Teamwork behaviors
Valeau, Willems, and Parak (2016)	Volunteers from a range of different NPOs	Quantitative	not indicated			
Vantilborgh, Bâtee, Pepermans, Willems, Huybrechts, and Jegers (2012)	Volunteers in nonprofit organizations working with children and adolescents	Qualitative	Belgium	Training and development	Recognition; social interaction	
Waikayi, Fearon, Morris, and McLaughlin (2012)	Emergency response services	Qualitative	UK	Recruitment and Training		
Waters and Bortree (2012)	Volunteers in library systems	Quantitative	US			Group inclusion Information Participation in decision-making Supervisory support Co-working relationships with other volunteers
Yagi (2006)	Volunteering in literacy centres	Qualitative	India			
Zappa and Zavarrone (2010)	Volunteers in health organisations	Quantitative	Italy			