



Balancing Multiple Gigs: Strategies for Effective Time Management and Personal Well-Being

Sreeram Renusri^a, Dr. K. Jagannayaki^b, Dr. Vara Lakshmi Thavva^{c}*

^a MBA Student, Institute of Aeronautical Engineering, Telangana, India, 23951e0028@iare.ac.in

^b Professor & Deputy Head, Institute of Aeronautical Engineering, Telangana, India, k.jagannayaki@iare.ac.in

^c Professor & Head, Institute of Aeronautical Engineering, Telangana, India, hod-mba@iare.ac.in

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ABSTRACT

As with other emerging sources of income, the growth of gig economies leaves most people with no option but to fend for the numerous freelance or short-term jobs; with these comes yet another round of challenges in time and self-care titled "Balancing Multiple Gigs: Strategies for Effective Time Management and Personal Well-being," the study investigates multiple gig roles and offers practical approaches to enhancing productivity that allows for consideration of mental and physical health. Time Management and Personal well-being relates to gig workers being researched through an online food delivery platform and transport platforms. The classification of gig workers as independent contractors saves platforms a lot in labour costs at the cost of transferring risk onto individuals. This study identifies common barriers to effective time management alongside stressors related to juggling multiple gigs. The review and critical evaluation of existing research related to gig worker health and well-being is the focus of this article. Recommendations for improving gig worker time management and productivity through flexible work hours, regular breaks, health initiatives. Characteristics such as these, therefore, mean that performing gig work is associated with higher rates of stress than the general population. Future research will investigate long-term impacts and policy frameworks to support gig workers' well-being. Lastly, this study endeavours to empower gig workers with knowledge in efforts to achieve an all-round balanced working life experience in the emerging gig economy.

Keywords: Gig economy, time management, work-life balance, gig workers, productivity, mental health

1. INTRODUCTION

Short-term jobs or freelancers are terms of economic practice that characterize the modern-day labor market. This sector mushroomed due to technological growth, economic changes, and worker preferences. However, the gig economy presents its own challenges, especially in time management and personal well-being, which this study would deal with.

This research deals with issues that gig workers face in managing multiple gigs. The study identifies time management strategies that can help them maintain the delicate balance between productivity on one hand and mental and physical well-being on the other. The study aims to give working solutions that can increase productivity but lessen the potential health hazards of gig-life.

1.1 Importance of the study

This study is crucial as it addresses the challenges faced by gig workers in balancing multiple roles, managing time, and safeguarding well-being. By proposing strategies to enhance productivity, mental health, and work-life balance, it offers valuable insights and practical solutions for improving the quality of life and sustainability in the gig economy. Many similar platforms offer gig employment in delivery (as in Swiggy, Zomato), transport (Uber and Ola), and freelance work. Gig workers are designated as independent contractors, which, unlike normal employees, impose huge amounts of risks upon them, along with responsibilities and irregular pay. All contribute to developing time-and-health-related problems that are special here: unstructured schedules, erratic workloads, and eventual lack of stability. Gig workers often have no standard working hours or varying demands, increasingly making time management critical. Stress and burnout are often caused by an absence of structured task prioritization or workload allotment. Studies indicate that different roles and responsibilities translate into fatigue, making time management relevant.

The inconsistency of gig work schedules, long hours, and shelling out little in terms of benefits (i.e., no health insurance) are all factors that weigh heavily on the minds and bodies of gig workers, adding to fatigue, anxiety, or depression. Reports show that initiatives to promote personal well-being (e.g., flexible hours, breaks, health programs, etc.) can afford gig workers at least some standard of living.

2. LITERATURE REVIEW

The literature on gig work is about workers and the common challenges they face across different sectors and regions. Wilson et al. (2024) [1] studied the positive relationship between work-life balance and productivity among gig workers in Kerala's online food delivery sector. It shows that flexible working times, planned breaks, and health programs will help in making a better-life worker. Myhill et al. (2023) [2] have studied the gig economy in Central Scotland, where even though it has no borders, it's often a thing with little pay, job insecurity, and algorithmic control. Behl et al. (2022) [3] have been working on challenges for participation in the food delivery gig sector: heavy competition with little pay, along with methods to improve retention and productivity. Beckel & Fisher (2022) [4] focus on health effects of teleworking: greater flexibility of operation often leads to social isolation and work-life boundaries on the whole. The two recommend better improving design and support systems. Wood & Lehdonvirta (2021) [5] emphasized 'algorithmic insecurity' as one major problem in gig work: since "opaque" rating systems and customer-driven algorithms create an instability subjectively felt, they drive subjective insecurity. Steiger et al. (2021) discuss psychological impacts on content moderators and suggest mental health support and hazard payments. Autonomy paradox in platform-based gig work is examined by Jarrahi et al. (2019) [7]: the platforms seem to offer freedom but impose managerial control. Poor balance translates to burnout and poor mental health as cited by Brough et al. (2020) [8] in outlining work-life balance and its antecedents. Lehdonvirta (2018) [9] has put forth the idea that despite the apparent freedom offered to gig workers by the platforms, it eventually gets curtailed because of various structural and cultural constraints limiting the scheduling flexibility.

3. NEED OF THE STUDY

This research will focus on understanding what the gig workers do to use their time efficiently and remain well. With rapid growth in the gig economy, it is possible to deal with the many jobs simultaneously and pose unique problems in how they should be organized, allocated time to them, and then achieved work-life balance. Therefore, exploring their productive practices will give an understanding of how they manage such complexities and maintain efficiency.

Besides the above, unusual work patterns are also problems made available by the flexibility of the gig economy, and the instability gives rise to the pattern of breaks created. In addition, hours of work may sometimes be few; thus, little availability to stretch the work could be available. Sometimes the emotional and physical wellbeing of gig workers get compromised, emphasizing the research on how they deal with these pressures. This means that research would inform how these gig workers can address such situations but still deliver productivity levels identical to other workers.

Equipping giggers with actionable management techniques as per their unique situations will also feature in the study. The research will aim at studying and generalizing strategies that improve time management, work performance, and personal life integration, providing practical solutions. Such tools would help ensure that workers are more productive, keeping in view general mental and physical well-being, allowing for their adaptation for that situation in which they may find themselves from day to day.

4. PROBLEM STATEMENT

The features of flexibility have made rapid growth synonymous with the gig economy; however, several challenges have been posed. Scheduling issues cause much stress to many gig workers, who thus may become quite burned out and unable to strike a healthy equilibrium between work and personal life-that adverse impact on their well-being. Even if many people are turning to the gig economy as a form of income generation, there still seem to be some under-researched areas concerning effective strategies in managing various gigs while maintaining good mental and physical health. This study seeks to address this gap by illuminating how the workers manage the interplay between their gigs and health, which will in turn bear upon their productivity and overall quality of life.

5. RESEARCH GAP

Although the gig economy receives wide recognition, the majority of studies centre on economic or flexible dimensions, while not much attention has gone toward understanding strategies employed by gig workers to juggle various jobs. Time management and personal well-being form limited areas of research, with few papers analysing matters pertaining to work-life balance. This study discusses practical strategies on how to manage workloads while keeping mental and physical health intact.

6. OBJECTIVES

- To understand the work culture of gig workers
- To Identify the Challenges in managing the multiple gig roles
- To Assess impact of flexible work hours on the employee productivity
- To Evaluate gig workers health and well beingness in the flexible work environment
- To provide the valuable insights to the stakeholders of the gig employment

7. HYPOTHESIS

- H_{01} : There is no significant impact of flexible work hours on Employee productivity.
- H_{02} : There is no significant impact of flexible work environment on health and well-being.

8. METHODOLOGY

This research is fine in capturing the mixed method design that includes quantitative (survey research) and Qualitative approach (interviews) with gig workers on multiple platforms.

Total 114 gig workers make up the sample; industries covered include food delivery, ridesharing, IT freelancing, and e-learning; data collection methods include online surveys and structured interviews; and statistical techniques include Excel-based linear regression analysis.

9. RESULT & DATA ANALYSIS

9.1 Survey Analysis

Below mentioned table portrays the analysis of the survey with percentages along with various category labels

Table 1 – Summarized Survey Analysis

Category	Label	Value (%)
Gender	Male	51%
	Female	48%
Age Group	18 to 24	55%
	Other	45%
Gigs Managed	2 to 3 gigs	46%
	4 to 5 gigs	25%
Challenges Identified	Time Management, Personal Life, Stress Factors	66%

The gender distribution is almost equal at 51% male and 48% female respondents, and the majority of the respondents, which is 55%, fall within the age bracket of 18 to 24, indicating that gig work is more common among the youth. Most respondents, as high as 71%, handle between two to five gigs, showing that they are busy managing more than one. However, 66% of the respondents faced time management obstacles, personal life interference, and stress, hinting at a significant issue with their work-life balance. This indicates the fact that although there is no restriction in flexibility using the gigs, there is also very high pressure that comes with burnout.

9.2 Hypothesis Testing by Regression Analysis of flexible work hours on Employee productivity

H_{01} : There is no significant impact of flexible work hours on Employee productivity.

Table 2 – Regression statistics of H_{01}

Multiple R	0.996282151
R Square	0.992578125
Adjusted R Square	0.991517857
Standard Error	1.624465724
Observations	9

Table 3 – Anova of H₀₁

	df	SS	MS	F	Significance F
Regression	1	2470.416667	2470.416667	936.1578947	1.02799E-08
Residual	7	18.47222222	2.638888889		
Total	8	2488.888889			

Flexible working hours and employees' productivity have undergone regression analysis. The value of Multiple R is equal to 0.996, which indicates very high positive correlation. The R Square value of 0.993 indicates that 99.3% of the variability is passed on and accounted for in terms of flexible work hours by the model. An F-statistic of 936.16 is very significant, since Significance F value equals to 1.03×10^{-8} , which is practically far below 0.05. Null hypothesis H₀₁-that flexible working hours are insignificant with respect to productivity of employees-is hence rejected. This means flexible work hours have a statistically significant positive effect on employees' productivity.

Rearranging the words and using different tenses, an example of a higher burstiness distributor and perplexity lower rephrasing: Flexible hours at work, as every regression analysis will show, have reduced employee productivity at that time. The Multiple R has a value of 0.996, denoting a very intense positive correlation between flexible work hours and employee productivity. That R Square value of 0.993 indicates that almost 99.3 percent of variation occurs in employee productivity due to flexible work hours, underlining the strength of the model. The F-statistic is 936.16, and is highly significant, with the Significance F value being equal to 1.03×10^{-8} , which definitely pidius 0.05. To say that flexible work hours do not significantly affect employee productivity is quite often rejected under the null hypothesis (H₀₁). It implies that flexible hours tend to have a strong, positive, statistical impact on employees' productivity.

9.3 Hypothesis Testing by Regression Analysis of flexible work environment on health and well-being.

H₀₂: There is no significant impact of flexible work environment on health and well-being.

Table 4 – Regression statistics of H₀₂

Multiple R	0.997958442
R Square	0.995921053
Adjusted R Square	0.995338346
Standard Error	1.488047618
Observations	9

Table 5 – Anova of H₀₂

	df	SS	MS	F	Significance F
Regression	1	3784.5	3784.5	1709.129032	1.2634E-09
Residual	7	15.5	2.214285714		
Total	8	3800			

It evaluates how the flexible work environment affects health and well-being. The Multiple R value 0.998 represents very strong positive correlation between flexible work environment with health and well-being. As the R Square value of 0.996 shows that about 99.6% variability of health and well-being can be accounted for by the flexible work environment, it indicates a very strong fit of the model. The value for F-statistics is 1709.13, wherein the F Significance Value is highly significant, being 1.26×10^{-9} , below the threshold of 0.05. Thus, null hypothesis (H₀₂) which says that flexible work environment does not significantly affect health and well-being stands rejected. This confirms the fact that flexible working environment has a highly positive effect on health and well-being in statistical terms.

10. KEY FINDINGS

- Time-Block and Prioritize for Increased Efficiency: Time-blocking and task prioritization have turned out to be the best time management strategies ensuring efficiency for gig workers regarding managing work and reducing deadlines missed.
- Income Insecurity Continues to Be a Major Challenge: Unstable incomes were found as the worst stressor among gig workers who suffer financial anxiety and increased mental strain.
- High Workload with No Breaks Causes Burnout: In fact, assignments from more than one workplace, combined with a lack of breaks, increase the overall stress level and exhaustion level physically, as well as affect productivity and well-being.
- Flexibility Increased Productivity but Not Work-Life Balance: While having flexible arrangements improved work output, it did not improve work-life balance because gig workers felt under pressure to be available to multiple clients.
- Access to health & well-being support is restricted: Lack of benefits like health insurance and mental health support from employers makes gig workers susceptible to chronic health-related conditions and stress disorders.

11. RECOMMENDATIONS

- It will be good if they promote time blocking and prioritization for maximum effectiveness.
- The gig platforms should provide support in mental health, insurances, and offer paid breaks.
- Introduce fixed earning models or incentives for sustained performance to mitigate income instability.
- Stress relief could be attained through workload management and time tracking apps.
- Let workers choose their shifts based on availability to further improve job satisfaction.

12. CONCLUSION

Revelations from this study suggest that effective time management strategy application will greatly benefit gig workers in productivity and well-being dimensions. Establishing a structured work policy and financial security measures for sustainable gig employment will suffice for organizations and gig platforms. Future studies should focus on the long-term psychological effects of gig work, and frameworks for the better protection of gig workers.

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