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A Study on Gig Jobs of Employees in Wipro Company at Chennai

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Abstract

The aim of this research paper is to explore the employees who adopt gig jobs in their career to advance their level which deals with the objectives such as the need for gig job in employee's life, importance gig job in the current scenario and factor motivates them to adopt gig jobs. The method adopted in this study is to find the relationship between variables and their association (ANOVA, Chi-Square and Correlation). The findings reveal that there is a significant between the variables at 0.05% significance level.

Keywords: Gig job, employees, knowledge

INTRODUCTION

Gig job is the job that employees take up an additional job apart from the work they perform in the organization for a specific period of time. It is the work and earn concept. It has flexibility work hours, reduced stress, change in the nature of work and independence in the nature of job in which they adopt. It depends on the interest of the employees who are willing to earn their salary apart from the job environment. It helps us the employees to have knowledge in the particular field in which they want to work they perform as gig jobs which in turn boost the economy well and they can also boost the employment in the country. The gig jobs can be on-off line job perform by the employees. Once the job is completed by the employee, they immediate get monetary benefit from the job and they can also find another gig job. This gig jobs workers covers all the sector workers in the economy. This created the habit of earning and saving more. This gig jobs will be added on into their knowledge, experience and also professional qualification into their resume. The gig jobs performed by the employees are not considered as an employee in any of the organization.

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REVIEW OF LITERATURE

Mohamed Mousa., Walid Chaouali., Monowar Mahmood (2021) study aims to know the digital employees registered in crowdsourcing platforms. Quantitative research with the collected sample of 279 employees from digital platforms using Smart PLS. And the results shows that the employees get a feeling of career satisfaction.

Adrian Todoli-Signes. (2017) examines the gig economy employee as well as self-employee to have the regulation for the employment. The finding reveals that they need for a new special labour regulation and it also justifies the need for this regulation.

Sita Mary Thomas., Venkat Baddipudi. (2022) study explore the employee commitment towards job satisfaction in the changing work environment and also the role of culture and leadership has an impact on them. Further gaps have been identified for future research.

Senhu Wang., Lambert Zixin Li., Adam Coutts. (2022) compared the mental health and life satisfaction of gig workers in UK during pandemic period. Cross-sectional survey has adopted in this study. 429 samples of gig workers. The results suggests that the mental health of gig workers is worse than unemployed persons.

Yeong Gug Kim., Yeasun Kate Chung., Eunju Woo. (2023) study is to know the gig workers quality of life and there well-being through work life balance. A sample collected from 447 gig workers using convenience sampling method with SEM model and CFA was performed. Implications of the gig workers in the platform market is also discussed.

RESEARCH GAP

The research gap has been found out from the review of literature is that no other studies have taken gig jobs of employees in a particular company. So, the gap has been identified in order to full fill through literature review.

OBJECTIVES OF THE STUDY

- ❖ To study the need for gig job in employee's life
- ❖ To determine the importance of gig job in the current scenario
- ❖ To analyze the factors motivates them to adopt gig jobs

RESEARCH METHODOLOGY

The methodology has been used to find the methods related to the relationship between the variables. The test adopted in this study is one way ANOVA, Chi-Square and Correlation.

ANALYSIS AND DISCUSSION

ONE WAY ANOVA

- ✓ NULL HYPOTHEIS: There is no significant difference between gender and income level of employees.

Descriptives

GENDER

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum	Between-Component Variance
					Lower Bound	Upper Bound			
BELOW 20,000	5	1.00	.000	.000	1.00	1.00	1	1	
21,000-30,000	10	1.00	.000	.000	1.00	1.00	1	1	
31,000-40,000	25	1.20	.408	.082	1.03	1.37	1	2	
ABOVE 40,000	10	2.60	.516	.163	2.23	2.97	2	3	
Total	50	1.42	.702	.099	1.22	1.62	1	3	
Fixed Effects			.373	.053	1.31	1.53			
Model Random Effects				.426	.06	2.78			

ANOVA

GENDER

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	17.780	3	5.927	42.598	.000
Within Groups	6.400	46	.139		
Total	24.180	49			

RESULT

Null hypothesis is rejected and alternate hypothesis is accepted at significance level of 0.05%.

CHI-SQUARE TEST

NULL HYPOTHESIS:

- ✓ There is no significant difference between age and the need for gig jobs in your life such as extra income and ability to scale fast. RESULT: reveal that the null hypothesis is rejected and alternate hypothesis is accepted with the significance level of 0.05%.

Crosstab

			THENEEDFORGIGJOBINYOURLIFE_EXTRAINCOM E					Total
			STRONGLY AGREE	AGRE E	NEUTR AL	DISAGR EE	STRONG LY DISAGR EE	
AGE	21-25 YEARS	Count	15	0	0	0	0	15
		Expected Count	7.5	3.0	1.5	1.5	1.5	15.0
	26-29 YEARS	Count	10	10	4	0	0	24
		Expected Count	12.0	4.8	2.4	2.4	2.4	24.0
	30-35 YEARS	Count	0	0	1	5	5	11
		Expected Count	5.5	2.2	1.1	1.1	1.1	11.0
Total	Count	25	10	5	5	5	50	
	Expected Count	25.0	10.0	5.0	5.0	5.0	50.0	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	62.197 ^a	8	.000
Likelihood Ratio	66.006	8	.000
Linear-by-Linear Association	34.607	1	.000
N of Valid Cases	50		

Crosstab

			THENEEDFORGIGJOBINYOURLIFE_ABILITYTO SCALEFAST					Total
			STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	
AGE	21-25 YEARS	Count	15	0	0	0	0	15
		Expected Count	7.5	3.0	1.5	1.5	1.5	15.0
	26-29 YEARS	Count	10	10	4	0	0	24
		Expected Count	12.0	4.8	2.4	2.4	2.4	24.0
	30-35 YEARS	Count	0	0	1	5	5	11
		Expected Count	5.5	2.2	1.1	1.1	1.1	11.0
Total	Count	25	10	5	5	5	50	
	Expected Count	25.0	10.0	5.0	5.0	5.0	50.0	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	62.197 ^a	8	.000
Likelihood Ratio	66.006	8	.000
Linear-by-Linear Association	34.607	1	.000
N of Valid Cases	50		

a. 12 cells (80.0%) have expected count less than 5. The minimum expected count is 1.10.

NULL HYPOTHESIS

- ✓ There is no significant difference between marital status and factors motivates them to adopt the gib job- family circumstances. RESULT: reveal that the null hypothesis is rejected and alternate hypothesis is accepted with the significance level of 0.05%.

MARTIALSTATUS

*

THEFACTORSMOTIVATEYOUOADOPTTHEGIGJOBS_FAMILYCIRCUMSTANCES

Crosstabulation

			THEFACTORSMOTIVATEYOUOADOPTTHEGIGJOBS_FAMILYCIRCUMSTANCES					Total
			STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	
MARTIALSTATUS	MARRIED	Count	25	10	0	0	0	35
		Expected Count	17.5	7.0	3.5	3.5	3.5	35.0
UNMARRIED		Count	0	0	5	5	5	15
		Expected Count	7.5	3.0	1.5	1.5	1.5	15.0
Total		Count	25	10	5	5	5	50
		Expected Count	25.0	10.0	5.0	5.0	5.0	50.0

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	50.000 ^a	4	.000
Likelihood Ratio	61.086	4	.000
Linear-by-Linear Association	40.111	1	.000
N of Valid Cases	50		

a. 7 cells (70.0%) have expected count less than 5. The minimum expected count is 1.50.

NULL HYPOTHESIS

- ✓ There is no significant difference between management level and challenges faced through gig job- Job insecurity. RESULT: reveal that the null hypothesis is rejected and alternate hypothesis is accepted with the significance level of 0.05%.

Management level the challenges faced through gig-job and Job-in-security Crosstabulation

			THE CHALLENGES FACED THROUGH GIG JOB INSECURITY					Total
			STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	
MANAGEMENT LEVEL	SENIOR LEVEL	Count	25	0	0	0	0	25
		Expected Count	12.5	10.0	1.0	1.0	.5	25.0
	MIDDLE LEVEL	Count	0	15	0	0	0	15
		Expected Count	7.5	6.0	.6	.6	.3	15.0
	JUNIOR LEVEL	Count	0	5	2	2	1	10
		Expected Count	5.0	4.0	.4	.4	.2	10.0
Total		Count	25	20	2	2	1	50
		Expected Count	25.0	20.0	2.0	2.0	1.0	50.0

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	68.750 ^a	8	.000
Likelihood Ratio	80.472	8	.000
Linear-by-Linear Association	35.232	1	.000
N of Valid Cases	50		

CORRELATION

- There is no relationship between type of gig job their perform and importance of gig job in the current scenario. RESULT: There is a significant relationship between type of gig job their perform and importance of gig job in the current scenario.

Descriptive Statistics

	Mean	Std. Deviation	N
TYPEOFGIGJOBYOU PERFORM_ONLINET UTORS	2.30	1.282	50
IMPORTANCEOFGI GJOBINTHECURRE NTSCENARIO_OPPO RTUNITYTOTRYNE WJOBS	2.20	1.340	50

Correlations

		TYPEOFGIGJOBYOU PERFORM_ONLINET UTORS	IMPORTANCEOFGIGJO BINTECURRENTSCEN ARIO_OPPORTUNITYT OTRYNEWJOBS
TYPEOFGIGJOBYOU PERFORM_ONLINET UTORS	Pearson Correlation Sig. (2-tailed) N	1 50	.974** .000 50
IMPORTANCEOFGI JOBINTHECURRENT SCENARIO_OPPORT UNITYTOTRYNEWJ OBS	Pearson Correlation Sig. (2-tailed) N	.974** .000 50	1 50

** . Correlation is significant at the 0.01 level (2-tailed).

LIMITATIONS OF THE STUDY

- ✓ Sample size- 50
- ✓ Area- Chennai City
- ✓ Time is constraint

SCOPE FOR FURTHER RESEARCH

Further the researcher can do the research on the gig workers in various field to know the advancement in the gig jobs and to know the growth and development of gig workers in India.

CONCLUSION

The gig job has been the major boom for the economy. So, the role of employees in the gig platform is growing nowadays and to address the gig jobs and their association with the employees in the current scenario.

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