



Research Paper

A Study on The Impact of Private Teaching Professionals in The Gig Economy

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ABSTRACT

India serving as the fifth largest gig economy rendering as a stake to the employers as well as the economy. Gig teachers involve flexibility and vulnerable jobs who are deprived by the social security benefits such as paid vacations, insurance, gratuity, paid maternity leave which has to be provided by the employer. Simultaneously, the progress and expansion of economy is through the rise in deprived gig private teaching professionals. Irrespective of gender bifurcation, the rapid increase in the gig teachers reducing the number of unemployment creating a new era in the coming future. The primary data is collected through a systematic questionnaire and the type of data used in the research paper is quantitative data. The sample size is 42 where random sampling technique was used which is completely considered as valid. This has been examined and resulting in a response rate of 100%. This finding highlighting the deprived benefits of income incurred by the individual private teaching professionals resulting in the growth and development of the economy through the Gig.

Key words: Deprived benefits, Gig teacher, expansion of economy

I. INTRODUCTION

Gig economy has churned the minds of the present world involving various sectors along with the education system where there is rapid growth in the number of private teaching professionals. These gig educators possess flexibility in their work which creates a path for them to reach diversified student population in any regions. Even with manifold opportunities involved, certain circumstances where private teachers are held up as bench or removed from the job without a prior notice. Even with the exceptional delivery of teaching, they are not receiving the fair and equivalent remuneration by the institutions and the payment is on the hourly, weekly or monthly basis.

Institutions expect the gig teachers to perform their best and the monetary levies collected by students which are not justly allocated according to the work furnished. These gig professionals are deprived from the salary, the economic and social benefits which are not properly provided to them. The economic benefits are salary, paid vacations, earned leave and the social benefits are paid maternity leave, gratuity, provident fund, insurance and so on.

With plenty of employment opportunity received by the gig workers, they do not have job satisfaction even though having potential qualification, experience, educational expertise and working for a greater number of hours. Even after hiring the skilled based professionals, the institutions show a biased behaviour in providing the job security. Through this teacher cannot have their designed lifestyle and maintain work life balance. The above factors and the monetary sources like tax paid by the institutions and the teachers are directly contributed towards the economy.

II. REVIEW OF LITERATURE

(Gesemia Nelson, 2020) According to this journal article, higher level of education is increasing year by year, and so is the average salary of professors. Job satisfaction is achieved when a worker gets all the required facilities that he needs. Similarly, internal and external factors affect professors where internal factors are based on the knowledge of professors and the learning of students, while external factors are said to increase satisfaction among professors. It is said that professors are more satisfied if they feel that their remuneration reflects the market value. It is stated that the gig economy gives workers more control, creates job opportunities and in contrast it gives workers uncertainty, so many proponents have presented their arguments. According to this study, professors should increase their position and their job satisfaction.

(Roy, 2023) As per this research paper, gig economy employees are usually remunerated for each gig they undertake, other than a fixed salary. Gig work has a new dimension of matching labour demand with online labour supply platforms. According to the India Team Leasing report, around 1.3 million workers became part of the gig economy in the second half of 2018-19, a growth of 30% compared to the first half. The arrival of the part time workers had a major impact on the Indian labour market, with most gig platforms now considering their drivers as partners and employees. They are classified under the independent contractor category. According to the NITI report, 77 lakh workers were involved as temporary employees in 2020-21, or 1.5% of India's total workforce, although the fact that they do not receive any social security assistances remains a major concern. The study recommends that gig workers are deprived of the facilities available to workers in the organised sector.

(Tejas B N, 2023) This research paper conveys that, there is an increase in gig workers in our India and the government has mentioned that these gig workers should be taken into account. The main income for gig workers is only salary, except that they cannot earn any separate income and some gig workers do not get either job security or job satisfaction. To secure the future of gig workers, the "Pradhan Mantri Shram Yogi Mann Dhan" scheme has been announced to provide 3000 per month post they are of 60 years of age. Thus, many more schemes have to be started for the welfare of short term workers and it has been said that schemes should be formulated that will give job satisfaction to gig workers.

(J Suresh Kumar, 2024) This study aims to investigate the effect of gig economy pathway on employment opportunities in India, focusing on both urban and rural contexts. The report argues that the gig economy has rendered many opportunities, especially for those excluded from the traditional formal labour market, such as women and rural workers. Nevertheless, it is regretted that gig workers frequently face precarious working conditions, lack of social security and inconsistent income. Despite its potential for income diversification, digital access is a major constraint in rural areas, and policy solutions are crucial to maximize the aids and address inequalities across India's urban and rural landscapes. Though the gig economy creates employment opportunities, it also poses challenges related to job security, income volatility and infrastructure. The study discusses the assistances and abuses of the gig economy for gig workers. While the benefits include job opportunities for workers, liberation for workers, and increased productivity, the abuses include a deficiency of social security for these workers.

(Dr. S Sriranjani Mokshagundam, 2024) As per this research paper, organisation must levy strategies to aim towards the gig worker for their retention and provide training programs to meet the skill set and specialized requirement. These programs should motivate and enhance the performance creating job satisfaction among the employees. There should also be fair review on monthly basis and inculcate incentives, recognition & rewards to be aligned to it. Also to maintain the work life balance, the organisation should introduce certain policies, flexible work atmosphere and provide platforms for each individual growth & development. By adopting these facilities by the organizations, the gig workers feel more compassionate, motivated, highly satisfied and positively productive in their overall performance for the success of the business.

(Dr. Lasya K R, 2024) According to this journal, gig workers have capability and contribute towards the economy. The author explains about the work life balance to be taken care for the employees to be more satisfied. Shifts and timings are the major elements that should be delt by the workers and the social security in both financial and non – financial terms. Improvement of the quality of work and the security warms the workforce and brings lot of improvement and satisfaction in them.

STATEMENT OF PROBLEM

Gig economy with fast driven platform creating opportunities to the educational field inclusive of multiple drawbacks being faced by the private professionals which has to come into light. The lack of support from the institution can deter the professional and personal development of the teachers. This leads to the financial instability and socially unsecured. This study aims to bring out the impact of the adjunct professors in the gig economy.

OBJECTIVES

1. To assess the monetary benefits incurred by the individual private teaching professionals.
2. To analyse the growth and development of state economy by private teaching professionals through the GIG.

III. RESEARCH METHODOLOGY

The purpose of the study is to associate the hindrance of facilities received by the private teachers which is gaining more impact on the state economy. Gig employee who are not considered as a permanent, are deprived from most of the monetary perquisites that the institution has to render which in turn profiting the employer. These employees are strained to work for the maximum and the employers only highlights the institution to portray its brand image failing to enhance the loophole that are internally weakened by the management. These deterrents must be notifiable and examined by the government to have an equitable and equalized provisions to all the teaching fraternity. As stated in our research, the institution is absorbing the hard work from the employees, employer can assure certain policy to be implemented in favour of the teachers to enhance the qualitative establishment for the safety and sustainable work environment.

The type of research used in this research paper is descriptive research. The type of data used in this research paper is quantitative data. The data is collected through methodical questionnaire and the area of survey is Bengaluru City. The sample size is 42 who are erratically opted through various private colleges. The sampling method used is simple random sampling technique. The response was collected through Google forms and was analysed with the statistical tools like ANOVA and Correlation method using SPSS software.

HYPOTHESIS

1. There is association between the income earned and the monetary benefits received.
2. There is relation between teachers experience and development of the economy.

LIMITATIONS

1. Data collected is confined to Bengaluru City.
2. Constrained to only monetary benefits.

IV. DATA ANALYSIS

Table 1: Salary earned and monetary benefits received – Earned Leave, Insurance and Paid Vacation

Hypothesis

Ho	There is no association between the salary earned and the monetary benefits received.	Accept
H1	There is association between the salary earned and the monetary benefits received.	Fail to accept

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Earned leave	Between Groups	.916	3	.305	1.611	.203
	Within Groups	7.203	38	.190		
	Total	8.119	41			
Security insurance by the institution	Between Groups	.376	3	.125	.873	.463
	Within Groups	5.457	38	.144		
	Total	5.833	41			
Paid vacations	Between Groups	1.377	3	.459	2.110	.115
	Within Groups	8.266	38	.218		
	Total	9.643	41			

One-way ANOVA test Analysis

One-way ANOVA is opted to compare the means of two or more groups. With 95% level of significance, the p-value is 0.203 for EL, 0.463 for Insurance and 0.115 for paid vacations which is >0.05 . Therefore, Null hypothesis is accepted, which means “There is no association between the salary earned and the monetary benefits received.”

Table 2: Number of years of experience and paid maternity leave

Hypothesis

Ho	There is no relationship between the number of years of experience and paid maternity leave	Accept
H1	There is relationship between the number of years of experience and paid maternity leave	Fail to accept

Correlations

		Years of experience	Paid Maternity leave
Years of experience	Pearson Correlation	1	-.276
	Sig. (2-tailed)		.076
	N	42	42
Paid maternity leave	Pearson Correlation	-.276	1
	Sig. (2-tailed)	.076	
	N	42	42

Pearson Correlation Analysis

Correlation is the degree of relationship between the two variables that are related to each other. From the above table, it is observed that the significance level is 0.076 which is >0.05 . Therefore, Null hypothesis is accepted, which means “There is no relationship between the number of years of experience and paid maternity leave.”

Table 3: Gratuity benefit received by the private teachers

Gratuity benefit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	12	28.6	28.6	28.6
	No	30	71.4	71.4	100.0
	Total	42	100.0	100.0	

The above table depicts that 71.4% of the respondents state that they do not receive any gratuity facility by institution even with number of years' experience gained.

Table 4: Number of years of experience and salary earned

Hypothesis

Ho	There is no association between the number of years of experience and salary earned	Accept
H1	There is association between the number of years of experience and salary earned	Fail to accept

ANOVA

Monthly Salary

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	6.906	3	2.302	2.458	.078
Within Groups	35.594	38	.937		
Total	42.500	41			

One-way ANOVA test Analysis

From the above table we understand that, with 95% level of significance, the p-value is 0.078 which is >0.05 . Therefore, Null hypothesis is accepted, which means “There is no association between the number of years of experience and salary earned.”

Table 5: Salary earned and filing of IT Returns

Hypothesis

Ho	There is no relationship between the salary earned and filing of IT returns	Accept
H1	There is relationship between the salary earned and filing of IT returns	Fail to accept

Correlations

		Monthly Salary	File IT Returns
CTC Monthly Salary	Pearson Correlation	1	-.217
	Sig. (2-tailed)		.167
	N	42	42
File IT Returns	Pearson Correlation	-.217	1
	Sig. (2-tailed)	.167	
	N	42	42

Pearson Correlation Analysis

The above table validates that the significance level is 0.167 which is >0.05 . Therefore, Null hypothesis is accepted, which means “There is no relationship between the salary earned and filing of IT returns.”

V. RESULTS

As per the data analysis and the statistical tools used to identify the monetary benefits received by the individual private teaching professionals, it is accountable that they are not having earned leave, security insurance and paid vacations in accord with the salary earned. In spite of having number of years of experience, women temporary workers are not eligible to enjoy the paid maternity leave. Simultaneously, gratuity facility are not allocated for the effortless contributions made by the professionals working towards the growth and uphold of the private institutions. Here we validate the primary objective that the study shows the back force of monetary benefits rendered by the institutions to the private teachers.

By analysing the secondary objective, the growth and development of the state economy is driven through the salary earned by the gig workers in the amount of years by paying income tax to the government. Various salaried gig teachers fall under the income tax slab are not filing the IT Returns which directly benefits the economy.

VI. FINDING

1. It is originated that 88.1% of the respondents are receiving salary on monthly basis and only 11.9% are receiving salary on hourly basis.
2. 21.4% of the respondents incur salary between 10,000 – 20,000. Similarly, 23.8% between 21,000 – 30,000, 38.1% between 31,000 – 40,000 and 16.7% incur 41,000 and above.
3. There is no association between the salary earned and the monetary benefits received.
4. There is no relationship between the number of years of experience and paid maternity leave.
5. 71.4% of the respondents state that they do not possess gratuity benefit.
6. There is no association between the number of years of experience and salary earned.
7. There is no relationship between the salary earned and filing of IT returns.

VII. SUGGESTIONS

The institution taking whole and soul knowledgeable resource from the gig teachers, in return it has to provide the salary to match the calibre of the teaching fraternity. The backdrops of the institution are that they aren't following the HR norms to provide earned leave and paid vacations to the gig workers which has to be strengthened. Being the basic societal needs, a working woman is liable to be financially secured and eligible to take paid maternity leave to nurture her child and also the institution has to associate with the recognized security insurance to each individual professional. As per the income tax Act 1961, gratuity should be calculated accordingly and distributed as per the Act.

VIII. CONCLUSION

The educational institutions are furnished with excellent teaching fraternities who strive hard round the clock for the best outcome by being a temporary worker. These educators should be fostered with necessary fringe benefits for their tireless contribution towards the development of both the institute and the economy. By channelizing the hindrances caused to the private teaching professionals, the work environment must act as cushion and be a backbone by maintaining the sustainability level to retain them as a valuable resource.

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