

# The Relationships among Motivations, Commitment and Outcomes of Leisure on Serious Leisure Participants: An Empirical Study of Nonprofit Organizational Volunteers

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**[ Abstract ]** This research was based on the model that was developed by Heintzman & Mannell (2003). The targets of this study were the volunteers of nonprofit organizations. The persistency of volunteers was particularly considered. This research tested if leisure commitment is a mediator between leisure motivations and leisure outcomes (e.g., spiritual benefit and spiritual well-being). First, this research was in accord with literature in order to specify a hypothetical model, and proposes two rival models. Second, the model developed examines 288 non-religious volunteers to identify the fit of proposed model. Structural equation modeling using LISREL was employed to test the relationships among leisure motivations, leisure commitment and leisure outcomes. Finally, the model generalization was demonstrated among the samples of 158 religious volunteers. Results revealed leisure commitment serves as a critical mediator in hypothetical model in the two groups. The contribution of this study is to extend Heintzman and Mannell's model of serious leisure theory, and proposes a suitable theory model for serious leisure participants. Finally, the results provide some suggestions about recruitment and training volunteers for nonprofit organizations.

**[ Keywords ]** Serious leisure, leisure commitment, spiritual benefit of leisure, spiritual well-being.