

## IMPACT OF GIG ECONOMY ON THE PRODUCTIVITY AND JOB SATISFACTION OF TEACHERS WORKING IN SELF-FINANCING INSTITUTIONS

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### Abstract :

*The rise of the gig economy has significantly altered traditional employment structures, extending its influence to the education sector, particularly among teachers in self-financing institutions. This study explores the impact of gig-based employment on the productivity and job satisfaction of teachers working in these institutions. It examines how contractual and part-time teaching roles affect work engagement, financial stability, and overall job commitment. The research highlights both the advantages—such as flexible work arrangements and diverse teaching opportunities—and the challenges, including job insecurity, lack of institutional benefits, and increased workload. Through a mixed-methods approach, incorporating surveys and interviews, the study assesses the perceptions of teachers regarding their work environment, professional growth, and financial well-being. The findings provide valuable insights into how gig-based employment influences educators' efficiency and satisfaction, offering recommendations for policymakers and institutional leaders to improve working conditions in self-financing institutions.*

**Key words-** Employment, job satisfaction and financial stability

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### Introduction:

The gig economy, characterized by temporary, freelance, or short-term contractual jobs, has significantly influenced various professional sectors, including education. In self-financing institutions, where teachers are often hired on contractual or part-time bases, employment stability is a growing concern. Unlike government-funded institutions that offer secure jobs and benefits, self-financing institutions rely heavily on tuition fees, leading to cost-cutting measures that affect faculty employment conditions.

This paper examines how gig-based employment influences productivity and job satisfaction among teachers in self-financing institutions. It investigates key factors such as job security, financial well-being, workload, professional development, and overall motivation.

### Objective of Research:

1. To analyze the impact of gig-based employment on the productivity and job satisfaction of teachers in

self-financing institutions.

2. To examine how contractual and part-time teaching roles influence work engagement, financial stability, and job commitment.
3. To identify the benefits and challenges associated with gig-based teaching, including flexibility, job insecurity, workload, and lack of institutional benefits.
4. To provide recommendations for policymakers and institutional leaders to enhance the working conditions and professional growth opportunities for teachers in self-financing institutions.

### Literature Review:

#### Understanding the Gig Economy:

The gig economy refers to a labor market driven by short-term contracts and freelancing rather than full-time, permanent jobs. According to research, gig work offers flexibility and diverse opportunities but also brings concerns about income instability and lack of job security (Kalleberg, 2018).

### Teaching in Self-Financing Institutions:

Self-financing institutions rely on student fees rather than government support, often resulting in lower salaries, contractual employment, and limited benefits for faculty. Studies suggest that teachers in such institutions face high job uncertainty, irregular income, and limited professional growth opportunities (Agarwal & Sharma, 2020).

### Impact on Productivity:

Productivity in teaching is linked to factors such as workload management, institutional support, and motivation. Studies indicate that job security and career growth prospects significantly affect teachers' engagement and performance (Gupta, 2019).

### Job Satisfaction and Mental Well-Being:

Job satisfaction in academia depends on salary, job stability, work environment, and career progression. Research highlights that financial insecurity and lack of benefits contribute to dissatisfaction, whereas academic freedom and flexibility enhance job fulfillment (Singh & Mehta, 2021).

### Institutional Challenges and Policy Implications:

Self-financing institutions often operate under financial constraints, limiting their ability to offer competitive salaries and job stability to faculty members. This reliance on gig-based teaching models impacts not only educators but also the quality of education provided to students. Addressing these challenges requires policy interventions, such as improved contractual terms, access to professional development programs, and mechanisms for ensuring financial security (Bryson, 2013).

### Research methodology and Data sources:

This study is based on the primary and secondary sources of data.

**Primary data-** In-depth interviews were conducted with 15 faculty members to gain deeper insights into their experiences covering aspects such as job security,

salary, workload, professional development, and motivation..

**Secondary data-** The required secondary data has been collected from bulletins, published, unpublished records, books and government websites. The collected data is analysed and interpreted to arrive at conclusion.

### Advantages of Gig-Based Teaching:

- **Flexibility and Work-Life Balance**

Many respondents highlighted that gig-based teaching allows them to manage multiple commitments, pursue further studies, and engage in personal projects.

- **Diverse Teaching Opportunities**

Contractual roles enable teachers to work in multiple institutions, broadening their experience and skill set. This exposure enhances their adaptability and professional growth.

### Challenges of Gig-Based Teaching:

- **Job Insecurity and Financial Instability**

A significant portion of respondents expressed concerns about unstable income and lack of long-term employment guarantees. This uncertainty affects their motivation and focus on teaching.

- **Lack of Institutional Benefits**

Unlike permanent employees, gig-based teachers often lack health insurance, retirement benefits, and paid leave, leading to dissatisfaction and stress.

- **Increased Workload and Limited Growth**

Many teachers reported that part-time roles come with excessive workloads without proportional compensation or career advancement opportunities.

### Results and Discussion:

#### Work Flexibility and Productivity:

Most respondents (70%) acknowledged that flexibility in gig-based teaching allowed them to explore multiple opportunities. However, 60% stated that irregular work schedules and high workload affected their teaching quality.

### Financial Stability and Job Security

- **Income Instability:** 70 % of teachers reported irregular salaries, making financial planning difficult.
- **Lack of Benefits:** Many institutions do not provide health insurance, pensions, or paid leave, impacting job satisfaction.

### Institutional Support and Career Growth:

- **Limited Professional Development:** 55% of respondents felt their institutions provided minimal opportunities for research and skill enhancement.
- **Recognition and Motivation:** Only 30% believed their work was adequately recognized by the institution.

### Job Satisfaction Levels:

- **Emotional Stress:** 68% of teachers reported experiencing stress and job insecurity, affecting overall job satisfaction.
- **Work-Life Balance:** Some teachers appreciated the flexibility but struggled with workload management.

### Strategies to Improve the Gig-Based Model in Education:

The gig economy plays a crucial role in self-financing educational institutions by offering cost-efficient staffing solutions. However, its impact on teachers' job security, financial stability, and overall well-being cannot be overlooked. While the model provides flexibility and diverse teaching opportunities, challenges such as job insecurity and lack of institutional benefits need to be addressed. A balanced approach—incorporating institutional reforms and policy support—can help optimize the gig economy's role in education, benefiting both institutions and educators.

### Institutional Reforms

- **Offering Fair Compensation:** Institutions should ensure competitive salaries for gig-based educators.

- **Providing Career Development Opportunities:** Training programs and professional development workshops can enhance job satisfaction.
- **Introducing Performance-Based Incentives:** Bonuses and rewards for effective teaching can improve faculty commitment.

### Policy Recommendations:

- **Government Regulations for Gig Workers:** Policies ensuring minimum wages, job security, and social benefits for contractual teachers are essential.
- **Financial Support for Self-Financing Institutions:** Grants and subsidies can enable institutions to improve faculty hiring practices.

### Key Findings:

- The gig economy provides flexibility but leads to financial instability and job insecurity.
- Teachers in self-financing institutions face high workloads, limited career growth, and lack of institutional benefits.
- Productivity is affected by job uncertainty, while satisfaction depends on financial stability and institutional support.

### Recommendations:

1. **Better Employment Policies:** Self-financing institutions should offer long-term contracts and financial stability measures.
2. **Health and Retirement Benefits:** Institutions should provide health insurance and pension schemes to improve job satisfaction.
3. **Professional Development Opportunities:** Investment in teacher training programs, research funding, and skill enhancement workshops.
4. **Workload Management:** Institutions should balance teaching hours and administrative duties to enhance productivity.

**Future Research Scope:**

Future studies could explore:

- Comparative analysis of job satisfaction between gig-based teachers and full-time faculty.
- Impact of government regulations on employment policies in self-financing institutions.
- Psychological effects of job insecurity in academic professions.

**Conclusion:**

The gig economy has transformed employment structures, particularly in self-financing educational institutions that rely on contractual teaching staff to manage costs and fluctuating enrolments. While this model offers flexibility for educators, allowing them to engage in multiple roles and gain diverse teaching experiences, it also presents significant challenges. The lack of job security, unstable income, and absence of essential benefits such as health insurance and retirement plans create financial stress and dissatisfaction among teachers. Furthermore, increased workloads without adequate compensation or career growth opportunities negatively impact their productivity and engagement.

To address these issues, institutional leaders and policymakers must introduce reforms that ensure fair compensation, job stability, and career development. Performance-based incentives, professional training

programs, and standardized employment policies can improve job satisfaction and enhance educators' efficiency. Additionally, government intervention through regulations and financial support for self-financing institutions can help create a more sustainable employment model. A well-structured approach that balances institutional cost management with fair labor practices is essential for maintaining a motivated and productive teaching workforce.

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