

## Analysis of Factors That Influencing Freelance Copy-Writers to Endure on Uncertainty Job and Career (Systematic Literature Review on Freelancer in Indonesia)



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**ABSTRACT:** In my previous thesis research, the author used eight resource people from various workplaces to examine the phenomena of flexible working hours in the world of work for journalists under the title "Analysis of the Management of Flexible Working Hours of Online Media Journalists in Malang City." Flexible working hours have had both positive and negative effects on performance, workload, and self-efficacy, according to certain interviewee responses. The author's latest research, Freelancer, aims to outline some of the issues that have recently arisen as more and more people feel at ease working as freelancers across a range of professions. Submitted by katadata.co.id on May 6, 2022 According to the Indonesian Employers Association (Apindo), the COVID-19 epidemic has caused layoffs that have impacted 30% of the workforce. The number of people who lost their jobs across the country is almost thought to have reached 15 million. Even if the term "freelance" is not new, this freelancer is a short-term refuge for workers who are being laid off or are affected by layoffs and can exist by becoming independent contractors. The author's decision to address numerous issues and the reasons why some Freelancers are beginning to feel at ease working in accordance with goals and reducing their desire to sit in the office is due to the changes and interests of the workforce that have occurred widely in Indonesia.

**KEYWORDS:** Freelance, workforce, gig worker, gig economy, workload, work motivation, self-efficacy, Freelance performance, WFH, Knowledge Sharing, job satisfaction.

### 1. INTRODUCTION

#### 1.1 Background of Study

Rapid technological advancement has changed many things and established a new model for the commodification of labor. Because spending and income changeover must be completed swiftly during the pandemic's era of digitalization, it is not uncommon for the management of a business unit to require backup staff (who are not employees of the firm) to accomplish the task quickly. As a result, several occupations, including those in the sector of digital services and other enterprises, call on employees from outside the company to perform some of these tasks. Many employees choose to work independently, or alternatively, they can work without being constrained by office hours and daily work schedules without set time hours. Choosing to work as a freelancer is one method to have more control over your working environment and hours.

When the Media and Creative Industries Workers Union for Democracy (SINDIKASI) polled 139 respondents in April 2020 and found that 61.35 percent of respondents had canceled tasks and work projects, the vulnerability to fire an employee or employee became more more obvious in pandemic -19. Up to 32.8 percent of respondents might have lost 15 million rupiah in income between March and July 2020. Only 0.4% of people were able to receive government aid. Because of this, a number of workers in various workplaces have decided to quit their jobs or go freelancing.

However, Indonesia has historically employed freelancers. Freelancers and uncontracted workers are essentially the same, according to some reports. The motivation level of a freelancer makes a difference. Because it can have both positive and bad aspects, the dimension of work flexibility is a new choice that should be highlighted. Positive aspects include allowing employees to choose their own daily tasks depending on their unique obligations to their families and to their place of employment.

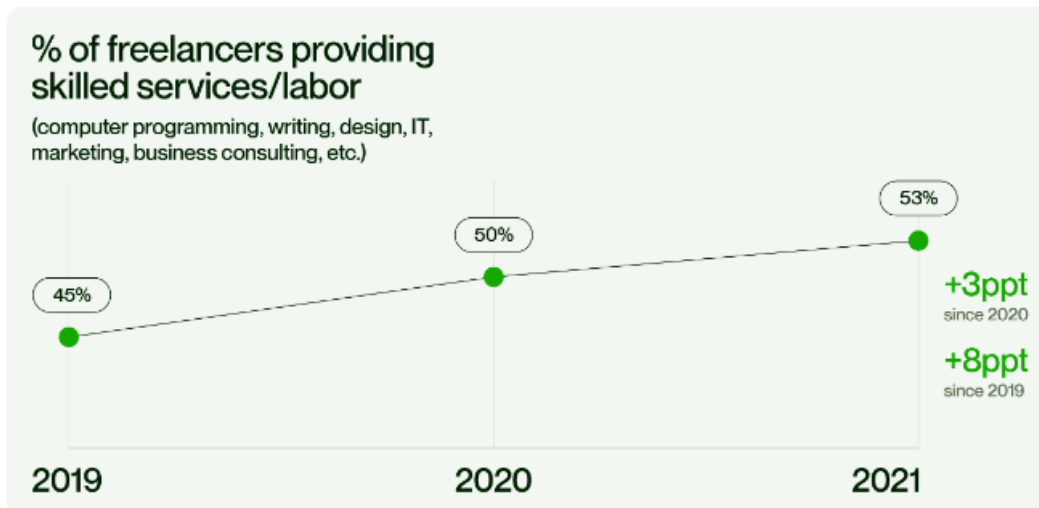
According to a World Bank analysis, which was reported on by Bisnis.com on May 17, 2020, the percentage of freelancers who are between the ages of 18 and 33 increases by 30% year. In contrast, a study by the University of Brighton School of Business found that 97 percent of independent contractors are happier than office workers. The Central Statistics Agency (BPS) of Indonesia reported that there were 33.34 million independent contractors and small companies there as of August 2020.

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The results are supported by the Freelance Forward 2021 Survey from Upwork. In the eight years since the poll began, the percentage of independent contractors has increased to its greatest level. Overall, the proportion of freelancers in the US workforce in 2021 remained stable at 36%, but the previous year saw a shift in the nature of the freelance work that was being done. Due to a fall in seasonal workers and a decrease in freelancers among the less educated, total freelancing hasn't increased. Those with the highest education, however, are freelancing more than ever as a result of the growth of skilled freelancing.

The percentage growth in the workplace of freelancers from one year to the next is depicted in the above graph.

Image source: <https://www.upwork-com./research/research/reelance-forward-2021>



Freelancers, according to upwork.com, are those who have an employer but only work occasionally. The temporary character of the person's job involvement is what they share with independent contractors and the reason they have traditionally been included in upwork surveys. The main distinction between temporary employees and other freelancers, however, is that non-permanent employees typically lack the freedom and flexibility associated with freelance employment.

The primary factor in defining the job, time, payment, and skill of the freelancer himself is the agreement between the client and the individual. Business approaches and regulations have changed in the digital age to hire personnel who are a combination of permanent employees and contractors with outside workers to get around labor cost and manpower constraints. Freelancers are considered to have flexible working hours. It indicates that management and workers have come to an agreement to impose endless working hours. Customers and employees only meet once via *Zoom* or *Google Meet*. In order for the producer's type of value to accomplish a number of objectives. For instance, in the case of graphic design or illustration projects, the customer or consumer typically demands the maximum amount of labor, which necessitates a lengthy timeframe. *The Work From Home* impact has also resulted in the development of new behaviors that are now crucial to freelancers' careers.

Freelancer entry with flexible adapted work schedule, according to Hook & Higgs in (Antiqka and Pradhanawati: 2017), is one type of usage of flexible work contracts, where competent employee works at specific periods and hours with a higher level of adaptability, which in this context is separate from the office determined working hours. Employees may select the time to finish the total number of hours per day, week, or month if circumstances prevent them from finishing their work by the end of the regular working day. Employees are free to come and go from work as they want. After both the employer and the freelancer have accomplished their objectives, an agreement is struck.

*“Work-life balance is thought to have a negative effect on individual emotionality, marriages, child-parent connections, creativity, and even early education. Adapted from Gornick and Meyers' 2003 book (McGinnity, F. 2021)”*

Employee conflict is seen to have the ability to negatively affect union connection, profitability, social competencies, child-parent connections, and even child development in Indonesia. While development cooperation arranged based have received a lot of attention in comparative studies, organizational capabilities are gaining more and more attention as well. The choice to work as a freelancer is largely motivated by the realization that flexible work schedules are a crucial means of juggling obligations to one's family, friends, and job.

However, work engagement, which plays a dual function in determining employees' work performance, is also a key element in determining how much work gets done. It is crucial to emphasize this work practice because it can have both positive and bad aspects in the context of the new alternate reality of work flexibility. The benefit is that employees are given more freedom to choose their own daily tasks depending on their unique obligations to their families and to their place of employment.

A freelancer who has flexible working hours must also be able to work extra harder to do the assigned tasks on time. However, the burden does not tackle the topic of salaries earned, which every freelancer must also do in order to meet their own demands, including the financial and physical well-being of journalists. However, because freelancers are not subject to traditional working

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hours, they are frequently ignorant of the ailments they are experiencing, such as the physical stress of spending all night looking at a laptop.

In light of the discussion above, this study aims to determine whether the productivity of a freelance copywriter will improve in some of these areas. According to Robbins (2016: 260), specific goals, such as (1) professionalism, (2) quantities, (3) punctuality, (4) productivity and quality, and (5) individuality, are measures of how well a worker has performed. Punctuality and the caliber of the task are in this case the factors that frequently result in issues. A freelancer frequently faces a heavy workload as well as several factors that have an effect on their health but are less obvious to them. A freelancer must complete assignments in accordance with customer needs within a set amount of time. This is the issue, which is why job motivation is crucial to enhancing both quality and effectiveness so that meeting a client's deadline becomes the usual for a worker who is accustomed to handling a heavy workload. And maybe most significantly, how do independent contractors manage to make ends meet with uncertain careers?

### RESEARCH FOCUS

The goal of this study is to identify the underlying causes of the freelance phenomena in Indonesia. This research is anticipated to examine disputes from numerous currently available publications or journals and draw conclusions about various issues in addition to going deeper. The author's research focuses on the following areas:

- a. Why do Freelancers choose not to work in an office?
- b. Why do some freelancers in Indonesia manage to tolerate the unpredictability?

## 2. THEORETICAL OVERVIEW

### 2.1 Previous Research

Using the Log Book

No	Journal Identity	Population and Sample	Research Results	Limitations
1	Ayoobzadeh, M. (2021). Freelance Job Search During Times of Uncertainty: Protean Career Orientation, Career Competencies, and Job Search.	The subject of this research is the underrepresented group of independent contractors. It looks into the sequential mediation by which the PCO of independent contractors influences job seeking tactics.	The findings suggest that two career competences (understanding why and how) and JSSE can sequentially mediate the relationship between PCO and job search techniques. Knowing who wasn't supported served as a mediator	This article's drawback is its inability to address how to make it easier for people to get jobs during Pandemic 19, which prevents freelancers from defining their own work processes because of unclear futures in their careers.
No	Journal Identity	Population and Sample	Research Results	Limitations
2	Guptaab V, Maria J, Fernandez C, Thomas H, Rainer T. (2020). Fostering product innovations in software startups through freelancer supported requirement engineering	In order to examine the many criteria engineering tasks in which freelancers can participate at various degrees of affiliation, this paper covers ongoing research in freelancer-supported requirements engineering. By carrying out a methodical mapping analysis to present the current state of freelancer assisted software development and further to determine their participation in the context of software startups. The research is based on methods for systematic	Statistics indicate that research used freelancers more frequently (78%) for generic software development than for individualized production tasks. Teamwork and coordination (33%), builder suggestion (19%), team formation (14%), assignment suggestion (allocation) (14%), task dissolution (11%), confidentiality & safety (privacy) (11%), cost planning (8%), acknowledgment (8%), insecurities (8%), business fluidity (6%), intellectual rights (6%), group employee engagement (6%), and	Startups wish to utilize the strength of crowdfunding to choose freelancers, but their options are constrained by a lack of funding. The main barriers to working with independent contractors are unpredictability, terminology problems, significant technical debt, a lack of data, an absence of a structured ruling procedure, a shortage of resources, and a poor brand identity. Startups benefit from the availability of qualified freelancers and long-term relationships.

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		mapping.	industrial output (3%), are among the obstacles that have been confirmed. Each problem has an effect on the others in this highly dynamic set of challenges.	
No	Journal Identity	Population and Sample	Research Results	Limitations
3	Wilhelmsson S, Arvidsson I Paul H, Andersson M Jenny Y Hultgren J. (2022). Effects of a training intervention for Swedish pig transport drivers on physical workload and time efficiency during loading	Evaluating the workload both before and after training. During the loading of 4,721 pigs at 36 loadings in 31 Swedish farms under diverse circumstances, seventeen drivers were observed.	The findings demonstrated that training had no appreciable effects on physical workload or loading time. Despite having a high level of job satisfaction and a physically and psychologically demanding profession, Swedish pig transport drivers exhibit different handling behaviors. Poorly designed on-farm loading sites posed a risk to driver and pig welfare, as it was discovered that loading, unloading, and cleaning trucks put heavy loads on the shoulders.	Despite being a potentially dangerous profession, transporting pigs for slaughter hasn't drawn much research interest. The study's limitations are severe because there is no actual science that compares the ratios or measurements of a pig slaughter driver's workload and job happiness, which is rarely included in research.
No	Journal Identity	Population and Sample	Research Results	Limitations
4	Tønnessen, Ø, Dhir, A, & Flåten, B, T. (2021) Digital knowledge sharing and creative performance: Work from home during the COVID-19 pandemic.	Age, gender, job role, team composition, and major role were all substantially correlated with inner DKS, external DKS, and CP, respectively.  Skilled employees (Digital Knowledge Sharing) based in Norway participated in this project. They came from both governmental and commercial businesses in Norway's southern and eastern regions. An online cross-sectional survey approach was used to test the created research model. Email and social media platforms were used to distribute the survey across the country (e.g., LinkedIn	According to the survey results, 22% of skilled employees who were WFH during the COVID-19 pandemic thought their CP had dropped and 41% thought it had raised. In terms of internal DKS, almost 42% of knowledge workers reported an increase, while 29% reported a reduction. Similar to this, 26% of skilled professionals said they thought their external DKS had risen, but 31% disagreed.	This survey's bridge methodology has difficulties in terms of prediction. There was typically no indication of a chronological link between the two since inputs and results were measured continuously. The second drawback is questionnaire survey, which was conducted using a sample of skilled employees who could be easily reached online, mostly through the social media accounts of the principal author, company, and network groups that collaborated on the study. Comfort sampling's primary flaw is that it cannot be generalized, which means that its findings do not

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		and Facebook). Regarding their involvement, the applicants were given the assurances of secrecy and privacy.		accurately reflect the population as a whole.
No	Journal Identity	Population and Sample	Research Results	Limitations
5	Griep, Y. (2022). What Does the COVID-19 Crisis, Helping Behavior, Temporality, Work interruptio and the Gig Economy have in common? They Are GOM's 2021 Best Papers	In this analysis study, collected sources will be gleaned from a number of scientific publications processed to produce a wide range of data. In order to give an universal description of gig labor that differentiates main (i.e., common to all gig workers) and number of feature, the systematic literature review on gig employment found 70 primary studies, 61 narrative reviews, and five case studies (i.e., possessed by a limited group of gig workers). All three of the essential qualities must be available for someone to be classified as a contract worker. These features involve: (1) proposal remuneration as opposed to a wage; (2) the transitory nature of the projects produced as opposed to a lifetime engagement to the employment; and (3) a certain level of flexibility in terms of the work hours, area or workplace, and volume of labor. In addition to the essential qualities needed.	The findings disprove the researcher's hypotheses concerning the following three fundamental issues or phenomena:  a) That the majority of job interruption result in unpleasant feelings. The 251 job suspension incidents were divided into three categories: bad (34.3%), good (31.1%), and balanced (34.7%). The unfavorable categories included tension, nervousness, and dissatisfaction (e.g., no effect).  b.) It's fascinating to note that, at the personal level, there seem to be significant differences across individuals, with some reporting an evenly distributed range of the feelings brought on by disruptions at work and others documenting a seriously biased range. Feldman and Greenway then worked to find which subjective chronological characteristics would enable them to account for the variance in individuals' reactions to job disruptions that was previously observed. Four chronological perspectives were found to be helpful in explaining this variability: (1) moment (i.e., whether or not the disruptions was regarded as being valuable one's time), (2) matching (i.e., whether or not the disruptions was regarded to arise at a "good"	This article's flaw is because it leaves out explanations of the study's additional viewpoints and conclusions. This study is based on publications that were screened in order to address issues with the global marketplace, assisting conduct, timeliness, work disruptions, and other financial crises in the Covid 19 period (after Covid 19).

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			vs. a "bad" time), (3) period (i.e., whether or not the disruptions was regarded to take a long time), and (4) predicted assignment (i.e., whether or not the interruption involved a task for which one had anticipated allocating time).	
No	Journal Identity	Population and Sample	Research Results	Limitations
6	Reuschke, D, Clifton, N, & Fisher, M. (2021). Coworking in homes – Mitigating the tensions of the freelance economy. Geoforum	Significant distinctions are appearing between the Hoffice and Cohome networks <sup>3</sup> , with the demographic and selection in this publication coming from homes where people gather for coworking. The French Cohome network is mostly focused in the city of Paris, though it is dispersed across. Locations in the 2nd and 3rd Arrondissements, which are near to one another, were used for cohome colleague sessions that were watched in practice. In contrast to prior study on co-working facilities, which focused on the social isolation of working alone in a "home office," this study investigates why people gather to operate together at home.	Cognitive connection in home-based cooperation is facilitated by the common practice of doing assignments and knowledge of the unique challenges of work life. Workmates pledge to create an emotionally charged atmosphere made possible by the digital platform, the host's function, and the domestic setting. We go over the implications of our findings for a wider knowledge of collaborating.  The host position, the digital storefront, and the home setting all support the commitment of coworkers to creating positive mood. We go over how our findings might affect how individuals commonly see their coworkers. Working from home.	This study is constrained, nonetheless, by the fundamental idea that cooperation cannot be explained independently from the completely personal character of self-employment, which necessitates co-presence. The present discussion on cooperation is centered on its inconsistencies,
No	Journal Identity	Population and Sample	Research Results	Limitations
7	McGinnity, F. (2021). Work-life conflict in Europe. In Encyclopedia of Quality of Life and Well-Being Research (pp. 1-6). Cham: Springer International Publishing.	The demographic or primary topic of this research is a compilation of recent publications concerning European society, including indices of labor market involvement and declining fertility, in the context of globalization and digital progress.	The terms "work-life friction" and "work-life stability" are frequently used alternately to highlight the possible conflicts and trade-offs that can arise when juggling work and personal obligations, as well as the consequent dual effect on certain women. Some people opt to freelance due to financial constraints.	Limitations of this report's investigation of strategies for resolving work-life conflicts that can achieve its goals.
No	Journal Identity	Population and Sample	Research Results	Limitations
8	Gotama, R., & Simamora, R. (2022). Effect of Work Discipline and	64 participants made up the article's demography, which included workers from various professions,	The owner's budget's efficiency is somewhat influenced by psychological health.	The absence of attention to the issue is a weakness of this research.

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	Loyalty on Employee Achievement of PT. Djasa Sumatra	trades, cooperatives, and small and medium-sized businesses.		
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
<b>9</b>	Noor Rahamah Hi. Abu Bakar. 2013. Masa Kerja Fleksibel dalam Sektor Formal di Bandar: Mengimbangi kerja dan Tanggung Jawab Keluarga	Questionnaires and interviews in Bandar	Part of having a fulfilling job is being able to successfully combine business and domestic obligations. Utilize duration.	This report's weaknesses include the function of happiness in relation to household obligations, which revealed that each participant has a distinct level of happiness.
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
<b>10</b>	Anis Indrawati & Arid Pradhanawati. (2019). Peran Ganda dan Fleksibilitas Jam Kerja Terhadap Produktivitas Kerja Buruh Perempuan Pada UKM Konveksi Batik Semarang 16	Surveys and conversations with various MSMEs in Indonesia in line with the survey questions	Job characteristics, homelife, and relationships are the outcomes of the various roles that women workers play in the MSME sector. This has an impact on efficiency at work and lowers overall job happiness. Thus, the idea of flexible working hours has the potential to lessen concern over productivity loss and the degree of conflict between business and family.	It is challenging to examine the ideas of job happiness, flexible hours, and life responsibilities because of the article's limitations.
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
<b>11</b>	Behrendt, P., Matz, S., & Göritz, A. S. (2017). An integrative model of leadership behavior. The leadership quarterly, 28(1), 229-244.	Interviews and surveys conducted with successful leaders	The accuracy of concepts based solely on observation is disputed since lay viewers are susceptible to implicit bias like the positive bias. As a result, we heeded the advice of top researchers in the area and developed a thrifty model of abusive supervision based on accepted cognitive theory.	If the findings lead to new cognitive domain theories, the researcher is aware of the article's weaknesses.
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
<b>12</b>	Brian L. Massey and Cindy J. Elmore. 2011. Happier Working For Themselves? Job Satisfaction and Women Freelance Journalist	Questionnaires and interviews with American independent journalists	To develop disciplined and avoid quitting journalism or public job right away, women who work as independent journalists and are not constrained by job engagement must create associations and connect with other writers. Many of them pursue new occupations as independent contractors.	The article's drawback is that it only covers the last five years, yet the author values this research despite its limitations.
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>

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13	Pauzi, A., & Komariah, K. (2022). Pengaruh Efikasi Diri Dan Komunikasi Terhadap Kinerja Karyawan. <i>COSTING: Journal of Economic, Business and Accounting</i> , 5(2), 1603-1610..	38 people work for T. Ultimedia Group Saudara Sukabumi, and all of them were surveyed.	This research confirms how personality and interaction affect job productivity, with self-efficacy having a benefit on boosting optimism and increased interaction having a positive potential implication.	The inability to obtain the journal's primary author constitutes a research constraint.
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
14	Lubis, T. R. (2018). Pengaruh Efikasi Diri, Kepuasan Kerja, Dan Keterlibatan Kerja terhadap PerilakuKeanggotaan Organisasi Karyawan Pada Universitas Pembangunan Panca Budi Medan(Doctoral dissertation).	In this research, a number of regular staff with a minimum tenure of 6 years are the targets of research. 110 people make up the community, and 50 make up the sample.	The study's findings in this study demonstrate that consciousness (X1) has a favorable and meaningful impact on group participation attitude (Y). The impact of employment pleasure (X2) on group participation attitude (Y) is then favorable but negligible. Engagement (X3) has a beneficial and considerable impact on institutional participation conduct (Y). While self-efficacy (X1), career progression (X2), and work participation (X3) when combined have a favorable and meaningful impact on corporate participation attitude (Y).	The article's weakness is the difficulty in locating workers with at least six years of experience.
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
15	Bagasjati, W. (2018). Analisis Pengaruh Kinerja Kerja Pemimpin Terhadap Produktivitas Kerja Pekerja (Studi Kasus: PT. Yamaha Electronics Manufacturing Indonesia).	Full time staff with a minimum tenure of 6 years are the subjects of the research. With a sample size of 50 persons and a population of 110.	The characteristic job satisfaction with work productivity (H1) is the first assumption examined in this research, and since the P value produced is 0.05, the H1 is approved. (H1) in which H1 is acceptable because the P value produced is less than 0.05. The impact of the work engagement factor on job satisfaction is tested in the second hypothesis (H2). The findings indicated that the P value was less than 0.05, supporting H2. The	The researcher acknowledges in Figure 4.1 that the research model developed is not yet valid, which poses a research restriction. This is due to the fact that the research model still contains a number of concepts whose loading factor value is less than 0.5. In this research, confirmatory testing is also required by removing the construct between indicators and variables that have a value of less than 0.5 from 0.5, from which the recheck



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			character factor on work productivity is the subject of the third hypothesis test (H3). As a result of the tests that have been run, H3 is not accepted because the P value is greater than 0.05. A P value greater than or equal to 0.05 was determined from the test findings, rejecting H4.	design was built.
No	Journal Identity	Population and Sample	Research Results	Limitations
16	Hameed, M. A., & Arachchilage, N. A. G. (2021). The role of self-efficacy on the adoption of information system security innovations: a meta-analytic assessment. <i>Personal and ubiquitous computing</i> , 25(5), 911-925.	This paper compiles results from other papers exploring the effects of self-efficacy on the implementation of IS security advances using a meta-analysis of 59 existing studies.	According to the conclusions of the meta-analysis, people who are more confident in their ability to defeat security risks posed by IS are more willing to adopt IS security innovations. The implication is that people in charge of managing IS security in enterprises should concentrate on boosting employee self-efficacy.	This article's weakness is how self-efficacy and the adoption of security innovations—all of which are connected to security systems or software—relate to one another.
No	Journal Identity	Population and Sample	Research Results	Limitations
17	Rosli, N. A., Mazapusavina, M. Y., Ismail, Z., & Elkudssiah Ismail, N. (2022). Relationship of Self Efficacy in Medication Understanding with Quality of Life among Elderly with Type 2 Diabetes Mellitus on Polypharmacy in Malaysia. <i>International Journal of Environmental Research and Public Health</i> , 19(5), 3031.	The bulk of individuals in this research were men (58.3%), and their average age ( SD) was 66.7 ( 0.286) years. There were a variety of ethnic groups represented among the attendees, including (84.7%) Malay, 6.9% Chinese, 8.1% Indian, and (0.3%) one Sri Lankan. The majority of individuals (80.7%) were married, had at least a secondary education (85.7%), and had modest wage (64.5%). (B40).	360 older T2DM individuals in total were pre-selected from the system, approached in turn, and extended an invitation to participate in the study. Of these, 12 patients (3.3%) chose not to join, and 27 (7.5%) were not qualified for the trial because they did not match the inclusion criteria and/or criteria. Therefore, 321 eligible T2DM subjects that were suitable for the study and finished the questionnaire represented an 89% recruitment rate.	The study's drawback is the relationship between self-efficacy and the outcomes, which may vary depending on how the participants' ages affected their quality of life.
No	Journal Identity	Population and Sample	Research Results	Limitations
18	Sani Susanti. (2018). <i>Kontribusi kestabilan emosi</i>	Workers of the Pamardi Putra Insyaf Medan Social Institution made up the study's composition, using	The findings of this research have an impact on psychological health and the capacity for public speaking,	Seeing that this study's shortcomings are more focused on mental problems than

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	dan Kemampuan berkomunikasi terhadap kinerja pegawai di panti Sosial Pemardi Putra “Insyaf” Medan	51 samples	which in turn have an impact on staff productivity.	performance outcomes, it cannot be utilized as a benchmark for organisational effectiveness.
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
19	Gridwichai et al. (2020) Role of Personality Traits on Employees Job performance in Pharmaceutical Industry in Thailand	340 participants who worked in the Thai pharmaceutical sector made up the study's population of workers.	According to scientific studies, three character qualities were the most important. Individuals who see transparency and emotional stability are more likely to be involved at workplace, followed by sociability.	New perspectives that lead to new conclusions constitute the study's weaknesses.
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
20	Yanti S, Haluddin R, Rumengan, Jdan Maniah, M. (2020). The Effect of competency, motivation of work training on the workachievementto femployees classification Indonesia Bureu of BatamBranch	Samples: 36 Respondents at PT Biro Klasifikasi Indonesia	At PT Biro Klasifikasi Indonesia, instruction has a considerable beneficial impact on personnel productivity.	The paucity of responders, with only 36 participating, is one of the study's shortcomings.
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
21	Efendi (2021) Influence Of Competence, Compensation And Motivation On Employee Performance With Job Satisfaction as Intervening Variable in The environment of Indonesian Professional Certification Authority	51 PT Karyawan workers make up the study's sample population.	77% of participants experienced pay and workplace discipline. The effectiveness of the workforce is positively impacted. While the findings of the second study indicate that salary has little impact on employee motivation. The final conclusion of this research demonstrates that staff productivity is significantly impacted by workplace discipline.	This article's weaknesses include the small sample size of 51 respondents.
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
22	Kadnichanskaya, M. I, & Galkina, E. P. (2019). Freelance as a Modern Form of Employment in the	The following study, "Freelancing as a new form of employment in the labor market," was carried out by the community, and its specifications were as	According to the polling data, independence—including the flexibility to select a specialism, to set aside time for it, to move around, etc.—is one of the key advantages of	This article's shortcoming is that some freelancers value their independence from being constrained by conventional work flow as a justification for

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	Labor Market in Socio-Economicspace of the City Ulyanovsk. <i>Logos et Praxis</i> , 18(4).	follows: Research timeline (February to April 2018), research area (Ulyanovsk), number of respondents (300), sexual split of participants (53% males and 47% women who work for themselves and reside in Ulyanovsk), sample (random); data collecting techniques Random sample; methodology (online questionnaire).	working as a freelancer. According to the poll, freedom—the ability to pick one's area of expertise, how one divides one's time and responsibility, flexibility to move around, etc.—is one of the key benefits of being a freelancer. Participants listed the following as drawbacks of freelancing: destabilization and unexpectedness of potential income (40%), lack of uncertainty of potential income (40%), lack of a workforce because working from home is not always advantageous (37%), need to control over (34%), and lack of a workforce.	becoming independent contractors.
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
23	Fan, H. (2017). Information and incentives in freelance contest (Doctoral dissertation).	A portion of the population in this research consisted of freelancers with homes in Hong Kong, all of whom have previous involvement with company owners on internet technology.	This study's research demonstrates that independent contractors engage in free-riding behavior in open competitions where rival applications are visible. Freelancers take inspiration from other people's entries and incorporate it into their own creations. The conduct is discovered experimentally using information gathered from a top freelance marketplace. It can be demonstrated that free-riding behavior can undermine the motivations of freelancers by dissuading them to enter competitions on time and submit fewer ideas.	This research has limits because some freelancers select a large number of projects or clients based on the preferred platform.
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
24	Umair, A. (2017, August). Individual work behavior in online labor markets: temporality and job satisfaction. In Proceedings of the 13th International Symposium on Open Collaboration	Online labor market (OLM) freelancers in Ireland who use sites like Freelancer and Upwork make up the study's demographic.	This research looked at the effects of workers' chronological personalities and the temporal aspects of work on job satisfaction at OLM.	Limitations in this research the author cannot open full access to this article

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	Companion (pp. 1-5).			
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
25	Kraisornsthasinee, S., & Swierczek, F.W. (2018). Beyond consumption: the promising contribution of voluntary simplicity. <i>Journal of Social Responsibility</i> .	People who have practiced sustainable consumerism, people with job experience, and people with principles who encourage volunteer reduction	The results imply that simple living enhances unhurried, fulfilling, and most intriguingly, ethical work since it is motivated primarily by contentment and integrity. In exchange, such work habits produce a decent funds, satisfy start-ups, and facilitate wide and ongoing simplicity.	Limitations in this research the author cannot open full access to this article.
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
26	Sun H, Wang H, & Wan Z. (2019). Flexible labor supply behavior on ride-sourcing platforms. Available at SSRN 3357365.	Each individual freelancer working on the Ride-Sourcing Platform	The analysis's findings demonstrate that all of these different types of vehicles influence opportunity to combine and work shift choices, and that in some cases, the work shift flexibility of contributing drivers can be negative.	The authors can draw inferences about job satisfaction standards as a research measuring component despite the study's limitations.
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
26	Lee Y. G, & Gargiulo M. (2022). Escaping the survival trap: Network transition among early-career freelance songwriters. <i>Administrative Science Quarterly</i> , 67(2), 339-377.	People with prior experience writing K-POP songs in Korea	The analysis's findings reveal that two factors—the achievement of related colleagues and the realization that their previous efforts to achieve their objectives have failed—may cause freelance songwriters to give up on their careers as K-POP writers due to the difficulties of surviving and growing their networks by developing relationships with new, distant parties. The role of relevant peers in determining ambitions is a recurring subject in systems studies, sociology, sociological, and more recently, economics.	Since Korean law identifies songwriters' copyrights separately from the production and achievement privileges given to production houses, this study's weakness is more due to Korean law itself. Songwriters are paid copyright fees for the reproduction, sale, or replay of their songs regardless of the medium. Such fees are negligible or negligible when the songs have little or no commercial success. Due to this, songwriters might have to work "day jobs" to support themselves.
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
27	Salamon, E. (2020). Digitizing freelance media labor: A class of workers negotiates entrepreneurialism and	People with previous knowledge writing K-POP songs in Korea	The analysis's conclusions. My interviews gave me the impression that they are aware of the organizational issues that influence their labour environment as independent media professionals,	The author of this publication is aware of the financing constraints on this study.

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	activism. <i>New Media &amp; Society</i> , 22(1), 105-122.		particularly the notion that print media may be in crisis as a result of broader industrial and scientific shifts in the media sector. Some of the people I spoke to in my interviews said that they are having trouble finding work as a result of this perceived crisis. They acknowledged that other freelance media professionals endure insecure employment more than they do, but they yet underestimated the effect of these difficulties on their particular careers.	
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
28	Barlage M, Van Den Born, A, & Van Witteloostuijn, A. (2019). The needs of freelancers and the characteristics of ‘gigs’: Creating beneficial relations between freelancers and their hiring organizations. <i>Emerald. Open Research</i> , 1, 8.	The study was carried out in the Netherlands, a nation where the number of independent professionals has recently increased, particularly for those with a higher degree. Data were gathered through an internet questionnaire.	This analysis evaluated the involvement and understanding practices of external consultants in businesses that had (temporary) project-based employment agreements with them. centered on (temporary) projects. Prior research on involvement and information sharing has focused on employees, but not on external consultants who hold seasonal jobs inside a company. while discussing independent contractors who hold a temporary role within the organization. temporary role within the company. As a result, our research aims to provide a solution to a pertinent practical query, as businesses are progressively turning to independent experts with advanced degrees. Can businesses entice and entice them to participate in aggressive conduct that benefits the hiring company through collaborative learning?	The author of the article expresses concern because there isn't any qualitative or quantitative data.
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>

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29	Moorkens, J. (2020). Kepuasan komparatif di antara penerjemah bahasa Irlandia lepas dan pekerja langsung. <i>Terjemahan &amp; Interpretasi</i> , The , 12 (1), 55-73.	The study targets a particular subset of minority language translators working in a particular linguistic environment where there is a need for translation on the part of institutions. This study compares the customer satisfaction of freelance Irish language translators in Ireland to those of expert Irish phrase translators.	The survey's findings could serve as a helpful starting point for future research on job satisfaction for translators. The poll respondents were enthusiastic about both translation and the Irish language, but it was evident that working conditions had an impact on their worries and opinions about their line of work. All interpreters expressed a high feeling of pride in their work, although freelance participants' opinions of the value of their work, the fairness of their compensation, their coworkers, and the stability of their jobs were more positive than those of their full-time public sector counterparts. In response to dropping prices, freelancers claimed they found it difficult to collaborate, with some choosing to take on low-paying jobs against the wishes of their coworkers.	In this article's drawbacks, the danger of what freelancers view as The potential for machine translation to displace human translators, the use of translations for google translate learning, and other factors made many participants feel frightened by technology. Responses revealed concern over a drop in translation quality, a shortage of translators, and a shrinking market for translation. Participants tended to be unfavorable toward national Irish language laws but positive toward EU laws,
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
30	Baitenizov, Daniyar T., et al. "Freelance as a creative mode of self-employment in a new economy (a literature review)." <i>Journal of the Knowledge Economy</i> 10.1 (2019): 1-17.	The current study makes use of literary criticism, and the author analyzes phenomena from the years 1970 to 2017 in order to determine what is happening today.	Due to the fact that this literature study was funded, the author was unable to uncover any research findings.	Due to the fact that this literature study was funded, the author was unable to uncover any research findings.
<b>No</b>	<b>Journal Identity</b>	<b>Population and Sample</b>	<b>Research Results</b>	<b>Limitations</b>
31	Woronkowicz, Joanna, and Douglas S. Noonan. "Who goes freelance? The determinants of self-employment for artists." <i>Entrepreneurship Theory and Practice</i> 43.4 (2019): 651-672.	In order to calculate a collection of Current Population Survey (CPS) models to predict the transition from paid employment to self-employment in the arts, the researcher used data from the Current Population Survey collected between 2003 and 2015 to conduct a systematic review and	The findings indicate that, as compared to all other professional employees, freelance creatives migrate in and out of self-employment significantly and regularly. Additionally, we discovered that artists have a distinct entrepreneurial profile, especially when it comes to their personal and professional traits. Artist employees in	The lack of general characteristics and workplace habits for individual monitoring was a research constraint.

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		evaluate the concept of artists' identity behaviour and attitude.	general are far more likely to become self-employed while residing in cities with high levels of artist employment.	
No	Journal Identity	Population and Sample	Research Results	Limitations
32	Beham, Barbara, et al. "Part-time work and gender inequality in Europe: a comparative analysis of satisfaction with work-life balance." <i>European Societies</i> 21.3 (2019): 378-402.	assessing the workers' satisfaction with work-life balance (SWLB) in 22 European nations	According to the study's findings, part-time employees had higher SWLB than full-time employees, especially the fewer hours they put in.	The research is constrained by the existence of roles that still require official working hours (office hours), and the plurality of these roles are male. Indicating a clear gender gap across Europe.

### 2.2 LITERATURE REVIEW

The researcher attempts to select a small sample of the literature review and determine which 32 journals fall under the systematic review and which fall under the methodological limitations. The Freelance Occurrence with self workers or separate job parts is one of the many characteristics the writer cites. The above Log Book, which contains a total of 12 diaries, has satiated the author's curiosity in what it takes to exist as a freelancer in such a precarious profession.

Guptaab V, Thomas H, Rainer T, Maria J. Fernandez C. (2020) For some startups, a lack of a structured judgment call procedure and a lack of brand value are the key barriers to startup administration choosing materials on its own and forming partnerships with independent contractors. Startups benefit from the availability of competent independent contractors and long-term relationships.

Ayoobzadeh, M. (2021) kurangnya pemahaman terkait solusi akan sulitnya pencarian kerja pada masa Pandemi 19, dan akibatnya, seseorang Freelancer tidak dapat mendefinisikan alur pekerjaannya sendiri karena ketidakpastian karir.

It was discovered by Wilhelmsson, Sofia, et al. (2022) that high job pressure had caused freelancers to experience physical pain and had an impact on time efficiency in a study of independent vehicle drivers for pig transporters in Sweden. Although employment happiness is high and managing attitude differs between drivers, Swedish pig transporters have both physically and mentally hard occupations.

According to survey results by Tnnessen, Dhir, and Flten (2021), 41% of respondents in digital organizational learning (knowledge sharing) reported an improvement in their achievement motivation, while 22% thought it had declined as a result of the COVID-19 epidemic.

Additionally, Griep, Y. (2022), who attempted to conduct literature research, focused on topics such as the COVID-19 Crisis, Helping Behavior, Temporality, Work Disruption, and Gig Economy. These topics became the best quantitative and qualitative papers produced by Group & Organization Management (GOM) in 2021. Three key characteristics, including (1) project-based compensation rather than salary, (2) the temporary nature of the work performed versus a long-term commitment to the job, and (3) some degree of flexibility in working hours, location or workplace, and amount of work, must be present to some extent for someone to be considered a gig worker. These basic phenomena include: (a). It is untrue that most interruptions at work cause unpleasant feelings. The 251 work interruption incidents were divided into three categories: negative (34.3%), positive (31.1%), and neutral (34.7%). The negative categories included tension, nervousness, and impatience (e.g., no effect). (b) It's fascinating to note that there seems to be considerable variance amongst respondents at the interpersonal basis, with some documenting a roughly balanced distribution in the types of emotions brought on by interrupts at employment and others recording extremely skewed disruptions.

Feldman and Greenway then set out to determine which objective timing features could aid them in explaining the variance in participants' emotional experiences of work interruptions that was previously observed. They discovered four temporal perceptions that contribute to this variation's explanation: (1) regarded moment (i.e., whether the disruptions was deemed to be worthwhile of one's time), (2) perceived timing (i.e., whether the disruptions was deemed to occur at a "good" vs. "bad" time), (3) perception period (i.e., whether the disruptions was deemed to take a lot of time), and (4) expected task (i.e., whether or not the interruption involved a task for which one had anticipated allocating time).

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D. Reuschke, N. Clifton, & M. Fisher (2021). In order to understand why people gather to work together at home during Covid-19, the researchers examined the data. They found that social isolation was a driving factor in previous research on co-working spaces, which emphasizes the need for independent contractors to develop their productivity skills. Home-based coworkers' shared experiences with homework and understanding of their unique professional challenges foster cognitive intimacy and provide outcomes. Home-based coworkers develop a sense of cognitive intimacy through shared experiences with doing assignments and awareness of their unique professional problems. Coworkers are dedicated to creating an emotional environment made possible by the digital platform, the host's position, and the home setting.

The goal of colleagues is to create an emotive atmosphere that is supported by digital platforms, the host's role, and the upbringing. The dual position in the labor market is then discussed by the author, who notes that many Indonesians prefer to work as freelancers due to the urgency of the post-Covid economic situation. Anis Indrawati and Arid Pradhanawati argue that the dual roles that women workers play in the MSME sector have an impact on work attitudes, families, and family life. A decline in job happiness and performance are the results. Therefore, accommodating work schedules might lessen concerns about employee absences and the tension between family and job. The outcomes of the Beham, B., Drobni, S., Beham, Barbara, et al. (2019) study, which reveal that part-time workers meet the SLWB (Social Work Life Balance) survey better than full-time employees and the fewer hours they spend, are also cited by the author in a section on work-life conflict.

For some independent contractors, the impact of interaction and self on work engagement is also essential. According to Pauzi A. and Komariah K.'s (2022) explanation of the relationship between self-efficacy and interaction and employee performance, self-efficacy can increase self-belief and lead to better performance. According to Sani Susanti's (2018) research, emotional stability and communication abilities have a limited impact on job satisfaction. In Efendi (2021), participants' responses explained that compensation and work discipline have a favorable impact on employee performance in 77% of the cases. Contrary to the second finding, compensation has no discernible impact on work engagement. The third finding demonstrates that worker performance is greatly impacted by workplace discipline.

Kraisornsuthasinee, S., and Swierczek, F.W. (2018) Findings imply that modest living supports unhurried, purposeful, and—most intriguingly—ethically sound labor, motivated largely by enjoyment and sincerity. Such job practices provide newcomers with a suitable and satisfying salary as well as progressive and extended reduction in exchange.

The study and assessment findings of Kadnichanskaya, M. I., & Galkina, E. P. (2019), who studied 300 people in the ratio of 53% men to 47% women who work as independent contractors in Ulyanovsk, Russia, in February to April 2018, bring to a close this evaluation of the material. According to the study's findings, independence—including the ability to choose how to spend their time and how much effort they put in—is one of the key benefits of working as a freelancer. Participants listed the following as drawbacks of freelancing: insecurity and unpredictability of potential income (40%), lack of consistent potential earnings (40%), lack of a workplace because working from home is not always efficient (37%), need for organization and control (34%), independent search for new tasks and clients (31%), absence of a team and "live" communication (27%), and social security (27%). The unpredictability in the amount of orders and compensation is one of the key drawbacks mentioned by participants.

### 3. RESEARCH METHODS

A study design known as a systematic literature review (SLR) or structured article review aims to thoroughly summarize the available information by searching a small number of publications. In this instance, the author used the Log Book to search for and evaluate 32 journals, look up synonyms for factors, and make judgements. Here are the methods for applying PRISMA's first point, which is to define eligibility criteria (Inclusive & Exlusive Criteria), to all publications regarding freelancing and research on issues encountered by freelancers based on the following inclusion factors:

Type	INCLUSION
Type of Literature	Research article
Year of Publication	2017-2022
Origin of Literature	National and International Literature
Literature Standard	Literature that is at least indexed by <i>Google Scholar</i>
Sample	Research phenomenon about Freelancers
Method	Exploratory Study

The following requirements govern the data inclusion method:

#### 3.1 Required Variable

Freelancer characteristics from international and national publications are used in PRISMA's *systematic literature review* to examine why specific Freelancers continue to pursue jobs of uncertainties.



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## 3.2 Type of Research Used

This study belongs to the experimental category of qualitative research. According to Arikunto, exploration research tries to systematically investigate the factors or causes that affect the occurrence of anything. As stated by Nana Syaodih Sukmadinata (2005: 60), qualitative research aims to describe and analyze processes, situations, community engagements, behaviours, religious views, perspectives, and thoughts of citizens either as individuals or in groups. Nasution (2003: 5) defines qualitative research as observing people in the environment, interacting with them, and explaining their views about the globe around them.

In experimental research, specialists in the Department of Management Science examine a novel area of issues that have not yet received much attention. These investigations focus on the phenomena of why freelancers continue to experience job insecurity.

## 3.3 Required Research Period

For five years, from 2017 to 2022, the author used the Log Book to seek and evaluate 32 journals in order to draw opinions on the research topic under discussion.

## 3.3 Observation Guidelines

Variable	No	Sub variable	Indicator	Descriptors
Freelance	1	Workload	Working time load	How much time should be spent working? How do tasks and flexible working hours compare?
			Surviving Career Uncertainty	Work environment that supports performance Why Work Life balance is the reason for staying
	2	Motivation	Work Behavior	The welfare of contract workers and independent contractors The impact of enthusiasm on productivity
			Performance	How much does ambition affect a freelancer's achievement? The importance of work engagement
	3	Self-efficacy	Freelancer satisfaction standards	How to assess a freelancer's level of happiness What makes independent contractors feel at ease at work
			Problem solving solution	Knowledge possessed by the subject How to solve the problem Desire to change

## 4. DISCUSSION

### 4.1 Why don't Freelancers decide to work in an Office?

The author will begin by explaining why freelancing is one of the most promising careers. Since over 36% of the workforce in the United States now works as freelancers, it is obvious that many different economic sectors now depend heavily on their engagement. In Guptaab V, Maria J Fernandez C, Thomas H, and Rainer T. (2020), the availability of both employment opportunities and long-term relationships is addressed in the middle of the chaos caused by management's incapacity to address business issues.

After that, freelance to develop your efficiency skills. Results can be achieved through home-based coworking that fosters intellectual proximity and understanding of the unique obstacles of professionalism. Home-based collaboration fosters intellectual proximity and consciousness of the unique problems of professionalism. Coworkers are dedicated to creating an emotional environment made possible by the digital platform, the host's position, and the home setting (Reuschke, D, Clifton, N, & Fisher, M.: 2021).

In the midst of that, freelancers embrace a dual role in which they work from home and handle domestic duties including caring for their families, children, and other members. The dual function of women workers in the MSME sector, for instance, has an influence on their attitudes, families, and family life, according to a lady who was the focus of research by Anis Indrawati & Arid Pradhanawati (2019). It has an impact on efficiency at work and lowers work performance. Therefore, flexible working hours might lessen concern about employee absences and the level of friction between work and family.

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## 4.1 What are the reasons why some freelancers in Indonesia are able to withstand uncertainty?

A freelancer must complete assignments in accordance with customer requests within a set amount of time; occasionally, this results in their own workload as well as many other factors that have an effect on their health but are less of a priority to the freelancers themselves. According to the author's observations of the SLR Literature Review, this Freelance is able to exist due to two factors:

### a. Many freelancers do not realize their own work

Despite the fact that some of these freelancers have advanced degrees, some of them don't want to work in an office. Freelancers are forced into occupations with a lot of effort and a long workday instead of providing a decent quality of living through welfare. A Freelancer cannot establish his own work flow because of job ambiguity, according to the research of Ayoobzadeh, M. (2021), because there is a lack of awareness on the answer to the challenge of job hunting during the 19th Pandemic.

Griep, Y. (2022), who explained the signals that eventually led to the sources of data selected by Freelance, established four spatiotemporal judgments that support this fluctuation. (1) regarded period (i.e., whether or not distractions are interpreted as deserving of one's time), (2) perceptions timing (i.e., whether or not impairments are regarded as happening at "good" vs. "bad" times), (3) perceived period (i.e., whether or not distractions are regarded as taking a lot of time), and (4) anticipated task (i.e., whether or not non-interruptions include the duties for which one already predicts allocating

If intense work stress has caused independent contractors to feel physical pain and has an impact on their ability to complete tasks quickly, Wilhelmsson, Sofia, et al. (2019). Although employment happiness is high and managing attitude differs between drivers, Swedish pig transporters have physically and psychologically hard occupations. What then allows Freelance to endure this heavy workload and unpredictability?

### b. Freelancers have their own standards of job satisfaction, livability, and freedom

The author will go into more detail on a few points to address this. First off, depending on the type of work, not all freelancers have a heavy burden. If the Freelancer is well educated, has a wealth of communication experience, and consistently performs well on assignments, he won't have any trouble working on duties for a client. According to the poll, 22% of respondents believe that their creative performance declines when WFH occurs during the COVID-19 epidemic, whereas 41% of respondents believe that participation in digital knowledge sharing (knowledge sharing) can boost their creative performance. In that regard, based on the freelancer's individual needs, some freelancers are able to change to increase their performance in numerous ways.

In addition, one of the key reasons why Freelance may survive is that it prioritizes its home and familial responsibilities. It affects employee productivity and lowers work performance. According to Anis Indrawati and Arid Pradhanawati, (2019), the idea of working hours is the primary factor in certain former employees' decisions to work flexible hours. Therefore, the idea of flexible schedules might lessen concerns about employee absence and the degree of conflict between work and family. Additionally, Beham, Barbara, et al. (2019) research findings citing work-life conflict have demonstrated that part-time workers are more likely than full-time employees to complete the SWLB (Social Work-Life Balance) survey; furthermore, the less time they work.

According to Pauzi A, and Komariah K. (2022), Personality and Dialogue Have an Impact on Staff Productivity, where Personality Has an Effect on Boosting Self-Confidence with Further Interaction That Can Enhance Efficiency. This means that every freelancer must have the ability to change their schedule and raise their own productivity.

Sani Susanti (2018) goes on to describe additional factors, like emotional maturity and language skills, which have a limited impact on job satisfaction. Then in Efendi (2021), 77% of the participants to the research study stated that pay and work rules had a good impact on job satisfaction. The findings of the second study, however, indicate that salary has no appreciable impact on employee motivation. The third finding demonstrates that worker productivity is significantly impacted by workplace discipline..

In Ulyanovsk, Russia, in February–April 2017, a survey of 300 interviewees, with a percentage of 53% male and 47% female, was conducted. The study's findings showed that freedom is something that freelancer's value highly as a benefit of their work. So, rather than sitting in an office, some freelancers in Russia can maintain their own quality of life. Out of 300 interviewees, 40% believe that the freedom to select one's own area of expertise, how much time and energy to devote to it, and the ability to move about are the key benefits of freelancing because traditional jobs are not so handy. 37% of people worldwide find working from home to be more convenient. In spite of this, some of these independent contractors are aware of the unpredictability in their jobs. They are aware of the drawbacks of freelancing. Even respondents acknowledged that 40% of freelancers' current profits is unstable and unclear.

## 5. CONCLUSION

The author hopes to highlight certain concepts that are important to grasp before entering the freelance industry through this study. The majority of employees deal with anxiety over their jobs, careers, and income. The unstable labor done by Individuals is also spread out between periods of unemployed because they are waiting for their next career, according to Fatimah F, Sekar R, Ben

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K.C, Kathleen Azali et al (2020: 105) Because they lack access to social safety nets, this puts their lives in danger and creates a great deal of uncertainty.

On the other side, other independent contractors had no issues. According to what was published (Tnnessen,, Dhir, & Flten, B. T.: 2021), these informants stated that they had a great deal of experience communicating and successfully completing job projects, thus they would have no trouble handling tasks from a client given their prior higher education. According to the research by Fatimah F, Sekar R, Ben K.C, Kathleen Azali et al (2020: 106), another significant effect of this type of work structure is the lack of time for employees to interact with other freelancers in order to organize, share information about their jobs, or resolve issues. In this sense, collaborating with other freelancers is a way to address minor issues that arise in their work.

The author draws fresh conclusions from this analysis, which presents at least two opposing viewpoints in the field of freelancing. (1) What are the requirements for a freelancer's job happiness and means of support? (2) How do the employed worker class and the labor force do in the global labor market? The author has not discovered these solutions for the Literature Review using the Log Book.

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