

Developing A Culture of Volunteering Work among Nurses in the Kingdom of Saudi Arabia in the Light of Vision 2030

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Abstract

The study aimed to identify Developing a culture of volunteering work among nurses in the Kingdom of Saudi Arabia in the light of Vision 2030 The researcher used the descriptive approach. The study sample consisted of (380) people. The results of the study concluded that the requirements (personal, social, economic) to enhance the culture of volunteer work in light of Vision 2030 came with a score of (OK), where the general average was (3.9525), with a standard deviation of (.66122) and The degree of volunteer work practiced in Saudi universities in light of Vision 2030 came with a degree of (strongly agree), as the general average was (4.4158), with a standard deviation of (.63392), The obstacles that a volunteer may face during the volunteer experience came with a degree of (strongly agree), as the general average was (4.3064), with a standard deviation of (.48348).

Keywords: Volunteering Culture, Vision 2030, Nurses in Saudi Arabia.

1. Introduction

In light of the rapid developments that the world is going through at present, all countries have tended to try to benefit from all the human energies present in them in building and developing society, as government efforts alone are no longer able to carry out their role in appropriately building society, and then the need to employ labor has emerged. Volunteering to build and develop society, and volunteer work. As Al-Otaibi (2016: 27) pointed out, it is work that occurs by the individual's choice and desire, and no return is expected from it. Volunteer work is the result of a financial number or material reward from social systems, including the family, education, and the media, which directly affect the development of the values of volunteer work among people. Individuals (Aboelazm, K. S., & Afandy, A., 2019).

The topic of volunteerism, enhancing its culture, and instilling its values has received attention in recent years, as volunteer work is a strong contributor to achieving sustainable development for all societies. Therefore, the Kingdom of Saudi Arabia's Vision 2030 was keen to "develop volunteer work and raise the percentage of volunteers to reach (1) million volunteers in the non-

profit sector annually, compared to (11) thousand at present" (Vision of the Kingdom of Saudi Arabia, 2023), through Providing investment opportunities in volunteer work, expanding the work of the non-profit sector, and encouraging students to volunteer work, by preparing individuals to serve the community, instilling the principle of achievement and love of work, and providing them with some of the skills necessary for that in volunteer work (Shwedeh 2024a, 2024b).

Arab society has now become more aware of the positive impact of volunteer work on the volunteer himself and his community, in many ways, perhaps the most important of which is the psychological impact (Yas, H., Mardani, A., & Alfarttoosi, A., 2020). Volunteering brings happiness to the volunteer because volunteer work plays an important role in creating psychological happiness for both the volunteer and the volunteer. This strengthens the human bond between them and makes it close because the volunteer realizes that he has an active role in society, which makes him feel confident and self-esteem. The Kingdom of Saudi Arabia's Vision (2030) emphasizes instilling a culture of volunteerism among members of society, to achieve the goals of the vision to reach one million volunteers annually, and to contribute to the Quality of Life Program in spreading the culture of volunteer work, in pioneering volunteer work. There is no doubt that health and educational institutions have a role. It sponsors scientific bodies that promote societies through the social programs they should carry out (Al-Aklabi; And the World, 2019.)

The Kingdom's Vision (2030) also paid great attention to raising the capacity of human resources, enhancing the use of citizens' time and skills, and investing the power of volunteerism in development, productivity, and development, to confront challenges and reconcile the movement between the forces of the institution within it and the factors and variables of society, to ultimately serve the interest of the nation and its advancement. With its economy (Al-Albani, 2019). Volunteer work is a vital factor in building and developing society and spreading social cohesion among its people. Volunteer work is a human practice linked to all the meanings of good and noble work for all human beings since God created the earth and everything on it. Voluntary social work took several primitive forms imposed by human nature that make people come to the aid of each other due to society's need for integration and cooperation (Barzan, 2017: 7). Based on the above and the researcher's belief in the importance of developing a culture of volunteer work among nurses, and given the focus of most previous studies on the great role of volunteer work, and the necessity of strengthening it and instilling its values in society in general, and nurses in the health sector in particular, this study seeks to stimulate and develop a culture of volunteer work. Among nurses, by revealing ways that volunteer work contributes to achieving happiness among volunteers and developing society to achieve the vision of the Kingdom of Saudi Arabia 2023.

Research problem and questions

The research problem is summed up by identifying the following main question: The reality of Developing a culture of volunteering work among nurses in the Kingdom of Saudi Arabia in the light of vision 2030?

The following sub-questions branch out from this question:

1. What are the requirements (personal, social, economic) to enhance the culture of volunteer work in light of Vision 2030?
2. What is the degree of volunteer work practices Health workers in light of Vision 2030?
3. What are the obstacles that a volunteer may face during the volunteer experience?

Research aims

1. Identifying the requirements (personal, social, economic) to enhance the culture of volunteer work in light of Vision 2030.
2. Identify the degree of volunteer work practices Health workers in light of Vision 2030.
3. Identify the obstacles the volunteer may face during the volunteer experience.

The importance of studying

The theoretical and practical importance of the current study is as follows:

A- Theoretical importance:

- The study takes its importance from the importance of volunteering in achieving the security of individuals and society and the influential role in building a system of values and developing national unity among members of society.
- The study contributes to presenting an analysis of the most important volunteer values practiced by volunteers and their effects on building national unity their social relationships and practices.
- The current study also contributes to revealing the moral impact of volunteering values on individuals and the extent of their adherence to the ethical code of volunteering.

B- Practical importance:

- The current study drew the attention of officials to volunteerism and its impact on national unity, the importance of volunteer values, and the necessity of promoting them among members of Saudi society.
- The study provided an evaluation of the role of volunteerism in building national unity among members of Saudi society.
- Governmental institutions, charitable civil organizations, and all participants and those interested in volunteer work within the Kingdom of Saudi Arabia benefit from the current study.

The limits of the study

The study was summarized in the following terms:

- Objective boundaries: Developing the culture of volunteer work among nurses in the Kingdom of Saudi Arabia in light of Vision 2030.
- Spatial boundaries: The study is applied to all universities in the Kingdom of Saudi Arabia

- Human limitations: The study is limited to all workers interested in the health field.
- Time limits: The current study is being implemented in 2024.

2. Theoretical framework

Definition of volunteer work

Volunteer work is defined as the effort made voluntarily, without financial compensation, by individuals, groups, or institutions to meet social needs or provide services related to an issue that affects society. It is a human practice associated with good work and the meanings of goodness (Abdel Aziz, 2015: 82). Volunteer work is defined as the effort made by a person in his community or for specific groups to satisfy internal human feelings and motives, which receives satisfaction and acceptance from members of society (Ashour, 2019: 16). Volunteer work also means providing assistance, assistance, and effort to work to achieve good in society in general and for its individuals in particular. It is called volunteer work because a person does it voluntarily without being forced by others to do it (Al-Rifai, 2020). From the above, it can be said that volunteer work is the effort that an individual undertakes on his own, without obtaining a financial return for the goals of volunteer work, to acquire new practical skills and experiences, and to provide benefit to himself and society (Alkashami et al. 2023; Shwedehe et al. 2024).

Objectives of volunteer work

The primary goal of volunteer work is to provide a humanitarian service to achieve the development and progress of society. (Rushdi, 2013) explained the goals of volunteer work as follows:

1. Helping individuals, groups, and societies to confront the problems they face to reach self-sufficiency and social effectiveness.
2. Focus on every person who needs help or assistance.
3. Activating all existing energies and capabilities in society, and working with them to achieve justice and equality in society.
4. Contributing to resolving and addressing the economic, humanitarian, and social imbalance.
5. Research and investigate problems, and make the necessary suggestions to avoid them, or find appropriate solutions to address them.

The importance of volunteering

The importance of volunteering is evident through the following:

1. The inability of the state in contemporary society to respond to all societal needs; For financial reasons because the state is unable to respond to people's needs promptly, or other reasons that the state may not have the ability or willingness to provide important resources and mobilize them to meet the needs of poor and marginalized groups in society; Hence the importance of the voluntary sector.

2. The voluntary sector is usually better able to identify the gaps that exist in the community's service system and thus highlight them and attract attention to them.
3. Providing citizens with the opportunity to perform services themselves; reduces the extent of social problems in society.
4. In line with the main principles on which societies are based, volunteer work enables citizens, through their education, training, and contribution to various activities, to participate in making decisions that affect their lives and the lives of their community.
5. Volunteer work is an indicator of the humanitarian side of society, deepens the spirit of solidarity among people, encourages cooperation, and develops the spirit of community.
6. Promoting youth affiliation and participation in their community.
7. Developing young people's capabilities and personal, scientific, and practical skills.
8. It allows young people to learn about the gaps in the service system in society.
9. It provides young people with the opportunity to express their opinions and ideas on public issues of concern to society.
10. It provides young people with the opportunity to perform services on their own and solve problems through their efforts.
11. It provides young people with the opportunity to participate in determining the priorities that society needs and to participate in decision-making

Motivations for volunteer work

There are a set of motivations for volunteer work, as he sees it (Naji, 2018)

1. Volunteering out of love for others and assisting them.
2. Volunteering to form social relationships and achieve some personal benefits, such as obtaining a profession or job.
3. Volunteering to acquire new skills and experiences that the volunteer may need in the future in his working life and that may only be available through volunteer work.
4. The religious motive develops a person's sense of duty towards his community and towards the environment that surrounds him.
5. The desire to achieve self-actualization, defend values, and spread the principles in which a person believes. This is a basic motivation for the human soul. Volunteering is also considered one of the secondary needs of a person according to Maslow's theory of human needs, and therefore engagement in it occurs after a person meets his secondary needs. Desire to occupy Nabulsi's free time.

Areas of volunteer work

There are many fields of volunteer work, and by reviewing many previous studies on volunteer work; As a study by Al-Bishri (2019); Several areas of volunteer work within the school were mentioned, the most prominent of which are mentioned below:

1. The health field: Volunteering in the health field is an important work in developing health awareness, preserving human health, and contributing to spreading the values of health cooperation. Among the most prominent health volunteer activities within the school are: giving lectures and educational and awareness seminars. Providing medicines and health care, visiting the sick, and comforting them.
2. The environmental field: School volunteer work in the field of the environment includes giving awareness lectures about the environment, conducting outdoor activities for students that include taking care of beaches and parks, combating pollution, and reducing or recycling the amount of waste, as well as contributing to afforestation.
3. The social field: This field includes various activities, including caring for childhood and motherhood, caring for the family and the elderly, providing services to special groups with special needs and those wishing to get married, caring for the families of prisoners, providing cultural, scientific and religious services, serving the guests of God, and sponsoring orphans, and it may include School volunteer work in the social field is spreading social awareness, visiting the sick, removing harm, and being kind to people or animals.
4. The educational field: This includes all charitable works that aim to spread science and knowledge in society, whether that is building schools, teaching, providing expertise and advice, eradicating illiteracy, continuing education, or through the learning disabilities program, or through providing home education for those who are late in school. It also includes teaching colleagues some subjects, providing training courses, holding educational workshops, and participating in mastery classes.

Characteristics of volunteer work

The most prominent characteristic of volunteer work is its connection to human qualities, as it is an activity that requires the presence of volunteers Content, style, and means of carrying it out to distinguish it from other activities, which is what Shagurova et al, 2016 pointed out when he emphasized that among community activities, volunteer work is essentially characterized by being an activity however this activity is constantly linked to a set of main indicators that define its nature (Aboelazm, K. S., 2021). What distinguishes it from others is that these indicators are related to the basic characteristics that characterize volunteer work, which are the content of the activity, the means of carrying out this activity, the patterns of the activity, as well as the goals and results related to the activity. The presence of a volunteer work group is also characterized by the characteristics that are formed during the undertaking of its practices, which include: Valuable human traits, such as altruism, empathy, honesty, dealing with others, benevolence, and other traits.

Barzan (2017) touched on the most important characteristics of volunteer work and explained them as follows:

1. Volunteer work is an effort and work that an individual commit himself to voluntarily.
2. Unpaid work, but an organization governed by institutional administrative frameworks, such as general assemblies, the Board of Trustees, boards of directors, and other regulations and legislation. What he mentioned is true and is more clear in institutional volunteer work, but other types of volunteer work may not be governed by any institutional frameworks.
3. Volunteer work is an organization that does not aim for financial profit, and the members of the organization who supervise it do not benefit from it, and no personality is distributed among them. They make profits
4. Volunteer work is an organization governed by specific legislation that regulates its work, and it depends on transparency, independence, distance from conflicts, solidarity, honesty, integrity, honesty, and equality.
5. Volunteer work does not take place in a vacuum, but it requires tight organization to be able to achieve its goals without improvisation and chaos, and this requires the availability of infrastructure and an environment that encourages volunteer work.
6. According to the legislation in force in the countries, it must be made public, and the announcement does not come according to the fact that volunteer work does not take place in secret, and in most countries of the world an official license is required to establish volunteer work institutions. One of the most important characteristics of volunteer work is its coverage of all areas of life, balance in individual needs, continuity of performance, as well as organization and speed of response.

The culture of volunteer work and the Kingdom's vision 2030

The goal of the political administration in the Kingdom in its Vision 2030 was clear in drawing the features of more responsible citizenship towards the next stage of building a nation with advanced, prosperous, and solid specifications (Nafha, 2020, 104).

This is evident in the Kingdom's Vision 2030 document. We find it based on three basic axes:

- A vibrant society: a solid value with an environment full of solid structures, to strengthen Islamic values and national identity, and enable a full life. The vision under this axis emphasises the necessity of striving to achieve environmental sustainability in future projects and also aims to improve the cultural environment of Saudi cities.
- A prosperous economy: a fruitful opportunity and effective investment with an attractive, competitive location exploited to develop and diversify the economy and increase employment rates. It also aims to reduce the unemployment rate in the Kingdom of Saudi Arabia from 11.6% to 7% of the total population.
- An ambitious nation with an effective government and a responsible citizen, by enhancing government effectiveness and enabling social responsibility. Among the things that can be achieved by this are: One million volunteers annually: Reaching one million volunteers in the non-profit sector annually. Increasing the contribution of the non-profit sector to the gross domestic product from less than 1 to 5%.

Based on the relationship between volunteering and human resources, it can be said that the mainstay and foundation of human resources is the youth group: given the special importance this group represents; Because they are in the giving stage, and possess high mental and physical ability, the importance of youth participation in volunteer work stems from its role in strengthening youth's belonging to their countries, from developing youth's intellectual, artistic, scientific, and practical abilities and skills, and from providing them with a wide opportunity to express their opinions on issues of concern to society, which is what it seeks. It has Vision 2030 among its previously mentioned goals (Al-Luhaidan and Al-Bazai 2018), (Al-Saeed and Al-Makawi, 2020)

To achieve the Kingdom's Vision 2030, volunteer management departments were established and activated in non-profit sector organizations (Yas, H., Jusoh, A., Streimikiene, D., Mardani, A., Nor, K. M., Alatawi, A., & Umarlebbe, J. H., 2021). This department specializes in identifying the organization's volunteer needs, providing volunteer opportunities for it, and attracting and employing volunteers, according to their abilities and the organization's needs. The department also undertakes the qualification and training of volunteers according to the task, following them up during the performance, honoring them, and publishing their achievements after carrying out volunteer work (Ministry of Human Resources and Social Affairs, 1438).

The Kingdom also established the Volunteer Work System (1441), which aims to “organize and develop volunteer work, spread the culture of volunteer work among members of society and its institutions, regulate the relationship between the parties to volunteer work, define their rights and duties, and enhance the values of national belonging, humanitarian work, and social responsibility among members of society and its institutions.” Developing the capabilities of volunteers and directing them toward national priorities (Volunteer Work System, 1441: 1).

The volunteer work platform is one of the most important achievements that has contributed to facilitating volunteer work through volunteers' access to volunteer opportunities with ease and ease, obtaining notifications about volunteer opportunities according to their interests, monitoring and documenting volunteer hours, in addition to providing specialized volunteer opportunities that have an impact (Aboelazm, K. S., 2022). From the above, it is clear to us that tireless efforts. The Kingdom is making efforts to support volunteer work and its individuals, which requires the combined efforts of educational institutions to enhance the culture of economic and social work (Volunteer Work Platform, 2022, paragraph3)

At the global level, the United Nations adopted the United Nations Volunteer Programme, which is an international organization that contributes to achieving peace and development through volunteer work in all parts of the world. This program constituted a huge qualitative shift that led to institutional work that benefited all countries and contributed to consolidating the rules of volunteer work by attracting The best global experiences and the participation of 126 member states of the United Nations (Al-Tuwaijri, 1434: 109)

Anyone who contemplates societies will notice the extent to which the movement and stagnation of societies are linked to the level of their culture (Yas, H., Alkaabi, A., ALBaloushi, N. A., Al Adeedi, A., & Streimikiene, D., 2023). If a positive and effective culture prevails, society will be vibrant, productive, and advanced, and vice versa. The culture of volunteering is

part of the general concept of culture, and finding it in any society contributes to achieving more progress and achievement (Mishaal 2021: 261)

Volunteer work is also one of the most important means used to participate in improving the status of societies in our current era, and it is gaining increasing importance day after day, relying on several factors to achieve progress and success, the most important of which is the human resource (Reem, 2019: 93).

Hence, the need for community members to volunteer and participate in volunteer work is important and necessary, and for the culture of volunteer work to be a way of life for them, we must work to spread it and establish it among all members of society, and strive to achieve its requirements and address the obstacles that prevent it (Aboelazm, K. S., 2024). From the above, it is clear to us the tireless efforts being made by the Kingdom of Saudi Arabia towards supporting volunteer work and its individuals, which requires the combined efforts of institutions to enhance the culture of volunteer work among members of society. To achieve this, several requirements require knowledge and focus of attention on them to facilitate the dissemination and promotion of the culture of volunteer work.

Obstacles to volunteer work:

Volunteer work faces several obstacles, including economic, social, and cultural obstacles that limit its full positive impact on society. This is what Al-Hilalat (2018) pointed out when he stressed that every volunteer work, like any other work, faces many obstacles, whether they are economic or social obstacles. Or cultural, which prevents benefiting from the positive aspects of this social work, which, if well planned, implemented and practised, will provide services that benefit most members of society, especially since volunteer work has become a common requirement that achieves several goals that are in the interest of society as a whole and its individuals. This also includes the challenges that hinder volunteer work and limit benefits from it: the lack of sufficient time for volunteers, the complete weakness of financial funding, the lack of self-culture among individuals and their negative perceptions towards volunteer work and its institutions, as well as the failure to acquire sufficient skills for volunteer work, as mentioned by both. From (Cvetkovic, Milasinovic, & Lazic, 2018, p. 38) when they emphasized that volunteer work suffers

There are many obstacles, which can be summarized as follows:

1. Time constraints and the lack of ample time for volunteers or charitable organizations.
2. The lack of significant benefits accruing to the sectors in which one volunteers.
3. Absence of proper management of volunteer work.
4. Lack of material resources and lack of sufficient funding.
5. Lack of development of means and mechanisms of transportation.
6. Lack of acquired skills required to participate in volunteer work or low levels of self-esteem and lack of confidence in possessing these skills.

7. Negative mental perception of volunteer work activities, or building false and negative concepts about volunteer work institutions.
8. Lack of cultural cohesion, and lack of self-conviction that volunteer work will change society for the better.

3. Study methodology and procedures

Study Approach:

Based on the nature of the subject of the study and the objectives it seeks to achieve, the descriptive approach was used for the purposes of the study.

Study population and sample:

The study population consists of all hospital workers and those interested in the health field, including students and employees. A random sample was taken from the original research population, and the size of the study sample was (380) people. The following table shows the distribution of the study population according to the variables of the study.

Table 1 Distribution of study sample members according to study variables (n= 380)

Table 1: Demographic, social information.				
N	regions	Response Count	Response Percent %	p-value (X2)
1.	Central area	60	15.8	0.000
2.	North area	160	42.1	
3.	South area	75	19.7	
4.	East area	85	22.4	
5.	West area	60	15.8	
Answered question		380	% 100	
Skipped question		0	0	
N	Site of work	Response Count	Response Percent	p-value (X2)
1.	Ministry of Health	66	17.4	0.000
2.	General Medical Directorate in Region	61	16.1	
3.	MOH government Hospital	131	34.5	
4.	Non-MOH government sectors (including Hospital)	39	10.3	
5.	MOH-Primary Care Center	32	8.4	
6.	Private Hospital	13	3.4	
7.	Private Primary Care Center	10	2.6	
8.	University	11	2.9	
9.	Unemployment	12	3.2	
10.	Students	5	1.3	
Answered question		380	% 100	
Skipped question		0	0	
N	Nationality	Response Count	Response Percent	p-value (X2)
1.	Saudi	300	78.9	0.000
2.	non Saudi	80	21.1	
Answered question		380	% 100	
Skipped question		0	0	

N	Gender	Response Count	Response Percent	
1.	Male	247	65.0	
2.	Female	133	35.0	
Answered question		380	% 100	
Skipped question		0	0	
N	Age	Response Count	Response Percent	p-value (X2)
1.	18-24	63	16.6	0.000
2.	25-34	112	29.5	
3.	35-44	99	26.1	
4.	45-54	76	20.0	
5.	55 or older	30	7.9	
Answered question		380	% 100	
Skipped question		0	0	
N	Qualifications	Response Count	Response Percent	p-value (X2)
1.	Diploma	60	15.8	0.000
2.	Bachelor	160	42.1	
3.	Master	75	19.7	
4.	Ph.D.	85	22.4	
5.	Internship	60	15.8	
Answered question		380	% 100	
Skipped question		0	0	
N	Position Held	Response Count	Response Percent	p-value (X2)
1.	General Manager	110	28.9	
2.	Staff	55	14.5	
3.	Director	60	15.8	
4.	Supervisor	57	15.0	
5.	nurses	92	24.2	
6.	Internship	1	.3	
7.	Unemployment	5	1.3	
Answered question		380	% 100	
Skipped question		0	0	
N	Years of experience in career	Response Count	Response Percent	p-value (X2)
1.	<3	102	26.8	0.000
2.	3-5	26	6.8	
3.	6-10	198	52.1	
4.	11-15	34	8.9	
5.	> 15	20	5.3	
Answered question		380	% 100	
Skipped question		0	0	

It is clear from the previous table that the research sample consists of 380 people, including hospital employees and nursing students, and the regions are divided by (15.8% Central area), (42.1%) North area, (19.7%) South area, (22.4%) East area, and (15.8%) West area. area and the Site of work was divided into 17.4% Ministry of Health and 16.1% General Medical Directorate in Region in Region and 34.5% MOH government Hospital and 10.3% Non-MOH government sectors (including Hospital) and 8.4%. , MOH-Primary Care Center 3.4) Private Hospital and a percentage of 2.6% Private Primary Care Center and a percentage of 2.9 University and a percentage of 3.2) Unemployment and a percentage of Students. It is also clear from the table that (78.9%) Saudi and (21.1%) non-Saudi, and the percentage was (65.0%) Male and (35.0%) Female, and the age percentage was (16.6%) 18-24 and (29.5%) 25-34 and (%) (26.1) 35-44 and

(20.0%) 45-54 and (7.9%) 55 or older and Diploma (15.8%) and (42.1) Bachelor and (19.7) Master and (22.4%) Ph.D. And (15.8%) Internship. It is also clear from the table that the Position Held was divided into (28.9%) General Manager, (14.5%) Staff, (15.8%) Director, (15.0%) Supervisor, (24.2%) nurses, (3%) Internship, and (1.3%) percent. Unemployment and Years of experience in career (26.8) <3, (6.8%) 3-5, (52.1%) 6-10, (8.9%) 11-15, and (5.3%) > 15.

Internal consistency validity of the questionnaire

The internal consistency of the study tool was calculated by calculating the Pearson correlation coefficient and applying the study tool to a survey sample consisting of (30 people) from outside the study sample between the score of each statement and the score of the axis/dimension to which it belongs. The results were as follows:

The first axis: Requirements (Subjectivity, social, economic) to enhance the culture of volunteer work In Saudi universities in light of Vision 2030.

Table 2 Internal consistency of the first axis

Subjectivity	N	Pearson Correlation	SIG	social	N	Pearson Correlation	SIG	economic	N	Pearson Correlation	SIG
	1.	.729**	.00		1.	.717**	.00		1.	.754**	.00
	2.	.761**	.00		2.	.773**	.00		2.	.828**	.00
	3.	.708**	.00		3.	.777**	.00		3.	.754**	.00
	4.	.790**	.00		4.	.812**	.00		4.	.815**	.00
	5.	.772**	.00		5.	.782**	.00		5.	.788**	.00
	6.	.766**	.00		6.	.784**	.00		6.	.800**	.00
	7.	.700**	.00		7.	.776**	.00		7.	.811**	.00
	8.	.777**	.00		8.	.714**	.00		8.	.821**	.00
	9.	.796**	.00		9.	.718**	.00		9.	.201**	.00
	10.	.765**	.00		10.	.748**	.00		10.	.191**	.00
	11.	.714**	.00		11.	.798**	.00				
	12.	.733**	.00		12.	.743**	.00				

**Dignified at a significance level of 0.01

*Significant at the significance level of 0.05

The previous table shows the Pearson correlation coefficients between each of the first axis statements and the degree of the dimension to which it belongs. The Pearson correlation coefficients and statistical significance appear, which are high positive correlation coefficients that are statistically significant at the level of statistical significance (0.01), which indicates that the first axis of the study tool is distinguished by its validity. Internal consistency in its dimensions and that the statements in each dimension relate to it and measure what they were designed to do.

The second axis: The degree of volunteer work practiced In Saudi universities in light of Vision 2030.

Table 3 Internal consistency of the second axis

N	Pearson Correlation	SIG	N	Pearson Correlation	SIG
1.	.536**	0.00	14.	.622**	0.00

2.	.634**	0.00	15.	.537**	0.00
3.	.600**	0.00	16.	.604**	0.00
4.	.599**	0.00	17.	.544**	0.00
5.	.584**	0.00	18.	.618**	0.00
6.	.601**	0.00	19.	.654**	0.00
7.	.621**	0.00	20.	.613**	0.00
8.	.583**	0.00	21.	.630**	0.00
9.	.598**	0.00	22.	.648**	0.00
10.	.551**	0.00	23.	.671**	0.00
11.	.615**	0.00	24.	.600**	0.00
12.	.651**	0.00	25.	.655**	0.00
13.	.609**	0.00	26.	.577**	0.00

**Dignified at a significance level of 0.01

*Significant at the significance level of 0.05

It is clear from the previous table that the correlation coefficients between the items and the total score for the second axis were all good and acceptable. All of them were significant at a significance level less than or equal to (0.01).

The third axis: Obstacles that a volunteer may face during the volunteer experience.

Table 4 Internal consistency of the third axis.

N	Pearson Correlation	SIG	N	Pearson Correlation	SIG
1.	.768**	0.00	5.	.765**	0.00
2.	.768**	0.00	6.	.739**	0.00
3.	.751**	0.00	7.	.590**	0.00
4.	.766**	0.00			

**Dignified at a significance level of 0.01

*Significant at the significance level of 0.05

It is clear from the previous table that the correlation coefficients between the items and the total score for the third axis were all good and acceptable. All of them were significant at a significance level less than or equal to (0.01).

Resolution stability:

Reliability is defined as the extent to which a measure is able to give similar results when the measurement is repeated under similar conditions (Swanlund, 2011). Reliability in most cases is a correlation coefficient. Reliability means the extent to which the repeated measurement results of the study tool are related. To verify the stability of the research tool, Cronbach coefficients were used, the results were as in the following table:

Table 5 Reliability coefficients for the questionnaire using Cronbach's alpha reliability coefficient

Axes and dimensions	Number of phrases	Cronbach
The first axis: Requirements (Subjectivity, social, economic) to enhance the culture of volunteer work In Saudi universities in light of Vision 2030	34	.966
Subjectivity	12	.928

social	12	.934
economic	10	.885
The second axis: The degree of volunteer work practiced In Saudi universities in light of Vision 2030	26	.931
The third axis: Obstacles that a volunteer may face during the volunteer experience	7	.856
The complete questionnaire	67	.944

The previous table shows the reliability coefficients using Cronbach's alpha for the research tool according to the axes. We find that the Cronbach's alpha coefficients for the first axis reached (.966), for the second axis they reached (.931), and for the third axis they reached (.856), while the Cronbach's alpha value for the tool as a whole reached (.944). We note that all reliability coefficients were high. From the above reliability results, it can be concluded that the tool is characterized by a high degree of reliability, which makes the researcher reassured about the responses of the sample members to the questionnaire. Therefore, the results that will be reached through the questionnaire will be reliable and relied upon for discussion and interpretation, and through calculating the validity and reliability of the study tool. And make sure of that.

4. Discussion and Conclusion

Results related to the first question, their discussion and interpretation:

The first question stated, "What are the requirements (personal, social, economic) to enhance the culture of volunteer work in light of Vision 2030?"

To learn about the requirements (personal, social, economic) to enhance the culture of volunteer work in light of Vision 2030; The arithmetic means, standard deviations, and total score were calculated as follows:

The first axis: the requirements (personal, social, economic).

Table 6 The arithmetic means, standard deviations, and total score for the statements for the first axis.

N	Paragraph	mean	Std. deviation
Subjectivity			
1.	Knowledge thanks to volunteer work in the Book of God and the Sunnah of His Prophet	4.0316	.90092
2.	Read historical stories about volunteer initiatives from Islamic history	4.1368	.81685
3.	Filling free time with benefit and benefit through volunteer work	4.1868	.82144
4.	The desire for the ultimate benefit of volunteer work in this life and in the afterlife	3.9053	.95352
5.	Cooperation that enhances teamwork	4.0711	.90306
6.	Looking forward to gaining useful experiences and skills for the future	3.6342	1.13723
7.	Interest in permanent participation in volunteer work with official bodies	3.8421	1.11659
8.	Constantly following up on the activities of volunteer charitable organizations	3.8711	.97011
9.	Attending qualifying training courses on volunteer work	4.1579	.84798
10.	Overcoming the obstacles that prevent participation in volunteer work	4.0789	.98489
11.	Investing talents and abilities in volunteer work	4.0289	.93972
12.	Organizing time in a way that helps with permanent volunteer participation	3.9447	.92437
The total score for the first dimension		3.9908	.70795

Social			
1.	Instilling in the family a love of volunteer work in children is an important motivation towards volunteering	3.9026	.98992
2.	Investing in public events in providing attractive cultural activities to educate girls about volunteer work	3.9263	.91878
3.	Participation of charitable organizations in community events increases volunteer opportunities	3.7921	.96997
4.	Increasing the proportion of volunteer programs for girls in charitable organizations enhances the culture of volunteer work	3.8711	.95365
5.	Participation of female volunteers in urging their colleagues to join reliable volunteer associations	3.8868	.96391
6.	Participation of family members in reliable volunteer projects enhances the culture of volunteering	3.7816	.98922
7.	The existence of communication channels between charitable institutions and girls	3.8000	.95381
8.	Hosting distinguished figures in volunteer work to share their experiences	3.9500	1.00402
9.	Visit charitable institutions and learn about their achievements	4.0526	.93446
10.	Investing in technology to attract talent and involve them in volunteer work	3.9526	1.00019
11.	Establishing the principle of social solidarity among female students enhances volunteer work	3.8658	1.05039
12.	Strengthening national belonging among female students encourages their participation in volunteer work	4.0263	.88930
The total score for the second dimension		3.9007	.73783
Economic			
1.	It is important to support volunteer projects and programs that have a social impact	3.9026	1.00840
2.	The need to raise awareness of profit-making institutions about the importance of financially supporting volunteer programs	3.8079	1.04386
3.	The importance of setting moral incentives for those working in the field of volunteering in the governorate	3.8211	1.05998
4.	It is necessary to provide means of transportation that facilitate access to charitable organizations	4.0053	.89559
5.	Investing in modern technology and communication platforms to facilitate volunteer participation	4.0079	.93732
6.	Increasing volunteer projects that contribute to achieving national development	3.8658	1.09708
7.	Providing specialized centers to guide and advise female volunteers	3.8605	1.09159
8.	The importance of organizing training courses to develop volunteer work skills among female students	3.7553	1.09958
9.	Media participation Charitable organizations that demonstrate the importance of volunteer work	4.3000	.76154
10.	Allocating institutions that support volunteer work	4.3605	.65300
The total score for the third dimension		3.9687	.68365
The total score for the first axis		3.9525	.66122

It is clear from the previous table that the requirements (personal, social, economic) to enhance the culture of volunteer work in light of Vision 2030 came with a degree of (Agree), where the general average was (3.9525), with a standard deviation of (.66122).

Also, all the statements were between agree and neutral, and the researcher explains this by the agreement of the study members regarding the employees and students' opinion about it

It is important to support volunteer projects and programs that have a social impact, The need to raise awareness of profit-making institutions about the importance of financially supporting volunteer programs, The importance of setting moral incentives for those working in the field of

volunteering in the governorate, It is necessary to provide means of transportation that facilitate access to charitable organizations, Investing in modern technology and communication platforms to facilitate volunteer participation, and Increasing volunteer projects that contribute to achieving national development, and Providing specialized centers to guide and advise female volunteers , and The importance of organizing training courses to develop volunteer work skills among female students, and Media participation Charitable organizations that demonstrate the importance of volunteer work, and Hosting distinguished figures in volunteer work to share their experiences, and Visit charitable institutions and learn about their achievements, and Investing in technology to attract talent and involve them in volunteer work, and Investing in public events in providing attractive cultural activities to educate girls about volunteer work, and Participation of charitable organizations in community events increases volunteer opportunities, and Increasing the proportion of Volunteer programs for girls in charitable organizations enhance the culture of volunteer work, and Participation of female volunteers in urging their colleagues to join reliable volunteer associations, and Participation of family members in reliable volunteer projects enhances the culture of volunteering, and The existence of communication channels between charitable institutions and girls, and Knowledge thanks to volunteer work in the Book of God and the Sunnah of His Prophet, and Read historical stories about volunteer initiatives from Islamic history, and The desire for the ultimate benefit of volunteer work in this life and in the afterlife, Cooperation that enhances teamwork, and Looking forward to gaining useful experiences and skills for the future, and Interest in permanent participation in volunteer work with official bodies, and Overcoming the obstacles that prevent participation in volunteer work, and Investing talents and abilities in Volunteer work, and Organizing time in a way that helps with permanent volunteer participation.

Also, those who consider volunteer work find that it is subject to the individual's conviction and the extent of his sense of responsibility towards volunteer work, so educational institutions must pay attention to achieving the requirements of strengthening and developing his culture. This is what Mishal (2021) confirms in her study, in that there is a direct relationship between students' understanding of the culture of volunteer work and their practice of it. The more there is an increase in the understanding of volunteer work, the better the practice of volunteer work.

This indicates the importance of basing volunteer work on a cultural basis based on developing the spirit of participation, altruism, the principles of giving, initiative, and assuming social responsibility.

(Al-Buali, 2020) also emphasizes the importance of strengthening ties with charities, volunteer organizations and bodies, meeting distinguished volunteers and introducing people to their initiatives and giving and presenting them to society as benevolent and constructive elements, which contributes socially to strengthening the culture of volunteer work.

Because the volunteer sector is a non-profit sector, it was necessary to coordinate with civil society institutions and government agencies to maximize the use of resources allocated to promoting social development programs. The link between the media and volunteer work has become an important matter, through which the community can be informed of the aspects of volunteer work and encourage positive participation in it (Al-Tuwaijri 2020, p. 267)

Results related to the second question, their discussion and interpretation:

The second question stated: “What is the degree of volunteer work practices Health workers in light of Vision 2030?”

To learn about the degree of volunteer work practices Health workers in light of Vision 2030; The arithmetic means, standard deviations, and total score were calculated as follows:

The second axis:

The degree of volunteer work practiced in Saudi universities in light of Vision 2030

Table 7 The arithmetic means, standard deviations, and total score for the statements for the second axis.

N	Paragraph	mean	Std. deviation
1.	I feel happy when I do volunteer work	4.4184	.63842
2.	Volunteer work softens the heart and makes it more compassionate	4.4000	.63992
3.	Volunteer work is a manifestation of interconnectedness and cohesion	4.3500	.68618
4.	I would like to volunteer because it is a religious requirement encouraged by our true religion	4.3711	.67500
5.	Volunteering makes me feel sincere and pure	4.3711	.63885
6.	I prefer participating in volunteer work	4.4368	.60229
7.	Volunteer work increases a person's ability to interact with others	4.3789	.66068
8.	I would like to participate in helping the poor and needy	4.3658	.66609
9.	Volunteer work disciplines myself and keeps me busy with the world	4.3316	.64612
10.	Volunteer work contributes to improving behavior	4.3526	.67513
11.	Volunteering makes me feel completely satisfied with myself	4.3763	.68375
12.	Some areas of volunteer work make me feel the importance of my role and social duty	4.3421	.66880
13.	Participating with others in solving their problems makes me feel psychologically comfortable	4.3684	.68996
14.	I love volunteer work because it helps me gain social intelligence	4.3658	.66212
15.	I want to volunteer because it makes me responsible towards society	4.2895	.73394
16.	Volunteer work earns me the love of others	4.3658	.68561
17.	I prefer volunteer work because it increases my experience in health culture	4.2684	.74192
18.	I like to volunteer to prove myself	4.2421	.82143
19.	Volunteering in the effort makes me feel socially accepted	4.3053	.75944
20.	I seek volunteer work because it is required in most areas of life	4.2921	.72748
21.	I like to participate in volunteer work because it gives me social status	4.3342	.71648
22.	I prefer volunteer work because it frees me from the formal work routine	4.3342	.71278
23.	I prefer volunteer work in the field of transporting sick and injured people because it makes me feel emotional	4.3500	.73805
24.	I tend to donate money because it is necessary for some volunteer work	4.3711	.71302
total		4.4158	.63392

It is clear from the previous table that the degree of volunteer work practiced in Saudi universities in light of Vision 2030 came with a degree of (strongly agree), where the general average was (4.4158), with a standard deviation of (.63392). Also, all the statements came between agree and strongly agree, and the researcher explains this by the agreement of the study members regarding the employees and students' opinion about it

I feel happy when I do volunteer work, and Volunteer work softens the heart and makes it more compassionate, and Volunteer work is a manifestation of interconnectedness and cohesion, and I would like to volunteer because it is a religious requirement encouraged by our true religion, and Volunteering makes me feel sincere and pure, and Volunteer work increases a person's ability to interact with others, and I would like to participate in helping the poor and needy, and Volunteer work disciplines myself and keeps me busy with the world, and Volunteer work contributes to improving behavior, and Some areas of volunteer work make me feel the importance of my role and social duty, and Participating with others in solving their problems makes me feel psychologically comfortable, Volunteering in the effort makes me feel socially accepted, I seek volunteer work because it is required in most areas of life, I like to participate in volunteer work because it gives me social status, I prefer volunteer work because it frees me from the formal work routine, I prefer volunteer work in the field of transporting sick and injured people because it makes me feel emotional, I tend to donate money because it is necessary for some volunteer work.

This study is consistent with the study (Dodoc, et al, 2023) which aimed to identify the factors that affect young people's practice of volunteer work, as well as to know the problems and challenges they face in volunteer work, and it reached a number of results, including that among the factors that contribute to young people's participation in self-voluntary volunteer activities is Regarding motivation towards volunteer work, one of the challenges faced by young volunteers is the ambiguity of the role they play and the imbalance between powers and influence between volunteers and those responsible for managing these volunteer works.

Results related to the third question, their discussion and interpretation:

The third question stated, "What are the obstacles that a volunteer may face during the volunteer experience ?"

To learn about the obstacles that a volunteer may face during the volunteer experience; The arithmetic means, standard deviations, and total score were calculated as follows:

The third axis: the obstacles that a volunteer may face during the volunteer experience

Table 8 Arithmetic means, standard deviations, and total score for the statements for the third axis.

N	Paragraph	mean	Std. deviation
1.	The widespread idea that volunteer work wastes energy may prevent people from volunteering	4.2421	.70753
2.	Lack of community awareness of the importance of volunteer work	4.3079	.63946
3.	Some families prevent their children from volunteering under the pretext of wasting time	4.3000	.68493
4.	The volunteer's qualifications are not suitable for the volunteer work in which he wishes to participate	4.3474	.59936
5.	Long administrative procedures for volunteer institutions to accept volunteers	4.3737	.61840
6.	Volunteer work lacks organization and creativity	4.2895	.67398
7.	Volunteer families require financial returns from any volunteer work	4.2842	.68782
Total		4.3064	.48348

It is clear from the previous table that the obstacles that a volunteer may face during the volunteer experience came in at a degree of (strongly agree), as the general average was (4.3064), with a standard deviation of (.48348). Also, all the statements came between agree and strongly agree, and the researcher explains this by the agreement of the study members regarding the employees and students' opinion about it

The widespread idea that volunteer work wastes energy may prevent people from volunteering, Lack of community awareness of the importance of volunteer work, Some families prevent their children from volunteering under the pretext of wasting time, The volunteer's qualifications are not suitable for the volunteer work in which he wishes to participate, Long administrative procedures for volunteer institutions to accept volunteers, Volunteer work lacks organization and creativity, Volunteer families require financial returns from any volunteer work. This study is consistent with the study of (Skramstad, 2014) that there is a difference between individuals in terms of facilitating participation in volunteer work and clear motivational differences. The study revealed the presence of a strong motivation for non-local workers who have a small network in the city also among students who had previously volunteered, and revealed the presence Obstacles for students who have commitments either to work, to family, or to friends. These barriers are generally higher with local students, and satisfaction is higher for students who are driven by social networks, interests, and experience, and among those who hold leadership positions. The study recommended seeking students to participate In volunteer work because of its importance, and explaining the role of each of them in this participation, it called on the competent authorities in the two countries to work to provide financial support to support volunteers and provide rewards and incentives to them.

5. Summary of search results

Summary of the results of the first question:

The results of the study showed the first question, which read: What are the requirements (personal, social, economic) to enhance the culture of volunteer work in light of Vision 2030? The requirements (personal, social, economic) to enhance the culture of volunteer work in light of Vision 2030 came with a degree of (Agree), where the general average was (3.9525), with a standard deviation of (.66122).

Summary of the results of the second question:

The results of the study showed the second question, which stated: What is the degree of volunteer work practices Health workers in light of Vision 2030? The degree of volunteer work practiced in Saudi universities in light of Vision 2030 came with a degree of (strongly agree), as the general average was (4.4158), with a standard deviation of (.63392).

Summary of the results of the third question:

The results of the study showed the third question, which stated: What are the obstacles that a volunteer may face during the volunteer experience? The obstacles that a volunteer may face

during the volunteer experience was (strongly agree), as the general average was (4.3064), with a standard deviation of (.48348).

6. Recommendations:

- Spreading community awareness of the importance of volunteer work among family members.
- Work to reduce the long administrative procedures for volunteer institutions to accept volunteers.
- Providing financial and moral rewards to volunteers.

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