

Original Paper

Research on the Behavior Performance of Teaching Volunteers: Based on the Questionnaire Survey of International Teaching Volunteers

Qihang Tong^{1*}

¹ The International Department of Chengdu No.7 Middle School, Chengdu, Sichuan, China

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Abstract

Teaching volunteers will directly affect the effectiveness of volunteer teaching, so the behavior performance of teaching volunteers extremely important. This paper is based on the results and through the survey found some significant problems in the teaching activities and give some effective and feasible countermeasures and solutions, the scope of the educational background in this thesis is high school students, college students and graduate students, and the range of thee age is from 1980 to 2009.

Keywords

the behavior of volunteer, educational background, the range of age

1. Introduction

In this era of rapid development of information technology, more and more people around the world pay attention to educational equity. Therefore, we need to explore more deeply the role and significance of international volunteer education programs in improving the global education level of children.

1.1 Influence of International Volunteer Teaching on the Education Level of Local Children

At present, there are many theories about the definition and origin of international volunteer teaching, but most researchers believe that international volunteer teaching refers to the global education program supported by UNESCO and UNICEF, which aims to help poor children get better educational opportunities by providing teaching resources and training courses. Some studies have shown that the impact of international volunteer teaching on children's educational level is positive. For example, some studies have shown that international volunteer teaching can help children improve their language and social skills and promote their brain development. In addition, international volunteer teaching can

also help children show their cultural diversity in schools and promote their contact with people from other cultural backgrounds. Some studies show that international volunteer teaching can improve children's education level by providing teaching resources and training courses. For example, some studies have shown that international volunteer teaching can help children better understand the curriculum content and improve their academic performance. Moreover, some studies have shown that international volunteer teaching can help children perform better in school and enhance their self-confidence.

1.2 Research on Volunteer Activities

The development of the volunteer service system has a long history. After nearly three centuries of development, it has accumulated and formed a very perfect volunteer service management system. The system has a high degree of life, organization and standardization. The sense of service has become a concept, which permeates the subconscious of citizens. The vast majority of citizens will spontaneously join the volunteer activities. For example, in the United States, volunteer activities are reflected in all aspects of daily life.

1.2.1 Analyze the Management Mode and Activity Process of Volunteer Activities

Researchers Joan E. Pynes found that in social public and non-profit organization activities, a series of procedures: issuing recruitment requirements, screening, comprehensive management, evaluation of the implementation of activities, etc. Susan J. Ellis (1996) discussed the general content of the management of each link from the beginning to the end of the volunteer service activities in the *The Recruitment Book*. For example, planning volunteer service activities, achieving goals, etc. The *101 Ideas for Volunteer programs* by Vineyard, Sue and Steve McClure (1995) introduced the handling of the relationship between all parties in volunteer service and the specific training process of volunteers, which made important contributions to improving the effect of volunteer training and promoting the institutionalization of volunteer training.

1.2.2 Study the Types and Forms of Volunteer Service

Study the types and forms of volunteer service. British scholar Justin Davis conducted an in-depth investigation on volunteer work. He summarized the volunteer activities into two forms, one is the volunteer service activities required by the formal school curriculum, and the other is the volunteer service activities outside the formal curriculum.

1.2.3 Study on the Development of Voluntary Service

Leicester · M · Salmon is an American expert in the field of research volunteer service, He believed that the role of public welfare organizations in society is comparable to the rise of nation-states in the late 19th century, And the volunteer team service organization is one of the common form, There is broad space for development, Lester, mentioned in *The Rise of the Nonprofit Sector*, The world is in a period of great change, Charity service agencies are springing up, It is these departments and groups that are responsible for those overlooked by society, And various public matters that are not individually burdened by any State. It can be seen that Lester gives a high evaluation of the effectiveness of

volunteer activities, and he firmly believes that volunteer activities will continue to play a positive role in the future.

1.3 Literature Review

From the number and trend of the literature. The research of volunteer training appeared as early as the 1970s, and the number of literature has maintained an upward trend and is gradually stabilizing. From the perspective of the content of literature research, the research content mainly focuses on the development of volunteer teaching activities, related concepts, status quo discussion and countermeasures and suggestions. The research content is relatively macro and simple, so the research on the specific process of volunteer teaching is not deep enough. The research of western scholars mainly focuses on the behavior of volunteer teaching and the development and practice of volunteer activities, especially the in-depth research on the motivation consciousness, behavior mode and influencing factors of volunteers, and carry out a large number of empirical analysis. Most existing research from the parents mentality, by recipient students, teaching management, etc, relatively speaking, less attention to volunteer motivation and behavior performance has very important influence on international teaching, and education is effective, want to teach recipient students, we must make volunteers have good and positive motivation and behavior, so as to achieve both benefit. To sum up, although the research on volunteer teaching activities has attracted attention and produced some research results, the current situation of volunteer teaching activities and the motivation of volunteers show some problems and deficiencies. There are some significant problems in the before job training and teacher screening before the volunteer teaching activities. Next, the author will analyze the current problems of volunteer teaching activities from the motivation and behavior performance of international volunteer teaching, and try to put forward effective suggestions and countermeasures.

The study was guided by the following objectives:

- 1) To investigate on the volunteers' educational background and age group.
- 2) To determine the Perceived Influence of behavior performance of teaching volunteers to volunteer teaching

2. Method

2.1 Questionnaire Design and Sample Selection

2.1.1 Investigation Purpose

The main purpose of this survey is to analyze the motivation and behavior performance of the volunteers in the international volunteer teaching activities, and explore the countermeasures to improve the comprehensive ability and cultural communication quality of the international volunteer teaching activities.

2.1.2 Survey Content

In this study, the volunteer teaching activities of overseas primary and secondary schools in Bali, Nepal, Islamic card and Kenya were mainly teaching volunteer in international volunteer teaching activities.

The survey content of this questionnaire includes the basic information of the respondents, the status of the volunteer teaching activities, the positive influence of the volunteer teaching activities, and the problems existing in the volunteer teaching activities.

2.2 Basic Information of the Samples

The questionnaire was distributed online by the author from January to February 2023 in the group of volunteer teaching activities in Bali, Nepal, Islamic Card, Kenya and other overseas countries. A total of 200 questionnaires were distributed.

Table 3-1. Basic Information of the Samples

		Number of people (people)	proportion (%)
educational background	postgraduate	75	37.5
	university student	80	40.0
	senior high school student	45	22.5
age group	1980-1989	50	25.0
	1990-1999	101	50.5
	2000-2009	49	24.5

As can be seen from Table 4-1, the number of young respondents was too large, accounting for 50.5%. From the perspective of the respondents, it covers all the volunteers in the international volunteer teaching activity group. In this survey, the number of people with graduate degree accounted for 37.5%, and 75 volunteers participated. 80 volunteers of college students were surveyed, accounting for 40.0%; the number of high school students was 45, accounting for 22.5%. Among the respondents, there were 49 volunteers in the 2000-2009 group, accounting for 24.5%; 101 volunteers in the 1990-1999 group, accounting for 50.5%; and 50 volunteers in the 1980-1989 group, accounting for 25.0%.

2.3 Interview Implementation

In this study, the questionnaire survey was used to obtain relevant data, and cooperated with the semi-structured interview to further understand the studied questions, so as to supplement the omissions of the questionnaire. The interviewees were mainly 2 principals of the aided schools, 6 teachers of the aided schools, 5 Teaching teaching volunteer, and some aided students and their parents. The interviews with the aided students and their parents only intentionally guide them to answer relevant questions and make relevant records.

3. Result

3.1 Unusual of Motivation of a Few Teaching Volunteer

The motivation of volunteer teaching is the starting point of volunteer teaching to participate in volunteer teaching activities. Exploring the motivation of volunteer teaching to participate in volunteer teaching activities can assist in analyzing the deficiencies in the volunteer teaching activities and putting forward solution strategies. This study references Shen Meng (2011) on the purpose of the volunteer teaching activities, and integrates the motivation of volunteers to participate in the volunteer teaching activities into six aspects, namely: experience life and temper will; improve their own teaching skills and accumulate teaching experience; promote educational equity, make up for the defects of uneven distribution of regional educational resources; fulfill social responsibilities and establish a correct outlook on life; evaluate the system and preferential policies; complete social practice tasks and obtain credits of practical courses; fulfill social responsibilities and establish a correct outlook on life.

According to the questionnaire survey of volunteer teaching in Bali (see Figure 5-1), the participation motivation of volunteer teaching students is diversified. About 33% of the volunteers aim to improve life, hone their will and increase teaching experience; about 17% think the primary goal is to promote educational equity and make up for the unbalanced distribution of regional educational resources; another 4% and 0% receive course credit for preferential policies and social practice tasks respectively. According to the analysis results, in order to promote education fair and fulfill social responsibility as the main purpose of volunteers 37.5%, therefore, it can be seen that a lot of teaching volunteer are willing to contribute to Bali, and to “altruism” as the motivation, but there are still many teaching volunteer to enrich their teaching experience, improve their teaching skills as the main goal, belong to the participation of “egoism” motivation.

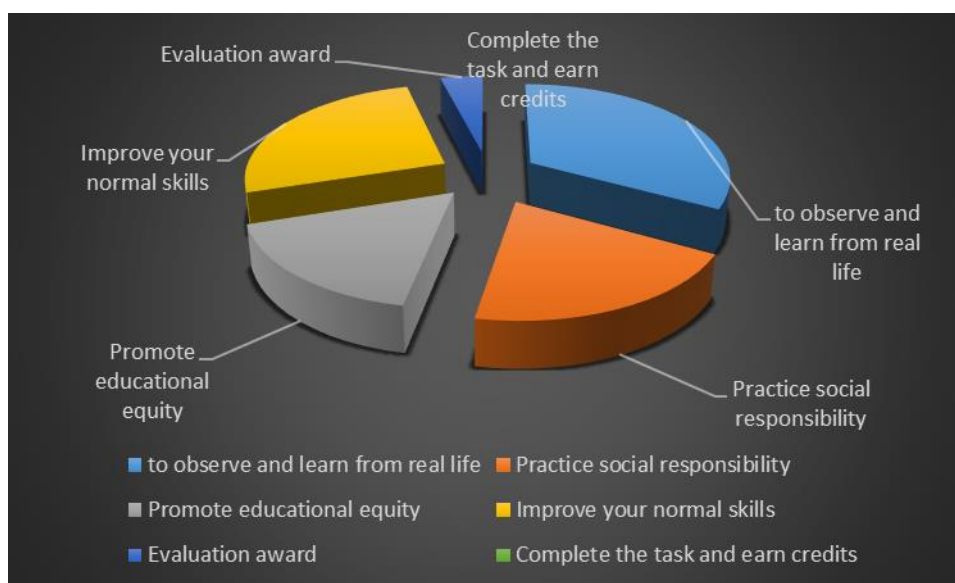


Figure 5-1. Motivation of Volunteer Teachers

The alienation of the motivation of a small number of volunteers will also cause their inaccurate understanding of the goal of volunteer teaching, affect their working attitude, and is not conducive to the improvement of the professional quality of volunteers, the management of assisted schools, and the formation of a good campus culture. Therefore, the recipient schools should improve the management mechanism and put an end to the emergence of bad motives. The volunteers should also actively correct their thoughts and participate in the volunteer teaching activities with the original intention of making contributions to the society.

3.2 Insufficient Training of Volunteer Teaching

In order to improve the professional level and teaching ability of the volunteers, most volunteer teaching organizations will conduct short-term training before the volunteer teaching. The survey found that the volunteers generally believe that the training time is short, the training content is superficial, and the training tends to be formalized. No matter in the training content, training time and frequency, training evaluation system and other aspects, can not achieve practical good results. Volunteers' professional teaching water and classroom control ability is limited. Even in the process of volunteer teaching, volunteers rarely have the opportunity to participate in the training provided by the education system. First, there are few opportunities for training and second, even if there are opportunities, teachers in assisted schools generally give priority to volunteer teachers. In short, the preschool education training time is short and the training is not systematic; the level of the teachers is uneven, and the training opportunities are rare. All these will affect the improvement of teaching skills and educational ability of volunteer teaching, and then affect the effectiveness of international volunteer teaching.

3.3 The Selection Control of Teaching Teachers Is not Strict

As shown in Figure 5-2 in the survey results on the selection criteria of volunteers, 3% of the teachers think the selection is very strict, 51% think the selection is relatively strict, 39% think it is not very strict, and 7% think the selection is not strict. As the same group of volunteers, different people have different understandings of the selection criteria of volunteers, but some people still think that the selection is not strict, which shows that some people have passed the selection assessment easily. Through these data analysis, it shows that the selection of volunteers is not strict enough.

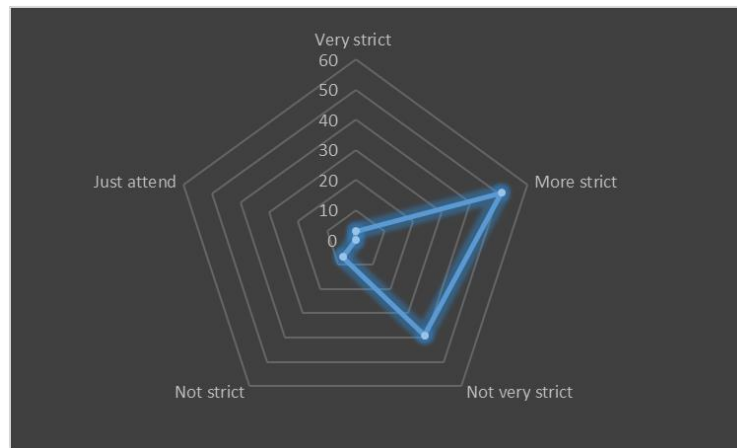


Figure 5-2. Attitude of the Volunteer Teachers

According to further interviews, some volunteer teaching organizations have no systematic selection criteria for volunteer teachers when selecting volunteers. Interview judges only by teaching organization internal members and teaching experience of senior, lack of professional teachers and education management in, even some volunteers teaching without selection or interview directly in teaching activities, these also reflects the teaching organization in personnel screening link is casual, is not strict. Therefore, the quality of the volunteer teachers and the overall level of the volunteer teaching team cannot be ensured.

3.4 Some Volunteers of Volunteer Teaching Have Insufficient Understanding of the Significance of Volunteer Teaching Activities, which Results in the Phenomenon of Free or Random Coping in the Process of Volunteer Teaching

In view of this phenomenon, the relevant investigation is also carried out, mainly from the teaching volunteers' preparation of the course. As shown in Figure 5-3, is the question "Do you prepare lessons before you teach?" In the answer, it can be seen from the questionnaire results that a few volunteers were not fully prepared before teaching. Although 87% of the teaching volunteer prepared lessons before teaching, only 52% of the volunteers carefully designed each teaching activity before teaching. Ten percent of the volunteers conceived the course but did not prepare the course; 3 percent collected the course information but did not integrate the materials. This shows that although most of the volunteers prepared lessons carefully before the volunteer teaching activities, some volunteers did not take them seriously and dealt with the class at will, which is not realizing the core significance of the volunteer teaching activities.

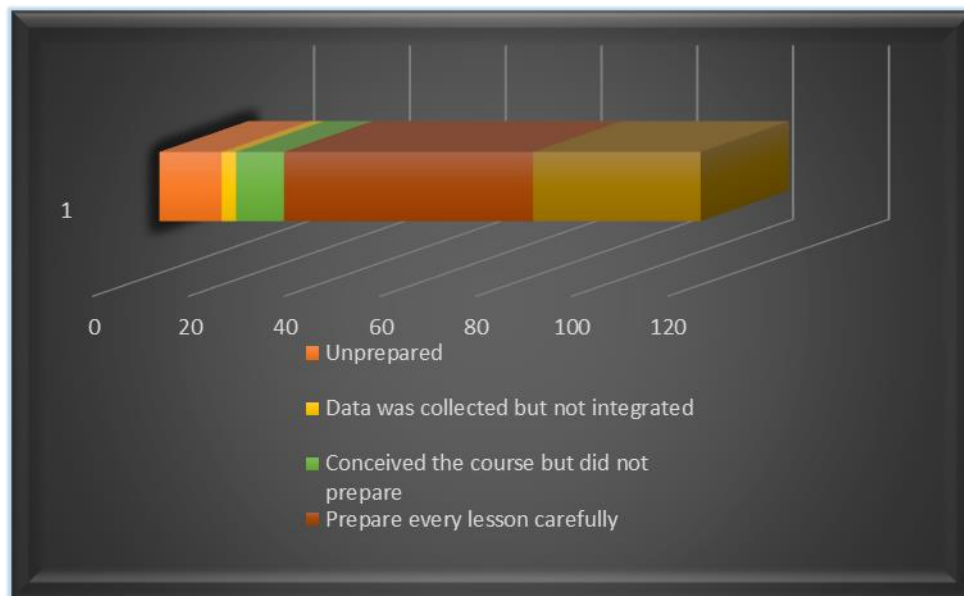


Figure 5-3. Preparation of Courseware by Volunteer Teachers

Through observing the process of volunteer teaching activities and private contact with teaching volunteers, the author learned that some volunteers think that they can complete the teaching task, which will not have any bad impact on students. This attitude of not seeking merit, but seeking no fault is very irresponsible. It will not have a positive effect on the volunteer teaching work, but will affect the overall appearance of the volunteer teaching team. If this idea spreads in the volunteer teaching organization, it is likely to affect the ideas of other volunteers and local teachers, resulting in the lazy atmosphere of volunteer teaching activities, affecting the overall effect of volunteer teaching, and the teaching effect of the assisted schools to some extent. Therefore, volunteer service organizations need to improve the selection mechanism of teaching volunteers and improve its relevant publicity mechanism, and publicize the concept of volunteer teaching in place, so as not to let the impure motivation disappear the original intention of volunteer service.

3.5 Some Teaching Volunteers Have Insufficient Understanding of the Significance of Volunteer Teaching Activities, and the Classroom Content Deviates from the Target Theme

The volunteer teaching activities should be based on the teaching requirements of the recipient schools and on the development of students, so as to greatly supplement the insufficient educational resources of the aided schools and promote the better development of students. However, after research, it is found that some volunteer teachers in the classroom teaching knowledge has a certain deviation, the goal is high, a little unrealistic. This is not only no substantial help for the students' current study, but also takes up the class time. It shows that some volunteers have insufficient understanding of the significance of volunteer teaching and fail to be reasonable and effective in the classroom content arrangement.

4. Discussion

4.1 Strengthen the Training of Branch Volunteer Teachers

For volunteers without teaching experience, can take part in some teaching training, master the teaching method, teaching how to guide you to write lesson plans, how to teach, how to speak a vivid lesson, at the same time will be combined with the previous teaching problems and communication, tell how to better solve these problems, how to combine the level of local children teaching. In this way, there will be no deviation in practice, to achieve the effect of twice the result with half the effort.

4.2 Understand the Situation of the Volunteer Teaching Areas in Advance

Before going to the volunteer teaching area, the volunteer teachers can learn about the situation of the volunteer teaching place in advance through the Internet, including the culture, customs, traffic conditions of the volunteer teaching place and so on. In the education and training courses, some courses can help the volunteers to understand the students' cultural background and the formation of the school culture. Understanding cultural differences helps volunteers to integrate into cross-cultural communication and avoid the occurrence of problems such as cultural conflicts. In this way, I will be more calm and confident in the actual process of volunteer teaching.

4.3 Strengthen Safety Awareness and Skills

Before supporting teaching, volunteers should learn some self-rescue skills in advance, such as first aid, escape and other problems. At the same time, you should also learn how to protect yourself, do not easily trust strangers or go to unsafe areas.

4.4 Clarify the Goal of Volunteer Teaching

In view of the current trend that volunteers blindly follow the trend when they participate in short-term volunteer teaching activities, and for the basic nature and objectives of short-term volunteer teaching activities, the goals of short-term volunteer teaching activities should be defined first. The goal of volunteer teaching plays a guiding role in the teaching ability of the short-term teaching volunteers. First of all, the teaching volunteer organizations should formulate the specific goals of the short-term teaching volunteer activities according to the relevant government regulations, the nature of their own volunteer teaching, and the actual situation of the volunteer teaching areas. The objectives should include the overall objectives of the volunteer teaching activities and the specific objectives related to various disciplines and extracurricular activities. Secondly, in the process of publicity and training, the specific objectives of the short-term volunteer teaching activities should be clearly conveyed to the volunteers, the teaching ability of all volunteers should be guided according to the overall objectives, and the teaching objectives of different subjects should be standardized according to the specific objectives of each subject.

4.5 Cultivate the Awareness of Supporting Teaching and Correct the Attitude of Supporting Teaching

Volunteer teaching is not a simple job, as long as the coax children can be competent. In order to correct this wrong understanding, it is also necessary to change the improper attitude of some volunteers to participate in volunteer teaching activities out of utilitarian mentality or "self-interest"

motivation. On the one hand, in the process of volunteer selection, we should pay close attention to their attitude and participation motivation, and do not employ volunteers with incorrect attitude and impure motivation. Teaching team leaders, on the other hand, to play a leading role, organize activities to strict seriously, often emphasize the purpose of the teaching and spirit, speak some can reflect the importance of case and story, stimulate the volunteers sense of responsibility and mission, make volunteers' personal goals and short-term teaching activities. In addition, from the recruitment of volunteers, in the process of screening, training, assessment and volunteer teaching, if the volunteers with the wrong concept of volunteer teaching are found, they should correct their ideological attitude in time. If the volunteer teaching team and the effect of volunteer teaching are seriously affected, their volunteer teaching service will be eliminated and terminated in time.

4.6 Formulate a Detailed Volunteer Teaching Plan

After clarifying the goal of volunteer teaching, a detailed short-term volunteer teaching activity plan should be formulated for the goal of volunteer teaching activities. To ensure that the plan is unified and make overall consideration, we should not only have overall planning, but also have specific planning. According to the overall goals of the volunteer teaching activities, the overall plan is formulated, and specific curriculum plans are formulated according to the specific goals of different subjects. At the same time, the relevant teaching plan, lesson preparation plan, skill plan, activity plan, personnel division of labor plan should be formulated. Secondly, to ensure the continuity of the plan, we should not only have a short-term plan for this volunteer teaching activity, but also increase the long-term plan for the future volunteer teaching. In addition, to ensure that the volunteer teaching activity plan has a certain flexibility and is enough to deal with the occurrence of accidents. Finally, the plan should be objective and avoid subjective randomness. That is to make a plan in line with the local environment and the actual situation of local students, to make the volunteer teaching activity plan really effective.

4.7 Improve the Recruitment and Selection Mechanism of Volunteer Teaching Organizations

First, expand the recruitment channels. Strong publicity is the prerequisite for extensive participation. Expand the publicity channels, in addition to the scope of the school publicity, but also can use the important means of the Internet. The volunteer teaching team establishes its own official website as a publicity platform to carry out timely online publicity. To carry out long-term follow-up and publicity of the internal volunteer teaching activities, timely update the volunteer teaching trends, share the results of the volunteer teaching, and use the popular article push methods to enhance the public's understanding of the volunteer teaching activities and expand their own influence. At the same time, the selection conditions and scope of volunteers are not only limited to the recruitment of students from the universities of the organization, but also to the flow of volunteer teaching talents with the help of volunteer teaching associations and associations between colleges and universities. Second, refine the selection mechanism. Due to the lack of selection criteria for volunteer teachers in many short-term volunteer teaching teams, the structural proportion of recruited volunteer teachers is seriously unbalanced. In order to achieve the goal of volunteer teaching, volunteers with high comprehensive

level should be selected under various considerations. First of all, detailed selection criteria and scoring mechanism should be formulated to reasonably plan the proportion of personnel appointed. Volunteer teaching organizations should formulate clear selection criteria and try in quantitative form to plan the corresponding personnel appointment ratio; secondly, the selection process should fully reflect the requirements of the selection criteria.

4.8 Conclusion and Outlook

This paper studies the behavior of international volunteers, the author found some significant problems in the survey and give some relevant countermeasures, such as a few teaching volunteers motivation alienation, volunteer training, volunteer teacher selection control is not strict, part of volunteers significance of teaching activities, causing the teaching in the process of free or random to deal with the phenomenon, classroom content deviates from the target theme. The author's countermeasures are to strengthen the training of volunteer teachers, understand the situation of the volunteer teaching area in advance, and strengthen the safety awareness and skills to improve the recruitment and selection mechanism of volunteer teaching organizations. Volunteer teaching is not terrible. With careful analysis and proper handling, it can effectively avoid problems and achieve the purpose of benefiting both volunteer teachers and local residents. In the future, more in-depth exploration and research can be conducted in the aspects of diversified development, globalization, sustainability, capital and resources.

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