

ABSTRACT

The rapid growth of the gig economy in Indonesia's transportation sector offers high flexibility and autonomy for workers, but also poses challenges in maintaining work-life balance, which impacts performance. This study analyzes the effect of Flexible Work Arrangement and Job Autonomy on Gig Workers Performance, with Work-Life Balance as a mediating variable. Using a descriptive quantitative causality survey approach on 300 respondents and processed with Smart-PLS, data were collected from gig workers in the transportation sector in West Java, Central Java, and East Java who met certain criteria. The results of this study indicate that Flexible Work Arrangement and Job Autonomy, Work-Life Balance directly affect Gig Workers Performance but Work-Life Balance has no influence in mediating the relationship between Flexible Work Arrangement and Job Autonomy on Gig Workers Performance. This finding aims to provide insight into how flexible work structures and autonomy affect performance through work-life balance. These findings are expected to contribute to academic discussions and practical policies to improve the welfare and productivity of freelancers in the digital economy.

Keywords: Gig Economy, Flexible Work Arrangement, Job Autonomy, Work-Life Balance, Gig Workers Performance.