

Stress and Coping Mechanisms in Gig Work



TREO Talk Paper

Miguel Jacome

California State University Dominguez Hills
mjacomeguerrero1@toromail.csudh.edu

Xuefei (Nancy) Deng

California State University Dominguez Hills
ndeng@csudh.edu

In the gig work environment



- Workers enjoy a sense of autonomy in making job decisions on a digital platform
- But they are also being managed through a micro-level task control.
- This management style pushes workers to become dependent on computer algorithms for work and performance evaluation.

(Deng and Joshi, 2016), (Howcroft, 2019, "(Wood, 2019, p. 62)

Reason for Study



One of the problems that we find necessary to address is gig workers' stress condition and coping mechanism.

This study has the potential to help gig workers manage or develop a coping mechanism that helps reduce their emotional and physical stress.

Basic Terms

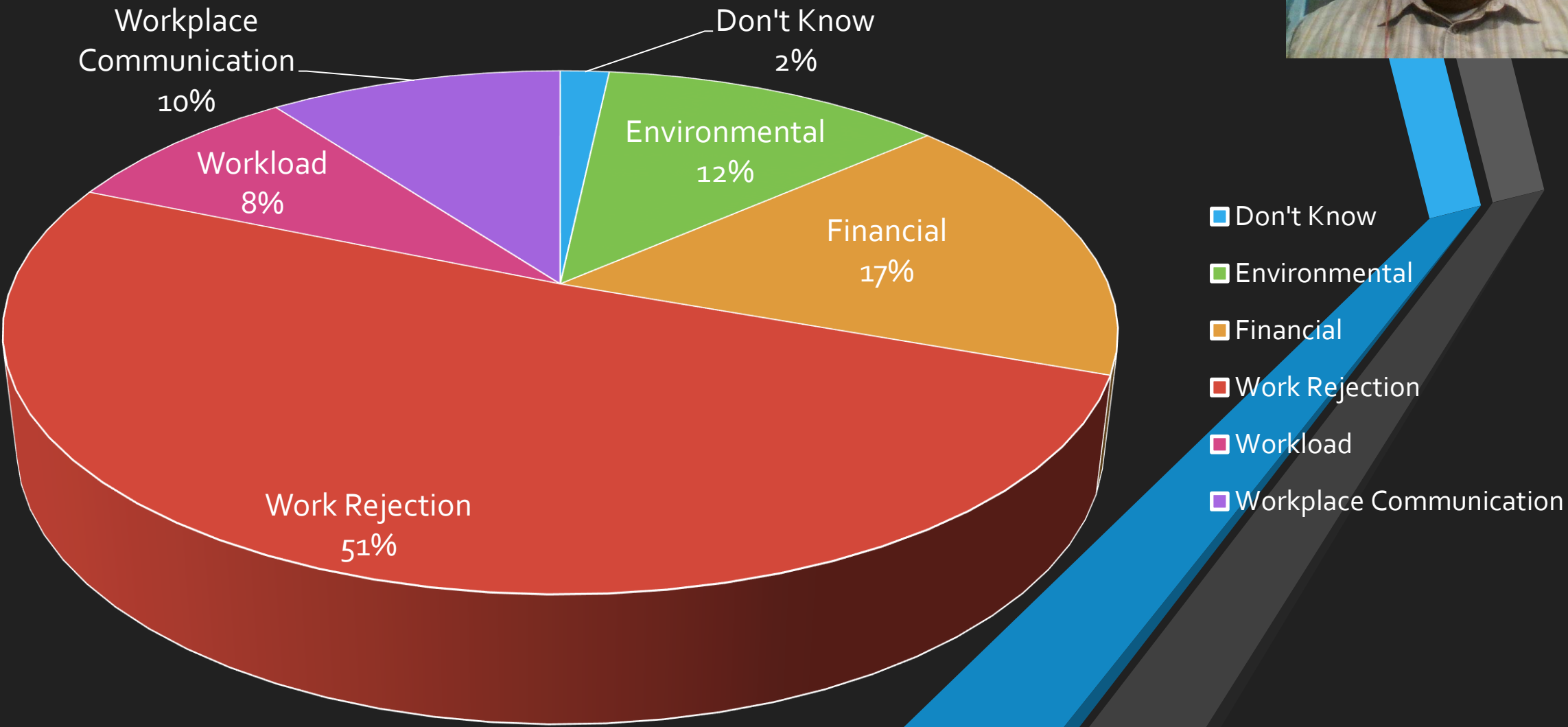


Stress : "antecedent conditions within one's job or the organization which require adaptive responses on the part of the employees." Multiple factors can lead to the gig worker being stressed.

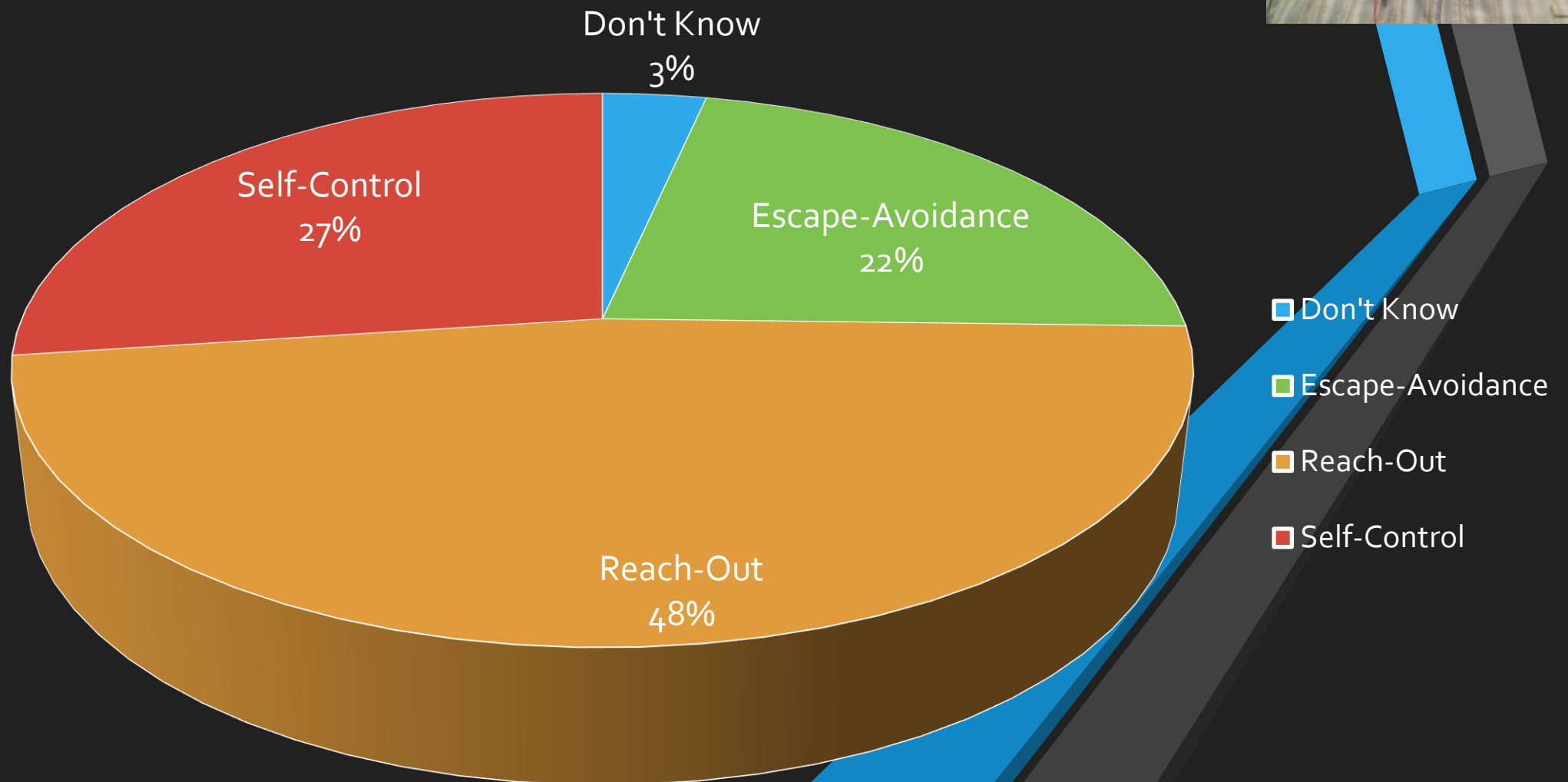
Coping: "constantly changing cognitive and behavioral efforts to manage specific external and/or internal demands that are appraised as taxing or exceeding the resources of the person."

(Jex & Beehr, 1991, p. 312, Lazarus and Folkman (1984, p. 141)

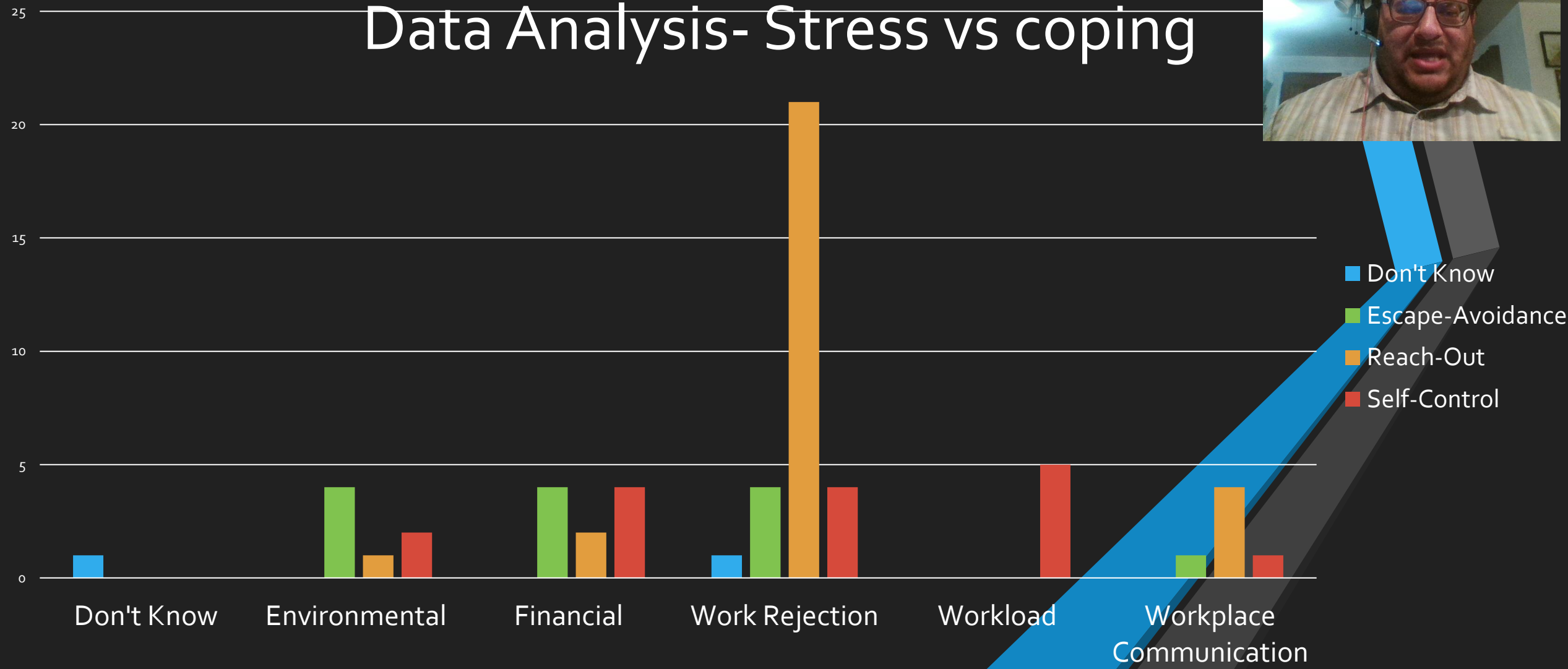
Data Analysis- Stress



Data Analysis- Coping Mechanisms



Data Analysis- Stress vs coping



Our next step for this study



Consider additional individual background factors such as gender, age, and financial dependence on gig work platforms.

Our study will contribute to gig work research by **understanding the factors leading to gig work stress** and **offering insights into the coping mechanisms to help gig workers reduce stress.**