

A/ASSESSMENT RECAP

- You need to write a **2,000-word individual case study** addressing All case study questions below:

Question 1: Suggested 600-700 words

- Who is responsible for ensuring fair pay and working conditions for workers in the gig economy? What steps can be taken to improve their compensation and working conditions?

Question 2: Suggested 500-600 words

- How do algorithms used by platform companies (e.g., Grab, Gojek, etc.) in the gig economy affect the well-being of gig workers?

Question 3: Suggested 800-900 words

- Assuming you are taking the Chief Human Resource Officer role in an iconic gig economy company, recommend FIVE “Best Practices” to enhance the three->five aspects of gig workers’ job-related well-being.
- Provide your reasons for each “Best Practice” you will have recommended. Please note you can justify your reasoning using cases, statistical data, and first-hand data.

B/KEYWORDS DEFINITION

1. **Gig Economy:** A labor market characterized by the prevalence of short-term contracts or freelance work, as opposed to permanent jobs.
2. **Algorithms in HRM:** Automated processes used in Human Resource Management for various purposes like recruitment, performance evaluation, and job allocation.
3. **Occupational Injury:** An injury that results from a work-related event or from a single instantaneous exposure in the work environment.
4. **Occupational Disease:** A disease resulting primarily from exposure to risk factors arising from work activity.
5. **Well-being:** The state of being comfortable, healthy, or happy, especially in a workplace context.
6. **Risk Management Principles:** The systematic approach to managing and assessing risks to achieve predetermined objectives and protect the welfare of an organization.

7. **Psychosocial Issues:** Aspects of work that affect individuals' psychological health and their interpersonal relationships.
8. **Platform Companies:** Businesses that provide a digital platform for various services, particularly in the gig economy, such as Uber or TaskRabbit.

LIST OF ABBREVIATION

WHS	Workplace Health and Safety
PCBU	Person Conducting a Business or Undertaking
HRM	Human Resource Management