

A Study on Contingent Workforce: Gig Economy with Reference to International Bakery Product Limited

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ABSTRACT

The purpose of this project is to study the contingent workers of gig economy, with the special attention to “International Bakery Product Limited”. The gig economy, characterized by short-term, has witnessed significant growth in recent years. This shift has brought about a new category of workers, known as contingent workers, who engage in temporary work rather than traditional full-time employment. While the gig economy offers flexibility and autonomy, it also presents challenges for contingent workers, including limited benefits, income instability, and Discrimination as independent contractors. This project delves the contingent workers in the gig economy, examining the various types of gig work, the motivations behind individuals' participation, and the implications for workers. The project also explores the Employee job satisfaction, Training Program Effectiveness, workplace safety, competencies of employee and challenges of workers.

Keywords: Training Program Effectiveness, workplace safety, competencies of employee.

1. INTRODUCTION

A gig economy is a free market system in which temporary positions are common and organizations hire independent workers for short-term commitments. The term "gig" is a slang word for a job that lasts a specified period of time. Traditionally, the term was used by musicians to define a performance engagement. In a gig economy, large numbers of people work in part-time or temporary positions or as independent contractors. The result of a gig economy is cheaper, more efficient services, such as Uber or Airbnb, for those willing to use them. Examples of gig workers include freelancers, independent contractors, project-based workers and temporary or part-time hires.

OBJECTIVES OF THE STUDY

- To analyse the employee job satisfaction with the policies of the organisation.
- To find the various challenges faced by the gig economy workers.

2. REVIEW OF LITERATURE

Burgess and Connell (2022) use the term temporary worker as it relates to HRM challenges in supporting organizations that employ short term contract workers. Despite the differing terms, one commonality between these studies is the assertion that different treatment of contingent and standard employees can lead to detachment from the organization. Temporary workers attribute lack of access to training, career development, and organizational identification as the main areas contributing to these differences.

Anderson (2022) investigates the influence of gig work on job satisfaction. It explores how the gig economy's unique characteristics, such as job autonomy and flexibility, affect the overall satisfaction of contingent workers. The research identifies both positive and negative aspects of gig work on job satisfaction.

Zamanan et al. (2020) defined "job satisfaction as the emotional response of employees toward their occupation and the subsequent influence of this sentiment on their job performance. The level of job satisfaction can be impacted by a range of human and organizational outcomes, including employee enthusiasm and productivity (Arifin et al., 2019).

Perez-Colon (2023) underscored the importance of job satisfaction in an individual's professional and personal realms. The author posited that employees should find fulfillment in their work, as it positively influences their overall job experience. Consequently, an employee's perception of recognition for achievements is an important gauge of job satisfaction, particularly intrinsic motivation. Considering that the level of job satisfaction experienced by an employee can indicate the overall well-being within a business, it can be deduced that contented employees demonstrate higher levels of productivity compared to their discontented counterparts. However, it is important to recognize that differences in job satisfaction between non-gig and gig workers can be influenced by several factors, including but not limited to compensation career progression chances, opportunities, supervisory practices, and interpersonal dynamics.

Gesermal et al (2020) investigated the level of job satisfaction experienced by individuals engaged in gig work. The study examined the disparity in job satisfaction levels between adjunct faculty members who engage in gig work and those who do not. The authors observed that gig workers demonstrate high autonomy and flexibility as they seek employment opportunities. On the other hand, non-gig workers lack autonomous decision-making capabilities and instead function as regular workforce members. Nevertheless, conventional occupations possess certain advantages distinguishing them from non-traditional occupations, notably providing employment security. The study's findings also indicate that individuals who engaged in the gig economy while maintaining long-term employment reported higher levels of job satisfaction than those who exclusively relied on freelance work.

3. RESEARCH METHODOLOGY

It is the specific procedures or techniques used to identify, select, process, and analysis information about a topic. It is a way of explaining how a researcher intends to carry out their research. It's a logical, systematic plan to resolve a research problem. A methodology details a researcher's approach to the

research to ensure reliable, valid results that address their aims and objectives. Methodology is the study of research methods, "a contextual framework for research, a coherent and logic scheme based on views, beliefs, and values that guides the choices researchers.

RESEARCH DESIGN

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. It is simply a structural framework of various research methods as well as techniques that are utilized by a researcher. The research design helps a researcher to pursue their journey into the unknown but with a systematic approach by their side.

DESCRIPTIVE RESEARCH DESIGN

It is a type of Research Design that aims to obtain information to systematically describe a phenomenon, population. A Descriptive Research Design can use a wide variety of Research methods to investigate one variable. In this Study "Descriptive Research Design" is used.

4. DATA ANALYSIS AND INTERPRETATION

ONE WAY ANOVA

The one-way analysis of variance (ANOVA) is used to determine whether there are any statistically significant differences between the means of three or more independent (unrelated) groups. Let us look into the one-way Anova formula: $F = MSB/MSW$ In this formula, F = coefficient of Anova , MSB = Mean sum of squares between the groups , MSW = Mean sum of squares within groups. The test formulates a null hypothesis and an alternative hypothesis. The null hypothesis states that all population means are equal, whereas the alternative hypothesis states that at least one population mean will vary from others.

TABLE: 1 SHOWING ONE WAY ANOVA ANALYSIS ANOVA

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	6.733	3	2.244	3.583	.016
Within Groups	62.642	100	.626		
Total	69.375	103			

INFERENCE

From the above table, it is inferred that there the significant value $P=.016$ which is less than 0.05, so we rejected null hypothesis and therefore there is a significant difference between workplace safety and challenges of workers.

PEARSON CORRELATION

The bivariate Pearson Correlation produces a sample correlation coefficient, f, which measures the strength and direction of linear relationships between pairs of continuous variables. By extension, the Pearson Correlation evaluates whether there is statistical 18 evidence for a linear relationship among the

same pairs of variables in the population represented by a population correlation coefficient, ρ ('rho'). Karl Pearson's method is popularly known as Pearson's coefficient of correlation. It is denoted by the symbol 'r'.

$$\Sigma XY$$

Formula for Karl Pearson's coefficient $r = \frac{\Sigma XY}{\sqrt{\text{Square}(\Sigma x) * x^2 * \Sigma y^2}}$

TABLE: 2 SHOWING CORRELATION ANALYSIS
Correlations

		Q2	Q23
Q2	Pearson Correlation	1	-.035
	Sig. (2-tailed)		.728
	N	104	104
Q23	Pearson Correlation	-.035	1
	Sig. (2-tailed)	.728	
	N	104	104

INFERENCE

From the above table, it is inferred that there the significant value $P = -.035$ which is less than 0.05, so we rejected null hypothesis and therefore there is a significant difference between employee job satisfaction and challenges of workers.

CHI SQUARE

It is one of the simplest and most widely used non-parametric tests, in statistical work. The quantity describes the magnitude of discrepancy between theory and observation. (i.e.. with the help of X^2 test we can know whether a discrepancy between theory and observation can be attributed to chance or whether it results from the inadequacy of the theory to fit the observed facts. The formula for computing chi-square is as follows,

$$X = \Sigma (OE)/E.$$

TABLE: 3 SHOWING CHI SQUARE ANALYSIS
Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.500 ^a	4	.165
Likelihood Ratio	6.728	4	.151
Linear-by-Linear Association	.710	1	.400
N of Valid Cases	104		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is 2.69.

INFERENCE

From the above table, it is inferred that there the significant value $P = .165$ which is less than 0.05, so we rejected null hypothesis and therefore there is a significant association between employee job satisfaction and challenges of workers.

5. FINDINGS

- It is inferred that there the significant value $P=.016$ which is less than 0.05, so we rejected null hypothesis and therefore there is a significant difference between workplace safety and challenges of workers.
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6. CONCLUSION

I can honestly say that my time spent interning with International Bakery Limited is the best. Not only did I gain practical skills I also had the opportunity to meet my fantastic people. I felt like I was able to continue to the company by assisting and working on projects. My project at international Bakery Limited was a valuable experience that provided me with practical exposure to the industry. I gained valuable skills in human resource analysis, training program and team collaboration. The knowledge and experience gained during this project will be instrumental in shaping my future career in the HR sector. I express my gratitude to International Bakery Limited for providing me with this opportunity and to all the employees who guided and supported me throughout my project. Overall, My project at International Bakery Limited has been a success, and make connections that will help me to move forward in my career.

7. REFERENCE & WBSITE

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