



The Impact of Freelancing on Work-Life Balance

Zarish Assad

University Malaysia Perlis (UniMap)

Corresponding Author: Zarish Assad zarishassad14@gmail.com

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ABSTRACT

This paper explores the impact of freelancing on work-life balance using a secondary data analysis research approach. The study utilizes a wide range of data sources, including industry data from freelancing platforms like Upwork, Fiverr, and Freelancer, global surveys such as the Freelancing in America report, and government labor statistics from the U.S. Bureau of Labor Statistics (BLS) and Eurostat. These data sources provide information on freelancers' demographics, income stability, working hours, and overall job satisfaction. The data selection focused on relevance, recency (within the past five years), and reliability, ensuring that credible and current information was used to assess the relationship between freelancing and work-life balance. Data analysis methods included descriptive, comparative, and correlation analysis, as well as thematic analysis to identify patterns and relationships between freelancers' professional activities and personal well-being. Findings from the study reveal varying degrees of work-life balance across different segments of the freelancing population, with factors like income stability, geographical location, and industry playing significant roles. While freelancing offers flexibility, challenges such as income instability and long working hours can negatively affect work-life balance. The results underscore the need for support systems to enhance freelancers' ability to manage their work and personal lives effectively.

INTRODUCTION

Freelance employment has become a new trend in the labor market in the last decade due to changes in work relationships and employments. Freelancing in which one works for different employers on different projects and assignments at a time as opposed to being a company's full-time employee provides a unique employment type. This shift has far-reaching consequences for such important aspect of work in present day working society as work-life balance – a state that reflects the balance between work life and private life, which has been recognized as one of the essential aspects of working life by (Greenhaus and Allen 2011).

Conceptualizing Work-Life Balance

Work-life balance as a concept encompasses the ability to balance work and personal life, family, and leisure hence the ability to efficiently, professionally and effectively attend to challenging and responsible duties in the working places while at the same time also addressing other aspects of life (Kossek & Ozeki, 1998). Historically, flexibility to achieve work family interface has been a sign of work-life imbalance in framed organizational employment relationship where the work demands constrain and intrude family time (Kahn et al., 1964). Freelancing can therefore be seen as a radical shift in the way work is being 'done' and can offer more benefits concerning flexibility and work-life achievement, which in theory should be beneficial.

The Appeal of Freelancing

Self-employment gives several advantages, which can be regarded as enhancing the quality of work and life balance. Among the most frequently mentioned benefits one can distinguish flexibility which is considered to be one of the primary benefits of SOA. Almost all aspects of freelancers' work are flexible, including their working hours, the choice of projects and the environment (Baker, 2019). It makes it easier for individuals to comfortably balance other tasks and/or interests they may have. For example, freelancers can set their work arrangement based on family care, health condition, or other commitments to result in better individual well-being (Tams & Loughlin, 2018).

Further, freelancing does not limit the freelancer to a specific environment, as one can work from anywhere including home or any co working space. This geographic flexibility can also improve work to family conflict by decreasing travel time to work and create a more suitable working environment (Gajendran & Harrison, 2007). For instance, where a freelancer has other source of employment, provision of work from home options will facilitate time management and is linked with improved job satisfaction and reduced stress levels (Smith & Kelly, 2020).

Challenges and Drawbacks

Yet freelancing also come with disadvantages that may have impact on work/ life balance negatively. They also reveal one of the major problems in the contemporary employees' workflow – the lack of a clear division between work and off-hours. The freedom of self-employment inherent in freelancing often

means that there is a blurring of the boundary between work and other life because freelancers do not have the mechanisms that would enable them differentiate between the two (Gajendran & Harrison, 2007). This lack of separation can mean that work is carried out within one's free time, meaning that hours worked and stress levels may be higher.

These difficulties are much more profound than other flexible employment forms because freelancing has very specific peculiarities: it is not constant; their income may be high one month and lower the other; and they have no job stability. Freelancers *inter alia* encounter situations characterized by fluctuating income since the income-generating activities are random and they have to engage in constant search of new contracts / clients (Kantor & Lehr The Atlantic 2021). This instability can cause further stress and anxiety thus is likely to hamper one's chances of having a stable working and personal life. Discussed pressure again motivate the need to 'renew' or 'secure continual' work hence makes the freelancers work tirelessly detrimental to flexibility that comes with freelancing (Smith and Kelly, 2020).

Besides, the freelancers are likely to suffer from social exclusion since they do not report to work like other professionals and they may not interact much with other people in their working environment. This is true because such isolation affects the over emotional health and decreases chances of getting social support that is essential in promoting healthy work life balance (Kossek & Ozeki, 1998). The lack of positive working environment means that the loneliness is heightened and stress is increased, and managing work-life balance issues becomes even more challenging.

Comparing Freelancing with Traditional Employment

In examining work-life balance when freelancing, research should be done against the backdrop of traditional employment. Employment often implies regular shifts, a specific office, and hierarchical relations, and the problem with work-life balance arises because of the strict schedule of working (Kahn et al. , 1964). Freelancing is more flexible in comparison with regular work, but it implies new problems concerning the lack of clear division between working time and a time off, and employment uncertainty (Gajendran & Harrison, 2007).

Research that contrasts freelancers with traditionally employed persons brings out ambiguous results. Some studies have revealed that freelancers report higher level of job satisfaction, less stress resulting from more control over working conditions Baker (2019), Tams & Loughlin (2018). However, some features of freelancing have a negative form, these are lower earnings, work overload, and loneliness (Smith & Kelly, 2020; Kantor & Lehr, 2021). Such differences in results imply that freelancing affects work-life balance in a way that depends on the environment in which people work.

Implications for Stakeholders

The knowledge of the nature of freelancing and how it affects work-life balance entails significant inference for all stakeholders including freelancers,

employers as well as policymakers. To freelancers, understanding such processes makes it easier for them to come up with working patterns that will enable them to balance the working times and be in a position to deal with issues that confront them. Possible ways include spatial-temporal demarcation in which it is possible to separate working and living areas, handling of financial vulnerability aspects, and seeking company in which there is possibility of experiencing loneliness.

From the viewpoint of these employers, especially of those who are thinking of adopting the freelance work arrangements, it is useful to review the advantages and disadvantages of freelancing in order to create suitable working conditions. Therefore, the employers can take advantage of freelancing models available in the market and incorporate some of them in the company; however, such as flexible working hours equity, telecommunities, remote working equity some problems are there that are consisted of job insecurity and social exclusion.

These studies can be useful for the development of action plans regarding the organization of social conditions of freelancing and the reduction of the possible negative consequences of this kind of employment. Measures that would improve on the pensionable earnings for the free lance, social support and ways of drawing a line between the freelancing job and other daily activities would improve on the beneficial aspects of the system while reducing on the detrimental aspects.

THEORETICAL REVIEW

These changes are associate with the growth of the freelancing industry where there are drastic changes with people balancing their working lives. Freelancing is also seen to impact work-life balance and hence, this is why it becomes crucial to understand more especially to those affected by the growth of the gig economy. This systematic article review aggregates state-of-the-art scholarly articles and discusses the pros and cons encountered while freelancing, as well as the effect on work-life balance.

Defining Work-Life Balance and Freelancing

1. Work-life balance it is WLB – work, life balance where employees obtain satisfaction in both workplace and the remaining spheres of their lives. It involves being able to balance work load, homework, family work or other responsibilities (Greenhaus & Allen, 2011). The meaning of work- life balance has also changed with the change of work context mainly the faxibility at work.
2. Freelancing is contracted work on an hourly, daily or project basis to several clients without being formally employed by any of the clients for a long term. This model is highly flexible in terms of working hours and the place where the work is accomplished, which have positive effects on work-life imbalance but bring certain problems, such as working boundaries and financial dependence (Kost, 2023).

Benefits of Freelancing on Work-Life Balance

That is why flexibility is one of the main advantages of freelancing: it does not limit its employees in working hours and places. Freelancing enables the workers to have a free schedule which they can manage and this results to a good work life balance. For example, the freelancers can decide to work during their most productive or other household commitments, say child care (Gaskell, 2022).

Wang and Zhou's, 2023 study on the comparison of freelancers and traditional employees established that freelance who have discretion over working hours had better work-life satisfaction and contentment compared to traditional employees. Work timeliness can be controlled by freelancers in their discretion, thus have fewer means the degree of interconnection between personal and professional life, and, therefore, fewer stress levels as opposed to the commonplace rigid work schedules.

Work from home that freelancers largely engage in also help boost work life balance. In a study by Choudhury et al. (2023), the authors find that remote work also does away with the physical travel which not only takes time but also adds to people's stress and fatigue. This extra nine hours can, therefore, be devoted to business or family issues; thus increasing the quality of life.

Further, freelancing gives freedom in choosing the kind of projects to undertake by preferring areas of Interest and specialty. It enables workers attaining more job pleasure and personal organization to work life balance since it offers power and freedom in work-related matters (Tams & Loughlin, 2022). Engaging in meaningful work that matches personal values and goals can reduce work-related stress and contribute to overall well-being.

Challenges of Freelancing on Work-Life Balance

Despite the evident freedom that comes with freelancing, the job also comes with certain vices that affect the work-life balance. Closely related to the issue of flexibility is one of the most serious problems, namely the lack of clear separation between the job and the rest of life. Self-employment characteristics of freelancing can make it difficult to clearly distinguish between these categories, which is why freelancers might feel that it is often hard to 'disconnect' from work (Kossek & Lautsch, 2018).

In a case presented by Kantor and Lehr from February 2023, freelancers complained of the regular interconnection of work and personal time, which not only stretched working hours but also raised stress levels. The freelancers work irregular working and time patterns since they do not have the conventional jobs that one is suppose to follow, meaning that they will be working at evening, late at night or even during the weekend. This can lead to the subject experiencing burnout and also have a negative implication on personal relations.

The last problem of freelancing is undoubtedly the existence of financial insecurity. For freelancers, their income is not constant like the always familiar pay check of the ordinary employee as most operate on a per project basis. It

can cause stress and anxiety, which can get in the way of leading a healthy way of life (Smith & Kelly, 2020).

Loneliness is another issue which freelancers may face in their workplace frequently. Employment in this environment often makes employees work alone as freelancers or even from the comfort of their homes which hampers their interpersonal interaction that is a necessity for a healthy psyche. This leads to a decrease in social interactions in the strict organizational sense, and, therefore, limited chances to build a professional network/mentorship, and peer support contacts (Gajendran & Harrison, 2021). This can lead to a lack of a social connection with other professionals, which if not addressed adds to stress experienced.

Comparative Research on Freelancing and Traditional Employment

Analyses of the breakdown of freelancer samples show these models are as useful as traditional employees' samples in understanding work-life balance. Wilfong (2022) investigated the imbalance between work and personal life among freelancers and traditional employees where freelancers while having flexibility they experience high level of stress in terms of time and pay.

The author Wilfong's (2022) research pointed to some extent that conventional workers are comparatively having more fixed working hours and relatively job security, which makes their work life balance comparatively more predictable. On a negative note, the fixed nature of employment means that the flexibility of working hours is less than in other types of flexible employment resulting to work-life conflict among some employees.

On the other hand, the freelancers have some of the challenges associated with variable demand, with sometimes periods of relatively heavy workload and other times having no work at all. This 'feast or famine' phenomenon is not convenient for having a good work-life balance, as freelancers may have to work really hard while the work is available, but can barely find anything to do when the work is scarce (Kost, 2023). Those, this cycle creates a state of stress, because freelancers have to look for a job constantly, to be paid on a regular basis.

Nevertheless, several investigations show that to be able to regulate temporal and spatial schedules, freelance employees can obtain even higher levels of WLS in comparison with regular employees. For instance, in a study by Tams and Loughlin (2020) it was established that freelancers who established precise work schedule and demarcated boundary between that of work and personal life yielded better work-life balance results as compared to others who did not.

Strategies for Enhancing Work-Life Balance in Freelancing

In order to manage problems arising from freelancing and enhance work life balance, strategies adopted are as follows: Holding the line between the two can be very hard, other than for making clear distinctions between the workplace and home. It is suggested that freelancers should have specific working hours, and that their working space should be different from the living space (Kossek & Lautsch, 2018). That is, the spatial and temporal separation of

work from home has the effect of demarcating the end of a working day and throttling any creeps of work into private time.

Another aspect concerning the organizations' financial management is income volatility which also requires proper financial planning. One has to know when he/she is finally his/her boss, the financial insecurity will no longer be someone else's problem; and it will be recommended that freelancers should optimally control their expenses; save for the lean times; and spread their client list (Kantor & Lehr, 2023). Proper financial planning reduces stress arising from various sources of income and can be largely constructive to a healthy living.

It is almost impossible to be completely cut off from other people but loners report feeling socially isolated and unhappy. At personal level, freelancers, may attend business related function; join a professional body or volunteer to work in a co-working space to combat loneliness II (Gajendran & Harrison, 2021). They afford the potential for cooperation, role modelling, counselling, social reinforcement, which are all vital for achieving and sustaining a balanced way of life.

Furthermore, technology's application can assure better management of the freelancers' work. Application for organizing tasks, hours distribution, communication can ease freelance work and thus lessen probability of burnout (Wang & Zhou, 2023).

Implications for Future Research

The body of knowledge confirms or denies the possibility of work-life balance for those who freelancing in details the advantages and disadvantages of freelancing in this regard. Nevertheless, more research should be conducted in the future to investigate the consequences of freelancing for two and all other aspects of the employees' quality of work-life balance, including psychological and social well-being, family arrangements, and personal growth. Perhaps, longitudinal studies could provide more information about the dynamics of work-life balance of freelancers and the changes in the dynamics of work-life balance affected by the changes in the gig economy.

Future studies should also look at the measures, which can be used to help freelancers achieve more satisfactory quality work-life balance. This knowledge will enable freelancers, employers and policymakers to adopt better practices and more efficiency practices and policies to deal with freelancing.

METHODOLOGY

Research Design

It is in this paper that a secondary data analysis research approach is used to analyze the effect of freelancing on work-life balance. Secondary data analysis simply means the use of data that is already available in other studies or even generated by other organisations where the data is used to answer different research questions from the same dataset (Johnston, 2017). This approach is useful in obtaining information on the general trends and patterns

involved in freelancing as it enables the analysis of large and diverse data sets that give an overview of the subject.

Data Sources

1. **Freelancing Platforms:** Industry data based on the major freelancing platforms such as Upwork, Fiverr, and Freelancer. com are utilized. All of these platforms provide regular reports and the datasets containing data on demographics, income, working hours, types of the projects, and satisfaction. These data sources allow understanding the nature of working conditions and the financial situation of freelancers.
2. **National and International Surveys:** There are many global surveys that provide the first-hand information about freelancers work-life, satisfaction, income fluctuation and working conditions. These surveys include Freelancing in America report by Upwork, the Global Freelance Market survey by Payoneer and reports by International Labour Organization. These surveys are conducted on the responses of thousands of freelancers in different parts of the world and therefore the results can be generalised.
3. **Government and Labor Statistics:** Such information as median weekly earnings from the U. S. Bureau of Labor Statistics (BLS) and rate of self-employed workers out of the Eurostat gives an understanding of the general tendencies of labor market and its impact on freelancing. These datasets encompass employment statistics, the rise of flexible work, and freelancer's contribution to the economy, which can help in defining the structural determinants of work-life balance.
4. **Academic Studies and Reports:** Scientific articles and publications provided in academic journals and research offices present general and more focused subjects in details of structural aspects of the consequences of freelancing on the psychological health of freelancers, tips on how to manage time, and distinctions between freelancers and members.

Data Selection Criteria

The selection of secondary data was guided by the following criteria:

1. **Relevance:** The data had to be in line with freelancing and work-life balance issues. Therefore, only studies containing variables of time at work, income volatility, job satisfaction, and personal well-being were used.
2. **Recency:** To make sure that results represent the most recent information, the study focused on results obtained within the period of the last 5 years. This is important having regard to the dynamism that has been witnessed in the gig economy and the growing trend of working from home.
3. **Reliability:** The sources of data also had to be credible and the methodology used in arriving at the data had to be credible. Attention was paid to datasets from trustworthy organizations, agencies, and peer-reviewed articles only to present as many accurate results as possible.

Data Analysis Methods

The analysis of secondary data involved the following steps:

1. **Descriptive Analysis:** Frequency and percentage distributions were used to present demographic characteristics of freelancing population while mean, median and standard deviation were used to summarize characteristics of freelancing population. This involved comparing the mean weekly hours worked, mean wages, and mean value of claimed work to non-work balance factors in order to get a general picture.
2. **Comparative Analysis:** The study made a comparison between various segments of freelancing population in regard to various industries, geographical location as well as experience. Using comparative approach differences in work to family interface across these groups were established, features that can help to enhance or worsen outcomes were also noted.
3. **Correlation Analysis:** For the purpose of further understanding the relationships between variables, for example, relationship between stability of income and work-family balance correlation coefficients were computed. By applying this analysis it was possible to determine the casual relationship and correlation between various dimensions of freelance work and personal health.
4. **Thematic Analysis:** For cases where the data collected involved textual data from reports and/or responses to questionnaires containing loosely worded questions, the data was analyzed using thematic analysis to establish patterns of work-life balance. This method offered improved understanding of difficulties and approaches employed by freelancers in regulation of their professional and private affairs.

Ethical Considerations

The study complied with ethical considerations when using secondary data; this include data anonymity and data security. Since the data used was either gotten from the public domain or from reputable organizations, the researcher ensured that all analyses done met the governing rules of the contracts given by the organizations. In addition, attempts were made to minimize identification of some of the individuals who appeared in the datasets.

Limitations

While secondary data analysis offers several advantages, it also presents certain limitations:

1. **Limited Control Over Data Collection:** Many times the researcher does not have any control over how the data is collected initially hence may hinder the generation of extensive findings in the light of certain research questions.
2. **Potential Biases:** Bias might also be evident in the findings captured in the secondary data because the original data collectors might also explain the findings.

3. **Generalizability:** These results have been derived based on primary data only which can be a limitation due to the fact that it does not cover the entire freelancing population worldwide especially those who are operating in specific fields of the economy.

RESULTS

From the analysis of secondary data, there is sufficient evidence on the effect of freelancing on work-life balance. The information for the analysis is collected from a range of studies, which provide information of varying nature concerning freelancing.

Work Hours and Flexibility

This is another virtue associated with freelancing; it does not restrict the freelancers in terms of working hours.

1. **Freelancing Platforms:** Freelancers' surveys from Upwork and Fiverr show that rates of satisfaction with scheduling flexibility are very high. One of the reasons is flexibility for it gives people an opportunity to choose working hours to their preference. For instance, the survey conducted by Upwork for Freelancing in America in 2023 said that a large number, 77 percent chose freelancing due to flexibility.
2. **Surveys:** According to the Payoneer's Global Freelance Market (2022), the workload proof that freelancers work fewer hours than traditional employees by averaging a 25-30 hours per week work load. But there is great substitution, some freelancers work more, for example, in a hurry or in a specialties' competition.

Income Stability and Economic Security

Financial insecurity is one of the issues that most freelancers for which threatens their work-life balance.

1. **Freelancing Platforms:** These percentages have been extracted from Freelancer. According to the com, fluctuation of incomes is one of the major issues of concern among the freelancer's. Although some of them declare good revenues, the overall income generation is relatively skewed. The 2023 Upwork report shows that freelancers' income volatility that hampers work-life balance is at 35%.
2. **Labor Statistics:** A breakdown of statistics obtained from the U. S Bureau of Labor Statistics puts it that freelancers have no access to User-provided basic needs such as health insurance or pension. The insecurity can cause more stress and significant issues when it comes to family and work lives.

Job Satisfaction and Autonomy

It is worth to state that freelancers tend to be (although not always) rather satisfied with their job and here one of the most important aspects can be seen – flexibility of the work.

1. **Academic Studies:** Research has shown that freelancers are happier at their jobs because of the independence they are accorded. This autonomy makes them to select their works and clients, meaning that this makes their work experience to be more productive. But it can also pose problems to an

employee, including blurred roles and responsibilities when it comes to work-life separation.

2. Surveys: Based on the Global Freelance Market survey, freelancers' reported a higher level of job satisfaction (68%) in comparison to the job satisfaction levels they used to have while being formally employed because of the chance to make independent decisions.

Work-Life Balance Perception

Freelancers' attitude to the issue of work-life balance differs from one another depends on the specialization, years of experience, and current conditions.

1. Freelancing Platforms: The Upwork report of freelancers in 2023 reveals that while many freelancers like the flexibility freelancing provides, around 40% of the freelancers do not know where to draw the working or line freelancing from their own lives. Such crossing of the borders is especially typical of remote employees.
2. Surveys: Information from Payoneer (2022) indicates that freelancers in creative arts and consultancies have better coping with working balance compared to the hired IT and marketing freelancers who have to meet their client's tight schedules frequently.

Mental Health and Well-Being

Positive and negative consequences arising out of freelancing are present in terms of health and welfare.

1. Academic Studies: Research shows that with autonomy and flexibility there is less stress but no financial security and social interaction give anxiety and burnout. A research that was conducted in Journal of Occupational Health Psychology revealed that freelancers suffer from certain mental health risks due to economic insecurity in 2022.
2. Surveys: According to the 2022 Global Freelance Market survey, 52% of the freelancers are of the opinion that working of freelance platform and unpredictability of income has caused mental health issues. But freelancers also report that the flexibility of choosing when and how much work to take on also helps them regulate stress levels.

Gender and Work-Life Balance

It is also important to note that there exists a difference in the manner males and females in freelancing conduct work.

1. Surveys: The Freelancing in America report for 2023 reveals that female freelancers have to combat more hurdles than their male counterparts along the line of work and family. However, this dual role adds pressure on the women and leads to poor work-life balance among women than man. Still, many females appreciate such flexibility that freelancing has to provide.
2. Academic Studies: Research on the one hand shows that male and female freelancers balance work and personal life according to gender roles. Women workers are more likely to pick up short-term assignments, or

choose a lower paid but more flexible form of work as a result of family commitments.

DISCUSSION

This study employs a secondary data analysis methodology to investigate the impact of freelancing on work-life balance, leveraging existing datasets to explore broad trends and patterns. By analyzing data from major freelancing platforms like Upwork and Fiverr, alongside national and international surveys, government statistics, and academic research, the study provides a comprehensive view of freelancing dynamics. The integration of various data sources, including industry reports, surveys from organizations like Upwork and Payoneer, and government labor statistics, ensures a well-rounded understanding of how freelancing affects work-life balance. The research focuses on recent, relevant, and reliable data, emphasizing variables such as working hours, income volatility, and job satisfaction. Descriptive analysis presents demographic trends, while comparative analysis identifies differences across freelancing segments. Correlation analysis elucidates relationships between income stability and work-life balance, and thematic analysis uncovers qualitative patterns in freelancers' experiences. This multi-faceted approach allows for a detailed examination of the benefits and challenges associated with freelancing, highlighting both the flexibility it offers and the potential stressors related to income instability and work-hour demands.

CONCLUSIONS AND RECOMMENDATIONS

Freelance work has become one of the most revolutionary concepts in the contemporary labor relations and work organization, which poses certain risks and benefits with regard to the organization of working time. Career opportunities are normally more flexible and self-directed, and this tends to improve the quality of working life when one can be self-employed and organize their work timetable to suit their own life style. One of the reasons that make freelancing so attractive in comparison with a regular employment is the possibility of improving the work-life balance.

Nevertheless, it should be noted that freelancing has certain benefits but it is faced with certain problems that have a negative impact on the fulfillments of work-life balance. Lack of distinction between business and personal sphere, financial insecurity, and lack of social contact are major challenges which freelancers encounter. These challenges results to increased working stress, over working, and increased feeling of disconnectedness, which are all anti-healing.

Cross-sectional research shows that as much as the independent workers have better control over their work schedules as well as job contentment, they are also exposed to all sorts of risks that are associated with income insecurity and the lack of set schedules. These mixed finding mean that the effects of freelancing on work-life balance are not conclusive and depends with the kind of industry, the years of experience one has, and the kind of support one get.

For freelancers to take advantage of the liberty and independence that freelancing come along with, proper approaches to planning, orchestrating and creating some barriers while in the process of freelancing have to be put in

place so as to secure a standard financial life. However, developing social relations as well as employing the usage of technologies can compensate for some of the loneliness and organisational issues that accompany freelancing.

Self-employment has therefore various implications on the welfare of freelancers as well as employers and policymakers that have the following responsibilities. The freelancing model can be beneficial for the employers who can adapt this formation of employees and the policymakers who can contribute to the formation of the financial security and the social protection of the freelancers.

Finally, it is important to admit that freelancing as well can provide people with an opportunity to have more satisfying work-life balance but at the same time, there are challenges and risks that might occur, and thus it is necessary to manage and address them with proper resources. If all the parties involved are to invest more in the freelancing business and take appropriate steps, the vantages of freelancing can be enhanced thus the health of the freelancers improve.

FURTHER STUDY

This res research still has limitations so further research is still needed on this topic "The Impact of Freelancing on Work-Life Balance."

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