

**"The obligation of volunteering - analysis of the motivations of volunteer and / or contracted firefighters".**

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**Abstract.**

In the universe of non-profit organizations (NPOs), voluntary work is of particular importance (Ferreira, Proença and Proença, 2008). The growing importance of the so-called Third Sector (Seibel and Anheier, 1990) at the national level poses several challenges to human resources management, since, as Salamon (1997, p.105) states, the more "these organizations strive to solve the problems the pressures for them to improve their management systems and performance." Noting that, according to INE data from 2011, NPOs are the entities that most enjoy the volunteer workforce and in Portugal, after the Collectivities of Culture, Recreation and Sports, it is in the firemen that there is a greater number of volunteers in social organs and regular volunteers (OEFPP, 2008), the contribution of this research is justified. Additionally, according to the current legislation, the firefighter is only hired on condition of being previously voluntary, and when this condition does not occur, the consequences for his activity can be numerous. Thus, these conditions seem to be relevant to an in-depth study to assess the motivations and voluntariness of the service.

Motivation as a complex psychological process resulting from an interaction between the individual and the surrounding environment (Latham and Pinder, 2005) will be of an intrinsic and / or extrinsic nature (Finkelstein, 2009) and altruistic (Cavalcante et al., 2015 ) and / or selfish (Delicado, Almeida and Ferrão, 2002) according to the benefits. In order to understand and access the true motivations of the volunteers, we do so using the functionalist perspective of motivation (Clary and Snyder, 1991; Clary et al., 1998, Omoto and Snyder, 1990, 1995, Snyder and Omoto, 2009).

This study intends to investigate voluntary nature and the motivations of volunteer and / or contracted firemen of the humanitarian associations of firemen, existing in the continental territory, in the provision of voluntary service using a quantitative methodology through the application of a questionnaire survey based on the Volunteer Functions Inventory, on a Likert-type scale (Clary et al., 1998) sent through the continental Portugal district commands that redistribute them at random, thus ensuring proximity to the study population.

**Keywords:** Volunteering, Motivations, Human Resource Management, NPOs, Humanitarian Firearms Associations.

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