

religion, scientific and social. The description of environmental volunteers' motivation elements are shown in Table 2.

Table 2 Descriptions of Environmental Volunteers' Motivation

No	Environmental Volunteers' Motivation	Descriptions
1	Helping a cause	-helping a cause concerned with assisting others or giving something back to the community, doing something good for future generation
2	Social interaction	-building social capital by meeting new people and making friends, working as a group
3.	Improving skills	-improving communication skills, environmental action
4	Learning about environment	-learning new skills, gaining experience and building self-esteem
5	General desire to care for the environment	- a desire to care for a particular place, responsibility towards the environment
6	Personal attribute	-care about the environment and the relationship among God, environment and human.
7	Spirituality	- Faith tradition promote environmental stewardship, attitudes and environmental behaviour.

Managers or organization of volunteers need to consider these motivations and developing program to provide volunteers with an experience that meets their motivations. By developing program with volunteer motivation in mind, managers will better be able to recruit and retain volunteers within their organization. So that, this is win-win situation between the managers and volunteers (Bruyere & Rappe, 2007).

### **Environmental Volunteers' Well-Being**

One way to harness the well-being benefits of natural environments is to participate in environmental volunteering, which can increase people's connection to nature and their sense of well-being. Seligman (2011) proposed a multidimensional well-being model to explore the well-being of environmental volunteers. Two main approaches to conceptualising well-being prevail: hedonism and eudaimonia. Hedonism is the idea that maximisation of pleasure is the goal and the way to happiness for all humans, whereas eudaimonia proposes that striving to lead a meaningful life and achieve optimum functioning is the way to happiness (Butler & Kern, 2016; Kragh et al. 2016).