

The Effect of Job Insecurity on Psychological Well-being: the Mediating Role of Work-life Balance and the Moderating Role of Resilience

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Abstract

The rapid growth of the digital economy has given rise to the gig work ecosystem, characterized by flexible, non-traditional employment arrangements. While offering flexibility and autonomy, gig workers face high job insecurity, unstable income, and limited social protection, which threaten their psychological well-being. Guided by the Conservation of Resources (COR) theory, this study aims to examine the effect of job insecurity on psychological well-being among online transportation gig workers in Indonesia, with work-life balance as a mediating variable and resilience as a moderating variable. This quantitative study employs a purposive sampling technique involving 220 active gig workers who have worked for at least six months. Data were collected through an online questionnaire and analyzed using Structural Equation Modeling with SmartPLS 4. The findings are expected to show that job insecurity negatively affects psychological well-being, and that work-life balance mediates this relationship by serving as a coping mechanism against job stress. Furthermore, resilience is hypothesized to moderate the negative effect of job insecurity on work-life balance, such that individuals with higher resilience experience a weaker negative impact. Theoretically, this study expands COR theory by integrating personal and psychological resources into the context of non-traditional work. Practically, it provides insights for policymakers, digital platforms, and organizations to develop supportive interventions that enhance the psychological well-being and sustainability of gig workers in Indonesia.

Keywords: Conservation of Resources Theory, Gig Economy, Job Stress, Online Transportation, Well-Being