

Personal and Professional Balance among Freelance Workers: A Status Quo Analysis

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Abstract

Personal and professional balance is important not just for personal health and relationships, but also, for employees' level of productivity and organizational performance. The main objective is to determine the personal and professional balance of freelance workers during the pandemic. This study gathered the data using the descriptive research method. With the help of online survey questionnaires, the researchers conveniently selected 40 freelance workers to know the personal and professional balance of freelance workers in selected areas of Cavite. Considerably, the results revealed that the majority of them were between the ages of 18 and 25, single, in their first year of college, and had been working as freelancers for less than a year. Also, the majority of freelancers' work was related to marketing, editing, IT, and computer industries. The respondents agreed that professional life interferes with their personal life. Moreover, the respondents concurred that stress, the need to reply to everything right away, and providing others with access around-the-clock are obstacles to striking a balance between personal and professional lives. This study is recommended to provide specific and attainable professional management design particularly for freelance workers.

Keywords : *freelance workers, personal and professional balance, status quo analysis*

1. Introduction

The workforce participation rate of the Philippines had increased to 64.5% last January 2023, consisting of 49.72 million Filipinos were currently employed according to the Philippines Statisticians Authority (2023). This phenomenon can be attributed to the growth in the ASEAN region and in the country which is manifested through enterprise growth (Mendoza & Tadeo, 2023; Solis & Tadeo, 2022; and Alarca et al., 2022) and enterprise growth (Mendoza et al., 2023; Tadeo & Muralla, 2022). Some jobs may suffer because of the increased use of digital technology, automation, and artificial intelligence, as well as the "new normal" work practices in the post-pandemic labor force (Tadeo & Mojica, 2022) to prevent enterprise shutdown (Dagpin et al., 2022). Automation may replace the least educated, unskilled, and low-skilled people (Lund et al., 2021). Vulnerable workers would most likely be the hardest hit; some of them may have to work numerous jobs, such as freelancing ones, to make a living. According to the Senate of the Philippines (2023), as per the data provided by the Creative Economy Council of the Philippines (CECP), approximately 1.5 million Filipinos worked in the freelance jobs were contributing to the gig economy as of June 2021. Online freelancing had recently developed as a new model for offshore service delivery as well as strategies (Mendoza et al., 2023). Due to the predicted increase in independent employees, one of the Philippines' senators had just submitted a social protection bill for them. Although freelance work had several advantages, it was critical to maintain a

separation between work and personal life. Personal and professional balance prevented burnout from working around the clock. There had been a transformation in every aspect of man's life, including working processes, when compared to the early ancient men.

Personal and professional balance is important not just for personal health and relationships, but also, it can increase employee's level of productivity and organizational performance when organizations or supervisors care about their employees (Campo, et al, 2021). An imbalanced life may result to fatigue, weariness, stress, unproductivity, exhaustion, and another symptom. According to Penz et al. (2018), Burnout Syndrome could have a negative impact on cognitive performance and mood affecting employees' productivity and performance. When personal and professional balance were not prioritized within an organization, an individual has limited time to complete all of the tasks that were part of his or her job. For example, a single person may be suffering from mental health issues, which can have a significant impact on his or her behavior at work. As a result, personal life can interfere with their professional experience. This is because they do not have set working hours and can work from home.

Personal and professional balance is a known issue in the present. No studies found that freelancers were able to balance their personal and professional life. Thus, this study seeks to identify the status quo to personal and professional balance among freelance workers during pandemic time.

2. Literature Review

The growing trend of freelancing presents new challenges for workers seeking a healthy work-life balance. Striking a balance between personal and professional life is crucial for productivity, happiness, and overall well-being. Freelancing workers face difficulties due to the blending of personal and professional lives, the need for independence, flexibility, and maintaining a strong professional reputation. Despite these challenges, freelancers can improve their personal and professional lives using various techniques. This literature review examines the challenges faced by freelance workers in striking a work-life balance to give a birds-eye view of the environment and system that the freelancers are experiencing.

2.1. The concept of personal and professional balance

The self-employed was an essential segment of society who contribute to economic growth and stabilization in their communities (Best & Chinta, 2021) as well as an economic contributory to their respective countries (Solis & Tadeo, 2022; Mendoza & Tadeo, 2022). Therefore, it was crucial to investigate whether they enjoy a work-life balance and life satisfaction, which are two separate concerns of the self-employed in this study. This study revealed that personal and professional life balance were significant predictor of life satisfaction for the self-employed. Further, it showed that household income had a statistically significant direct effect on LS and moderated the relationship between personal and professional life balance and life satisfaction. Among the control variables, only firm size was seen to contribute positively to a high level of life satisfaction. Gender, education, age, number of dependent children, industry and hours worked were not found to be statistically significant. The study also found that personal and professional balance was the most important in predicting life satisfaction of the self-employed followed by household income and then firm size.

Working remotely can supplement, and in some cases totally replace, the office environment at the company (Bellmann & Hübler, 2020). This had been proven by the said researchers when

they conducted an empirical investigation of the relationship between working remotely and job satisfaction of the freelance workers as well its variables to the personal professional balance. As a result, remote work had no impact on personal and professional balance, which is influenced by personal interests. The termination of remote employment, on the other hand, creates a clear imbalance. On the contrary, even if it is only temporary, the introduction of remote work boosts job satisfaction. When comparing those who work from home to those who want to work from home, the former was found to be happier. The findings showed that under a strict contractual agreement, job satisfaction is higher and personal and professional balance was not worse than under a nonbinding commitment. It was recommended that remote workers who desire to work from home speak up about the benefits of this setup.

Pandu (2021) concluded that personal and professional balance was important for all married women IT employees, school teachers and self-employed. This has been proven by the results obtained from this study. The researcher discovered that feelings toward work were the most influential factor of work-life balance, and there was a significant difference between job description and the variables influencing work-life balance, with the exception of absence from work. Furthermore, it was discovered that there was no significant difference in job descriptions in terms of all factors except absenteeism. Job satisfaction, attrition, and work-life balance were all highly connected to labor turnover intentions. According to the study, it was recommended for the authorities of IT organizations, school management, and the government to create new personal and professional balance policies. De Jesus et al. (2023) have explained that in the case of BPO workers, the environment and the employees' perspective matters for them to stay and increase their respective performances.

Gragano et al. (2020) investigated personal and professional balance focuses on the work and family domains. Nonetheless, the present labor force is diverse, and workers may value non-work areas other than the family. According to the findings, workers ranked health as essential as family in the personal and professional balance. The professional and health explained a greater proportion of the variation in job satisfaction than work and family domains. This study showed the importance of the health domain in the professional-personal life balance and emphasized the importance of considering the distinctiveness of different worker groups. This might also one of the barriers to the personal and professional life balance faced by the freelance workers.

Personal and professional conflict is now normalized rather than the exception for most employees, who have recently witnessed conflict in managing work demands and family responsibilities. Khan and Shabir (2018) investigated the bidirectional interference that working women in India's health-care industry face. This study discovered that working women in a collectivistic society like India had more work interference on their personal lives than personal life interference on their employment in the health sector. Women health-care workers who received more support from their employers, family, and coworkers, on the other hand, saw lower levels of interference. As a result, health organizations must implement a structure that ensures minimal involvement in the personal life of women employees by offering both emotional and institutional support. The purpose of this study was to conceptualize the bidirectional nature of the personal and professional link among health-care workers in India. The findings would direct employers, employees, and health-care practitioners to implement policies and practices that would seek to enhance personal and professional integration among workers and generate favorable organizational outcomes.

2.2. The status quo of freelance workers during the pandemic

Online freelancing is a new and growing type of work that offers considerable freedom and precarity, independence and unpredictability, potential and obstacles. According to Blaising et al. (2021), long-term participation with online freelancing entailed a distinct set of financial, emotional, relational, and reputational costs that comprise the overhead of maintaining an online freelancing career. Overhead affected online freelancers' engagement and opinions of online freelancing over time, as well as the ways some freelancers used to manage their careers, according to the study. After the original data collection, these overheads had persisted, worsened, or emerged, making it difficult or impossible for certain participants to maintain their online freelancing careers or fully fulfill prospective career growth prospects. This study proposed a set of implications for future research, legislation, and design to reduce the dangers and costs of online freelancing while also supported its career trajectories.

Sundalangi (2018) researched the status and legal connection of freelance employees, as well as the application of the manpower act to safeguard freelance workers based on the principles of justice. The research findings revealed that many lawful smuggling operations were carried out by entrepreneurs in their working relationship due to the lack of clear legislation regarding freelancing workers. The entrepreneurs had not fully met their obligations to the freelance employees, such as not paying workers in accordance with MSEs, BPJS, employment, occupational safety and health. The independent workers, on the other hand, were unaware of their rights and obligations due to the lack of a clear legal relationship outlined in the employment agreement and a lack of expertise.

Freelancers had strongly attacked the government for treating them unequally in their compensation program for coronavirus victims. During an economic downturn, the COVID-19 epidemic and emergency declaration had highlighted freelancers' job uncertainty and lack of access to a social safety net. On social media, heated disputes had emerged over how much firms and the government should be held accountable for the welfare of independent workers. Yet, many freelancers had argued that because independent work had become so commonplace, it no longer makes sense to define it as a distinct and distinct labor category. As a surprise act of political resistance, freelancers have quickly used their expertise with social media platforms to critique unjust economic recompense and to seek better perks and acknowledgment for their labor (Uno & O'Day, 2020).

Dunn et al. (2020) investigated how freelancers were responding to the existence of the new coronavirus by combining market-level data concerning changes in employment provided through online labor platforms and interviews with online freelance workers. Work freedom, which was the key to freelancers' willingness to work, appears to be diminishing and freelancers were magnified by a series of events that were transforming their working arrangements. The researcher had also discovered that these effects differed by occupation and were more acutely felt by female freelancers, both of which required further investigation. Lastly, the COVID-19 pandemic had a huge global impact and continued to put most countries' ability to deal with the interlocking issues of health, safety, and economic viability to the test that may be a once-in-a-lifetime economic shock, but it comes 12 years after the 2008 economic shock caused by financial greed, and it serves as the present baseline for the next shock.

Freelancing and working from home are becoming increasingly popular among today's youth. Kaur and Kaur (2022) discovered that WFH and freelancing were highly successful and provide numerous chances. They were beneficial to business performance. The researchers proposed to the online workforce manpower to provide training and development programs as a result of this. It was also suggested that the firm set up an infrastructure to enable online employment and develop

motivational policies to encourage freelancing. Many young people now relied on this profession as their major and secondary source of income. The percentage of working women who conducted freelancing and worked from home had increased. The same activity was also noticed in the study of Mendoza et al. (2023) which revealed that some of the dimensions of quality satisfaction related to the composition or categorization of ownership which fell on sole proprietorship.

2.3. Constraints to personal and professional balance

In the face of dropping rates, freelancers indicated that it was difficult to collaborate, with some choosing low-paying projects that were damaging to their own and their colleagues' interests. Moorkens (2020) had proven this statement as many freelance translators were concerned about technology's ability to replace them as modern translators, as well as their powerlessness in the face of translations being repurposed for machine translation training. The respondents indicated a worry of declining translation quality, a shortage of translation skills, and a lack of a translation audience. In this study, translators expressed pride and satisfaction in their work, but their morale was undermined by a lack of purpose in their work, isolation, concerns about automation and quality, perceived procedural unfairness in general and in the reuse of their work for training MT systems, and payment issues for freelance translators.

Internet freelancing is now considered as a glimpse of one future of employment: collaborative knowledge work paid by the project and facilitated by an online platform. This contradicted by the study of Dunn et al. (2021) where they examined the life of 68 online freelancers in the United States, focusing on their experiences both before and after the pandemic. The findings of this study demonstrated that these workers face less job flexibility and higher earning instability. Due to increased competition for work online, freelancers will be forced to bid on more jobs and accept lower pay, even if this was not in their best interests. Freelancers reported much more competition, resulting in fewer proposals accepted and poorer pay.

Due to lack of contact with clients and a desire for tasks, freelancers were unsure of their function. Freelancers must communicate effectively and not mislead clients about their abilities. With this, Nawaz et al. (2020) studied the insights into the aspects that provide value for freelancers, as well as a path toward those factors that brought stress to freelancers while working using an online platform. Self-management training could help with role clarity and time management. By taking on more tasks and devoting more time to freelancing, freelancers could raise their economic value. Freelancers might be paid in either a single payment or by the hour. This is also intriguing for freelancers because their earnings were directly connected to their own performance. The findings revealed that personal and professional balance, development, economic, autonomous, hedonistic, and social values were all elements of job stress of freelancers. However, the aspects of Freelancer Job Stress included a lack of position definition, money concerns, time management issues, work availability issues, a lack of perks and benefits, and work rejections (FJS). Researchers determined that to create relationships with freelancers and remain competitive in the business, freelancing platforms must maximize overall freelancer value while minimizing job stress.

Caliendo et al. (2022) analyzed how the shock associated with the COVID-19 pandemic, comprising various policy measures aimed at containing the spread of the virus, affected the mental health of the self-employed. This indicated that in terms of mental health the self-employed were, on average, not more strongly affected by the pandemic than employees. Income losses due to the pandemic were associated with a worsening of mental health in the affected individuals. Freelancers continually found themselves in situations where they were trying to secure

challenging work as a result of their frequent employment changes. Hence, they frequently maintained their employability by improving their expertise in a number of relevant fields and expanding their abilities in order to keep their employment and remain viable in the job market. The study, which showed that skills had a positive and meaningful impact on employment and job satisfaction, was consistent with this. This was supported by the study of Hudek et al. (2021) where explained by the fact that successful freelancers working for themselves, generally more than 40 hours per week, and in the competitive market lack the time for extra training or even have insufficient knowledge of opportunities for their personal growth in their country.

3. Methods and Designs

This study’s data were gathered by the use of the descriptive research method. With the help of online survey questionnaires, the selected respondents gathered the necessary information using this technique. The study came up with convenience sampling for selecting the respondents based on the location of the researchers and availability of the participants who can answer the survey. The researchers conveniently selected 40 freelance workers to know the personal and professional balance of these participants in selected areas of Cavite. Furthermore, the researchers correctly recorded the information gathered and made sure of its confidentiality. Assurance had been provided to the participants that writing this study will not violate human rights.

4. Result

4.1. Profile of the Respondents

Table 1 displays the frequency and percentage distribution of the participant's age, gender, civil status, level of education, kind of job, and number of years working as a freelancer. Thirty-two of the 40 participants were in the 18 to 25 age range. The gender distribution was equally represented, with 20 of the 40 participants being male. The results also suggested that 35, or 87.5%, of the individuals, were single, and only one (2.5%) was living with a partner. The educational backgrounds of the individuals were also mentioned. Twenty of the 40 participants were undergraduates, and 2.5 percent of the group held masters or higher degrees. Furthermore, the researchers discussed the field or nature of the jobs of the respondents. Only one or (2.50%) was in accounting and finance while 25% of respondents were working in other fields. Lastly, it had also been revealed that out of 40 participants, 16, or 40% had been on freelance work for less than a year, while only 2, or 5.0% had been on the job for 10 years and above.

Table 1: Profile of the respondents

| CATEGORY | | FREQUENCY | PERCENTAGE |
|---------------------|--------------------|------------------|-------------------|
| Age | 18 to 25 years old | 32 | 80.00 |
| | 26 to 35 years old | 1 | 2.50 |
| | 36 to 45 years old | 6 | 15.00 |
| | 46 to 55 years old | 1 | 2.50 |
| Gender | Male | 20 | 50.00 |
| | Female | 20 | 50.00 |
| Civil Status | Single | 35 | 87.50 |

| | | | |
|-----------------------------------|------------------------------------|------------------------|---------------|
| | Married | 4 | 10.00 |
| | Cohabiting | 1 | 2.50 |
| Educational Attainment | High School Graduate | 6 | 15.00 |
| | Vocational Graduate | 2 | 5.00 |
| | College Undergraduate | 20 | 50.00 |
| | College Graduate | 10 | 25.00 |
| | Masteral | 1 | 2.50 |
| | Postgraduate | 1 | 2.50 |
| | Field and Nature of the Job | Accounting and Finance | 1 |
| Writing | | 3 | 7.50 |
| Customer Service | | 2 | 5.00 |
| Computer and IT | | 6 | 15.00 |
| Medical and Health | | 2 | 5.00 |
| Marketing | | 5 | 12.50 |
| Editing | | 5 | 12.50 |
| Social Media | | 3 | 7.50 |
| Education and Training | | 3 | 7.50 |
| Others | | 10 | 25.00 |
| Number of years in the job | | Less than a year | 16 |
| | 1 to 2 years | 12 | 30.00 |
| | 3 to 4 years | 4 | 10.00 |
| | 5 to 6 years | 4 | 10.00 |
| | 7 to 8 years | 2 | 5.00 |
| | 10 years and above | 2 | 5.00 |
| TOTAL | | 40 | 100.00 |

4.2. Personal and professional balance of freelance workers during pandemic

Table 2 explained the different description of the work interference with personal life. Looking at the table, it showed that the number of working hours of the freelancers were concerning them with the highest mean score of 3.80. Meanwhile, the freelancers that are often to fulfill their family responsibility while spending their time in work domain got the lowest mean score of 3.08. Based on the findings, most of the respondents agreed that work interferes with their personal life.

Table 2: Personal and professional balance of freelance workers

| PROFESSIONAL INTERFERENCE WITH PERSONAL LIFE | MEAN | DESCRIPTION |
|---|-------------|--------------------|
| The number of hours I work is a concern to me. | 3.80 | Agree |
| As I have to spend time in my work domain, I often failed to fulfill my family responsibility. | 3.08 | Undecided |
| My customers are very demanding which requires me to spend more time at work. | 3.15 | Undecided |
| The demands arising from my work make my personal life stressful. | 3.25 | Undecided |
| I often feel sleep-starved due to the amount of work that I have to do in a day. | 3.65 | Agree |
| I suffer from work related stress which manifest as physical ailments such as headaches, insomnia, depression and blood pressure. | 3.53 | Agree |
| I often have to compromise my social engagement on account of work. | 3.58 | Agree |
| My job requires me to work after hours to complete my task. | 3.48 | Agree |
| GRAND MEAN | 3.44 | AGREE |

Legend: 4.20-5.00 Highly Agree; 3.40-4.19 Agree; 2.60-3.39 Undecided; 1.80 to 2.59 Disagree; 1.00 to 1.79 Highly Disagree

Table 3 depicted how participants' personal lives interfere with professional lives. They concurred that they were preoccupied with thoughts about home while at work, but they couldn't tell if they were also bothered by personal or family concerns, forced to put off tasks at work because of obligations at home, obsessed with social activities, and a variety of other factors.

Table 3: Personal interference with professional life

| PERSONAL INTERFERENCE WITH PROFESSIONAL | MEAN | DESCRIPTION |
|---|-------------|--------------------|
| I am preoccupied with home-related thoughts during work. | 3.48 | Agree |
| I am often distracted by personal / family worries while at work. | 3.38 | Undecided |
| My home / family related stress makes me irritable at work. | 2.93 | Undecided |
| I cannot concentrate in my work due to the dependent care issues at home. | 2.90 | Undecided |

| | | |
|--|-------------|------------------|
| The needs and demands of my family members interfere with my work-related activities. | 2.85 | Undecided |
| My home responsibility often hinder my performance at work. | 2.85 | Undecided |
| Many times that I have to postpone things at work due to the demands on my time at home. | 3.13 | Undecided |
| 8. Due to my preoccupation with societal activities, I find it difficult to complete work in time. | 3.03 | Undecided |
| GRAND MEAN | 3.07 | UNDECIDED |

Legend: 4.20-5.00 Highly Agree; 3.40-4.19 Agree; 2.60-3.39 Undecided; 1.80 to 2.59 Disagree; 1.00 to 1.79 Highly Disagree.

Table 4 shows how satisfied respondents were with their personal and professional balance. It showed that respondents strongly agreed that they were satisfied with their ability to meet the needs of their profession and personal life, with a mean score of 4.48. Whereas the lowest mean score of 4.18 showed that respondents were successful in balancing home and work commitments.

Table 4: Satisfaction with personal and professional balance

| SATISFACTION WITH PERSONAL AND PROFESSIONAL BALANCE | MEAN | DESCRIPTION |
|---|-------------|---------------------|
| I am satisfied with my ability to meet the needs of my job and with those of my personal life. | 4.48 | Highly Agree |
| I am successful in managing my home and work demands. | 4.18 | Agree |
| I am happy with the contributions I make towards my home and family. | 4.43 | Highly Agree |
| I am satisfied with the opportunities I have to perform my job well and yet to be able to perform home duties adequately. | 4.43 | Highly Agree |
| I have time to reach my personal life and career goals satisfactory. | 4.25 | Highly Agree |
| I am satisfied with the way I divide my time between work and personal life. | 4.40 | Highly Agree |
| GRAND MEAN | 4.36 | HIGHLY AGREE |

Legend: 4.20-5.00 Highly Agree; 3.40-4.19 Agree; 2.60-3.39 Undecided; 1.80 to 2.59 Disagree; 1.00 to 1.79 Highly Disagree.

4.3 Constraints to personal and professional balance among freelance workers

Table 5 showed the barriers to freelancing workers' personal and professional balance. Findings revealed that the top 5 barriers include thinking about work while at home and about home while you are at work, giving people 24/7 access, reacting to everything immediately, stress, and being a perfectionist.

Table 5: Constraints to personal and professional balance

| BARRIERS TO PERSONAL AND PROFESSIONAL BALANCE | FREQUENCY | PERCENTAGE |
|--|------------|---------------|
| Being a perfectionist | 13 | 9.50 |
| Giving people 24/7 access to you | 19 | 13.90 |
| Reacting to everything immediately | 19 | 13.90 |
| Mistaking busyness to productivity | 6 | 4.40 |
| Thinking about work while at home and about home while you are at work | 22 | 16.10 |
| Lack of resources | 11 | 8.00 |
| Unrealistic demands | 8 | 5.80 |
| Unhelpful attitudes | 10 | 7.30 |
| Unsupportive relationships | 3 | 2.20 |
| Stress levels | 19 | 13.90 |
| Lack of control | 7 | 5.10 |
| TOTAL | 137 | 100.00 |

Legend: 4.20-5.00 Highly Agree; 3.40-4.19 Agree; 2.60-3.39 Undecided; 1.80 to 2.59 Disagree; 1.00 to 1.79 Highly Disagree.

5. Discussion

Profile of the participants

The study revealed that the sample was predominantly composed of young, unmarried, undergraduate students with diverse job fields and limited professional experience. The findings imply that freelancing works as a viable option for young and budding professionals who are still exploring the job market or have not yet established themselves in their respective fields of specialization. These research results are consistent with other studies by Pofeldt (2019) and Kaur & Kaur (2022), which found that freelancing was becoming more and more common among younger generations. Younger generations' growing preference for freelance employment may be explained by their need for more flexibility in their work schedules and the capacity to strike a better work-life balance.

Professional and Personal Balance of the Participants

The study showed that despite possessing greater time flexibility, freelance workers still experience challenges in achieving work-life balance similar to those traditional employees. Since freelancers govern their own time and schedule, they frequently had difficulty with time

management. Workers may spend less time with their families due to longer working hours, and the reduction in family time may lead to poor work-life balance (Kim & Ryu, 2017). Considerably, undecided results implies that there were mixed responses, which indicates that there may be some variability in how freelance workers perceive the interference between their personal and professional lives. In addition, further research may be needed to determine the extent to which personal life conflicts with work among freelance workers. In terms of satisfaction towards personal and professional balance, the results implied that freelancers tend to have a healthy balance between their personal and professional life. This finding was backed by a study conducted by Brunt-Seymour (2017), which discovered that the vast majority of freelancers were happy to work alone and were aware of their superior ability to handle professional obstacles. The study emphasizes the value of independence and adaptability for freelance workers in establishing work-life balance. Moreover, constraints in the aspect of professional and personal balance reflects that these results are significant as they provide valuable insights into the challenges that freelance workers face when it comes to maintaining a work-life balance and highlight the need for effective strategies to deal with these barriers. According to research by Dossin et al. (2019), work-life conflict had an adverse impact on employees' job performance and satisfaction.

6. Conclusion

The following conclusions were reached based on the findings of this investigation. There were the same number of male and female participants in the study. The majority of them were between the ages of 18 and 25, single, in their first year of college, and had been working as freelancers for less than a year. Also, most respondents' employment was in the marketing, editing, IT, and computer industries. The majority of respondents agreed that professional life interfered with their personal life, such as the number of hours they work, social engagement, and sleep deprivation. However, the majority of respondents were undecided on how their personal life affected their work, such as their home responsibility, family needs and demands, and dependent care issues. Most respondents agreed that barriers to personal and professional balance include thinking about work while at home and at work, stress, reacting to everything immediately, and giving people 24/7 access.

The researchers recommended that freelance workers employ personal management design to manage their workload and draw boundaries between their professional and personal lives. Considerably, this study recommended to utilize technology as aiding factor to maximize time for professional and personal matters such as pomodoro designs where freelancers may opt to prioritize urgent task with prioritization of personal welfare. Finally, researchers recommended to explore interaction effects of personal and professional time and work productivity with sensitivity to self-induced work climate using vector model regression as a future direction of this undertaking.

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