

## THE STUDY ON THE EFFECTS OF GIG EMPLOYMENT ON TEACHERS' JOB SATISFACTION, WORK-LIFE BALANCE, AND OVERALL WELL-BEING

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### Abstract:

*This study delves into how gig employment affects teachers' job satisfaction, work-life balance, and overall well-being within the evolving gig economy. Teachers are increasingly exploring gig opportunities like online tutoring and freelance educational work due to financial pressures and flexible work options. While these roles provide extra income and professional growth, they can also bring challenges like heightened stress, workload, and a disrupted equilibrium between personal and professional lives. By employing a mixed-methods approach, this research gathers qualitative and quantitative data to uncover both the advantages and risks of gig employment for educators. Ultimately, the study aims to inform policies that support teachers in balancing gig work with their primary roles and overall well-being effectively.*

**Keywords:** *gig economy, gig employment, work-life balance, well-being, job satisfaction, overall well-being, flexibility, professional growth.*

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### Introduction:

A gig economy is a free request system in which temporary positions are common and associations hire independent workers for short-term commitments. The term "gig" is a shoptalk word for a job that lasts a specified time. Traditionally, the term was used by musicians to define a performance engagement ( Ben Lutkevich, 2022)

A gig economy is a free request system in which temporary positions are common and associations contract with independent workers for short-term engagements. According to a report by Boston Consulting Group, India's gig pool comprises 15 million workers employed across diligence similar as software, participated services, and professional services. According to a 2019 report by the India Staffing Federation, India is the fifth largest in flexi-staffing encyclopedically, after the US, China, Brazil, and Japan.( Gig Economy, 2022)

Gig employment, or gig economy, is a labor request

characterized by short-term contracts or freelance work rather of traditional long- term employment. Gig workers frequently work on a design- by- design base, furnishing services to multiple guests contemporaneously. A gig economy is a free request system in which temporary positions are common and associations hire independent workers for short- term commitments. The term "gig" is a shoptalk word for a job that lasts a specified time. Traditionally, the term was used by musicians to define a performance engagement. The gig economy is part of a shifting artistic and business terrain that also includes the participating economy, gift economy, trade economy, and more flexible jobs. The artistic impact of the gig economy continues to change; for illustration, the COVID-19 epidemic has significantly affected hiring trends.

In recent times, the emergence of the gig economy has revolutionized the global labor request, creating openings for individualities to engage in flexible,

short- term, and frequently freelance work arrangements. This paradigm shift, driven by digital platforms and the demand for adaptable work models, has entered colorful sectors, including education. preceptors, traditionally employed in structured and stable surroundings, are decreasingly turning to gig employment to condense their income, explore new professional avenues, and acclimatize to profitable pressures. This study seeks to probe the multifaceted goods of gig employment on preceptors' job satisfaction, work- life balance, and overall well- being.

### What impacts the gig economy?

Gig work is Shifting political, artistic, and business surroundings that affect the gig economy. For illustration, changing government regulations and company programs regarding the employment status of gig workers who are considered full- time workers rather than independent contractors — can alter the gig pool. A full- time worker may be eligible for certain benefits and a base position of pay that an independent contractor would not automatically admit.

### The Growing frequency of Gig Work

The gig economy offers different openings, ranging from online training and freelance class development to consulting and educational content creation. For preceptors, these places may serve as supplementary income aqueducts or avenues for professional growth. still, the counteraccusations of juggling similar places alongside the demands of full- time tutoring are complex and leave in- depth disquisition.

### Challenges in the Teaching Profession

The tutoring profession is innately demanding, characterized by long working hours, emotional labor, and significant workload pressures. Preceptors frequently grapple with fiscal challenges, limited openings for career advancement, and inadequate recognition. These factors may drive preceptors to seek indispensable income sources, such as gig work, to palliate fiscal stress or achieve particular fulfillment.

Yet, the interplay between gig employment and the essential liabilities of tutoring remains underexplored.

### Key Dimensions of the Study:

- 1. Job Satisfaction:** tutoring is a vocation tied nearly to particular fulfillment and a sense of purpose. The influence of gig employment on preceptors' satisfaction with their primary places is pivotal, as it can shape their motivation, performance, and overall career path.
- 2. Work- Life Balance:** Maintaining a balance between professional liabilities and personal life is essential for preceptors. Gig work, while offering inflexibility, may disrupt this equilibrium, leading to heightened stress and reduced quality of life.
- 3. Overall Well-Being:** A schoolteacher's well-being, encompassing physical, internal, and emotional health, directly impacts their effectiveness and the quality of education they deliver. The fresh workload and time commitments of gig work could either enhance or hamper their overall well-being.

### The Dual-Edged Nature of Gig Employment:

While gig work has the implicit to empower preceptors by furnishing fiscal security, professional autonomy, and opportunities for creative expression, it also raises concerns about overwork, lowered job satisfaction, and adverse effects on particular and professional lives. Understanding this binary-whetted nature is vital for policymakers, educational institutions, and gig platforms aiming to support preceptors effectively. Recent studies have explored the impact of gig work and work-life balance on job satisfaction and well-being in colorful sectors, including academia. Gig workers' quality of life is told by factors similar as working terrain, rest, and profitable conditions, with profitable and emotional factors having a stronger impact on overall well-being ( Y. Kim et al., 2023). In advanced education, work-life balance significantly affects preceptors' well-being, with gender inequality, plant stress, and unhealthy surroundings posing

challenges( L. Franco et al., 2021). Interestingly, peripheral faculty report analogous job satisfaction situations as term-track professors, suggesting they may be distributed as independent gig workers( Gesemia Nelson et al., 2020). Work-life balance positively correlates with life and job satisfaction among higher education lecturers, ultimately leading to increased work engagement (Jasmina Žnidaršič & Miha Marič, 2021). These findings highlight the importance of supporting work-family balance through family-friendly policies to enhance teacher productivity and well-being.

**Inflation can significantly influence the dynamics of gig employment for teachers, impacting their job satisfaction, work-life balance, and overall well-being in several ways:**

**Financial Pressures:** As inflation drives up the cost of living, teachers may turn to gig work to supplement their income. While this additional income can provide temporary relief, it may not always keep pace with rising expenses, leading to financial stress.

**Increased Workload:** Engaging in gig work alongside primary teaching roles can lead to longer working hours. This increased workload may strain teachers' ability to balance their professional and personal lives, potentially reducing job satisfaction.

**Stress and Burnout:** The dual demands of teaching and gig work, coupled with inflationary pressures, can contribute to heightened stress levels and burnout, negatively affecting teachers' mental and emotional well-being.

**Job Satisfaction:** While gig work may offer opportunities for professional growth and skill development, the challenges of managing multiple roles under inflationary pressures could diminish overall job satisfaction.

**Work-Life Balance:** Inflation may force teachers to prioritize financial stability over personal time,

disrupting their work-life balance and affecting their physical and emotional health.

#### **Literature review:**

(Dr Neenu Wilsona, 2024), This article titled “Exploring the Gig Worker’s Work-Life Balance and Productivity” provides recommendations for enhancing gig workers’ work-life balance and productivity through flexible working hours, regular breaks, health initiatives, and ongoing training. Future research should explore long-term impacts and policy frameworks to support gig workers’ rights and well-being.

(Lake, 2024) Her article titled “California Assembly Bill 5 (AB5): What's in It and What It Means” has a significant role for gig workers. Legal challenges are currently working their way through the courts Lackey says that, under the bill, if employers begin classifying gig workers as employees, it means these workers will be entitled to a minimum wage, expense reimbursements, health insurance, rest breaks, and the other benefits afforded to employees under California state law. In that sense, the bill creates a level playing field between those working in the gig economy and those hired as regular employees.

(Ramakritinan Swathi Lakshmi, 2022) In this article titled “A Study on Work-Life Balance of Gig Employees in Madurai City – With Special Reference To Food Deliverers,” the author established that there's a link between work-life balance and employee turnover. Employee turnover is reduced to some extent when work-life balance is achieved.

#### **Significance of the Study:**

This research addresses a critical gap in understanding the impact of gig employment on a profession fundamental to societal development. By examining the effects on job satisfaction, work-life balance, and well-being, this study aims to provide insights into the benefits and challenges of gig employment for teachers. Furthermore, it seeks to inform policies and

practices that can enhance the teaching profession, ensuring that gig opportunities contribute positively to educators' lives without compromising their primary roles.

**Objectives :**

1. To investigate the impact of gig employment on teachers' job satisfaction
2. To explore the effects of gig employment on teachers' work-life balance.
3. To identify specific factors within gig employment that contribute to or detract from teachers' job satisfaction, work-life balance, and overall well-being.
4. To suggest the factors that measure job satisfaction, work-life balance, and overall well-being.

**Research Design:**

This study adopts a descriptive research design, leveraging secondary data to examine the effects of gig employment on teachers' job satisfaction, work-life balance, and overall well-being. The study aims to explore patterns, challenges, and opportunities associated with gig work in the teaching profession by synthesizing existing research, reports, and datasets.

**Data Collection:**

The secondary data will be collected from:

- **Academic Journals:** Peer-reviewed articles focusing on gig economy trends and their impact on educators.
- **Government Reports:** Labor and education department reports provide data on employment patterns and teacher well-being.
- **Industry Surveys and White Papers:** Insights from studies by organizations like UNESCO, OECD, or education-focused NGOs on gig work in teaching.
- **Existing Case Studies:** Published case studies analyzing specific instances of teachers engaging in gig work.

- **Databases and Repositories:** Reliable sources such as JSTOR, ProQuest, or Google Scholar.

**Inclusion and Exclusion Criteria**

**Included:** Studies and reports published in the last 10 years focusing on teachers and the gig economy.

**Excluded:** Outdated or regionally irrelevant data, and non-research-based opinions.

**Limitation:**

Secondary data may not fully address all variables, such as specific demographic variations, and reliance on existing data limits control over its accuracy and consistency. However, triangulation of multiple sources aims to mitigate these challenges.

**Finding:**

Gig employment allows teachers to set their schedules, providing them the ability to balance work with personal life because of the flexible convenience time, autonomy, and working hour flexibility. Skill sharing, learning new concepts and technology, subject command, etc., engaging in varied work opportunities sharpens existing skills and offers exposure to new ideas and technologies. The gig teachers serve as a supplementary income source, offering teachers additional or potentially higher earnings to achieve financial stability. Teachers feel encouraged to improve their work quality and explore innovative methods to enhance it. Gig employment offers teachers the opportunity to manage their schedules more effectively, potentially improving work-life balance. However, the irregularity of gig work can sometimes lead to stress and difficulty in maintaining a consistent routine. Teachers in gig roles may face challenges related to financial instability and limited access to professional development opportunities, which can affect their mental and emotional well-being.

**Recommendation:**

Educational institutions and policymakers should consider creating hybrid employment models that combine the flexibility of gig work with the stability of

traditional roles. Establishing support networks and resources for teachers in gig roles, such as counselling services and financial planning workshops, can help mitigate the challenges they face. Offering training programs and skill-building opportunities tailored to gig-employed teachers can enhance their career growth and overall satisfaction.

### Conclusion:

Gig employment in the teaching field has valuable benefits such as flexibility, skill development, and additional income, enhancing their professional and personal lives. However, balancing gig roles with teaching responsibilities is a significant challenge, primarily due to time management issues, emotional demands, professional improvement, and scheduling conflicts. For sustainable job satisfaction and work-life balance, focusing on factors like remuneration, time management, supportive management, knowledge status, subject knowledge, and workload planning is crucial. These measures can improve teachers' overall well-being while engaging in gig employment.

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