

Participant Worksheet

HRM ↑ High

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Low

High

Considerations →

Second, place a corresponding dot for each Consideration on the **HRM** axis, from low to high. Recall the following:

The higher intensities of HRM practices would be applied as:

- The volunteer agency is larger.
- Volunteer and paid staff work assignments are more similar.
- The volunteer program is more professionalized.
- The volunteer program is more formal.

And the lower intensities of HRM practices would be applied as:

- The volunteers value more autonomy and freedom.

Third, place an “X” on the **HRM** axis where your dots indicate your agency’s intensity of HRM practices should fall.

First, write the highlighted word on the **Considerations** axis, from low to high, for each factor below:

1. **Size** of your agency
2. **Similarity** of your agency’s volunteer and paid staff work assignments
3. **Professionalism** of your agency’s volunteer program
4. **Formality** of your agency’s volunteer program
5. **Autonomy**/freedom of your agency’s volunteers