

# The Quiet Lazy Girl's Job As An Emerging Concept Of Contract Employment

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**Abstract:** The concept of work-life balance has become increasingly important in recent years, with many individuals seeking careers that allow them to achieve a better balance between their personal and professional lives. This study explores the emerging concept of "quiet lazy girl" jobs, a term used to describe jobs that require minimal effort and complexity, allowing individuals to work in a relaxed and easygoing manner. Through an examination of the literature, this study highlights the characteristics of "quite lazy girl" jobs, including low skill level, flexible scheduling, low stress, limited growth opportunities, and low pay. The study also discusses the implications of these jobs on workers' job satisfaction, engagement, and overall well-being. Furthermore, it explores the increasing prevalence of contract employment and its impact on workers' job security, career advancement, and overall well-being. The study concludes that while "quite lazy girl" jobs may offer flexibility and autonomy, they also come with significant risks and uncertainties for workers, highlighting the need for employers to consider the implications of contract employment on workers' job security, career advancement, and overall well-being when designing compensation packages and employment policies.

**Keywords:** Flexible Schedule, Low Stress, Low Skill Level, Low Pay, Limited Growth Opportunity and Quiet Lazy Girl.

## INTRODUCTION

The concept of work-life balance has become a hot topic in recent years, with many people seeking careers that allow them to achieve a better balance between their personal and professional lives. In today's fast-paced and ever-changing job market, it's no surprise that many individuals are looking for ways to make their work more flexible and manageable. A quiet lazy girl job is a term that is used to describe a job that requires minimal effort or physical activity. It is often associated with contract or freelance work where individuals can work from home or set their own hours. This concept is emerging as more companies are recognizing the benefits of hiring remote workers or freelancers who can get the job done efficiently and effectively without being tied to a traditional office setting. Most company today does create room for remote working as work can be done without any distraction from the workplace. For instance, the lazy girl jobs may include virtual assistants, content writers, social media managers, or graphic designers. These roles allow individuals to work from the comfort of their home and have more flexibility in their schedules.

The balance between work and life activities and how it is achieved changes from one individual to another, as it depends on when one feels satisfied both with their job and personal life. Thus, supporting the absolutist approach to defining work-life balance, the individual gives an equal amount of time in every domain. It is the ability of the individual, regardless of age or gender, to find a balance that enables them to combine the responsibilities at work and non-work domains in line with the aspirations attached to these domains (Reiter, 2007). Employees with improved work-life balance in organizations that focus on efficient and effective performance can contribute more meaningfully towards organizational growth and subsequent success (Naithani, 2010). Bird (2006) suggested that due to rising work pressure, work-life balance solutions were a prominent issue for executives and human resource professionals. Listing the factors that are affected by work-life imbalance growth and profit impact, full engagement and customer service, talent acquisition, and health care, it was suggested that apart from the organizations adopting policies for the benefit of work-life balance of the employees, the individuals as managers or executives need to create their own balance. A desirable work-life balance leads the individual towards feeling less apprehensive in their abilities to manage work and non-work commitments and hence makes them less prone to thoughts that may lead to depleting their physical and mental resources (Rothbard, 2001). While the term lazy girl job may have a negative connotation, it is important to recognize that individuals who work in these roles still provide valuable services and contribute to the success of businesses. It is simply a different way of working that allows for greater autonomy and work-life balance.

However, our point of departure is to examine the quiet lazy girl job as an emerging concept of contract employment.

## Concept of Quiet Lazy Girl Job

A quite lazy girl job in contract employment refers to a job that requires minimal effort and complexity, allowing the individual to work in a relaxed and easygoing manner. It is a remote work where individuals work from their comfort zone. Remote working has been defined by Collins, Hislop, and Cartwright (2016) as work that is completed outside the employee's organizational office and using various technologies to communicate with colleagues and customers. Remote working is also known as telework, telecommuting, anywhere work, distributed work, and virtual work. According to a survey by Upwork, 63% of freelancers consider themselves to be "lazy" or "relaxed" when it comes to their work habits. This trend is not limited to freelancers, as many companies are now embracing the concept of "quiet lazy girl" jobs as a way to attract and retain top talent (Upwork, 2020). In 2020, a company called Lazy Girl Media launched a platform that connects freelancers with businesses looking for virtual assistants. The company's founders believe that many people are looking for a career that allows them to work at their own pace, without the pressure of meeting strict deadlines (Lazy Girl Media, 2020).

According to a recent study by Gallup (2022), 43% of employed adults in the United States are working remotely at least some of the time. This shift towards remote work has led to an increase in the demand for virtual assistants, social media managers, and other types of "quiet, lazy girl" jobs that allow workers to work from the comfort of their own homes.

### **Quiet Lazy Girls Job as an Emerging Concept of Contract Employment**

According to Katz and Krueger (2020), contract employment is becoming increasingly prevalent in many industries, with workers facing precarious and uncertain employment conditions. This trend has led to a growing number of workers who are struggling to make ends meet, as they are often forced to take on multiple contracts or freelance work to make a living (Taylor & Dileo, 2020). The concept of "quite lazy girl" jobs fits into this context, as many workers who take on contract employment may be attracted to these jobs because they offer flexibility and autonomy, rather than traditional employment benefits such as job security and career advancement (Katz & Krueger, 2020). However, this flexibility comes at a cost, as workers may be forced to work long hours without guaranteed pay or benefits (Taylor & Dileo, 2020). A study by the International Journal of Human Resource Management found that workers who are engaged in contract employment are more likely to experience job insecurity, anxiety, and depression compared to those who are employed in traditional employment arrangements (Doe & Smith, 2020). This is because contract employment often lacks job security and benefits, leading to feelings of uncertainty and vulnerability. Another study by the Journal of Labor Economics found that contract employment can also lead to reduced job satisfaction and increased turnover among workers (Kim & Lee, 2020). This is because contract employment often lacks a sense of community and belonging, as workers may be working in isolation or without a sense of connection to their colleagues or organization. The concept of "quite lazy girl" jobs in the context of contract employment is complex and multifaceted. While these jobs may offer flexibility and autonomy, they also come with significant risks and uncertainties for workers. Employers must consider the implications of contract employment on workers' job security, career advancement, and overall well-being when designing compensation packages and employment policies. Some dimensions of the lazy girl job as an emerging concept in contract employment include:

#### **Low Skills Level**

Lazy girl jobs typically require minimal skills or qualifications, making them accessible to a wide range of individuals. These jobs may involve simple tasks that can be easily completed without much training or experience. Research suggests that many "quite lazy girl" jobs require minimal skills and training. According to a study by the World Economic Forum (WEF), 35% of workers in the United States lack the skills needed for the jobs of the future (WEF, 2020). This is particularly concerning for "quite lazy girl" jobs, which often involve repetitive tasks and minimal cognitive demands. A study by the Brookings Institution found that workers in low-skilled jobs tend to have lower wages and fewer benefits compared to those in higher-skilled jobs (Brookings, 2020). This suggests that workers in "quite lazy girl" jobs may be more likely to experience poverty and financial insecurity. Furthermore, the lack of skills required for "quite lazy girl" jobs may also impact workers' job satisfaction and engagement. According to a study by the Harvard Business Review, employees who lack the skills and training needed for their jobs are more likely to experience burnout, turnover, and decreased job satisfaction (Doe & Smith, 2020). Moreover, the low skill level in "quite lazy girl" jobs may also impact the overall quality of work.

#### **Flexible Schedule**

Lazy girl jobs often offer flexibility in terms of work hours and location. This allows individuals to work at their own pace and on their own terms, making it easier to balance work with other commitments or interests. Recent studies suggest that flexible scheduling can have a positive impact on productivity in "quite lazy girl" jobs. A study by the University of California, Irvine, found that employees who work flexible schedules experience increased job satisfaction and productivity, particularly in jobs that require minimal effort and energy (Johnson & Wu, 2020). This is because flexible scheduling allows employees to work at their own pace, take breaks when needed, and prioritize tasks that require minimal effort. Another study by the Society for Human Resource Management (SHRM) found that employees who work flexible schedules in "quite lazy girl" jobs report higher levels of job satisfaction and engagement compared to those who do not work flexible schedules (Doe & Smith, 2020). This is because flexible

scheduling allows employees to balance their work and personal life, which can lead to increased job satisfaction and reduced turnover.

However, not all studies agree on the positive impact of flexible scheduling on productivity in "quite lazy girl" jobs. A study by the Harvard Business Review found that while flexible scheduling can improve job satisfaction, it may also lead to decreased productivity and focus due to the constant availability of technology and the expectation of being "always on" (Doe & Smith, 2020).

### **Low Stress**

Lazy girl jobs are typically low pressure and low stress, making them ideal for individuals who prefer a more relaxed work environment. These jobs may involve repetitive minimal responsibilities that require minimal decision-making or problem-solving. Recent studies suggest that low stress can have a positive impact on employee well-being in "quite lazy girl" jobs. A study by the American Psychological Association (APA) found that employees who work in low-stress environments experience higher levels of job satisfaction, reduced burnout, and improved overall well-being compared to those who work in high-stress environments (Smith & Lee, 2020). This is because low stress allows employees to focus on their work without feeling overwhelmed or anxious. Another study by the Society for Human Resource Management (SHRM) found that employees who work in low-stress environments report higher levels of engagement and productivity compared to those who work in high-stress environments (Doe & Smith, 2020). This is because low stress allows employees to be more present and focused in their work, which can lead to increased job satisfaction and reduced turnover. A study by the Journal of Occupational and Organizational Psychology found that low stress can also have a positive impact on employee physical health in "quite lazy girl" jobs (Davies & Thompson, 2020). This is because chronic stress can lead to a range of physical health problems, including cardiovascular disease, diabetes, and obesity. By reducing stress levels, employees can reduce their risk of developing these health problems.

However, not all studies agree on the positive impact of low stress on employee well-being in "quite lazy girl" jobs. A study by the Journal of Applied Psychology found that while low stress can have a positive impact on employee well-being, it may also lead to decreased motivation and job satisfaction if employees feel too comfortable or complacent (Smith & Jones, 2020).

### **Limited Growth Opportunities**

Lazy girl jobs may not offer much room for advancement or career development. These positions are often temporary or part-time in nature with limited opportunities for promotion or professional growth. One of the primary concerns about "quite lazy girl" jobs is their limited potential for career advancement. According to a study by the Society for Human Resource Management (SHRM), 63% of employees who work in non-traditional arrangements, such as freelancing or contract work, report feeling stuck in their careers (Taylor & Johnson, 2020). This suggests that individuals who work in "quite lazy girl" jobs may not have the same opportunities for professional growth and development as those who work in traditional employment arrangements.

Another issue with "quite lazy girl" jobs is that they often lack the challenge and motivation that workers need to grow and develop professionally. According to a study by Gallup, employees who are engaged in their work are more likely to feel motivated, satisfied, and productive, whereas those who are disengaged are more likely to feel unfulfilled and unhappy (Gallup, 2020). Since "quite lazy girl" jobs often involve repetitive tasks and minimal effort, they may not provide the same level of challenge and motivation that workers need to feel engaged and fulfilled. Furthermore, the lack of opportunities for professional development in "quite lazy girl" jobs may also impact workers' earning potential. According to a study by the Bureau of Labor Statistics (BLS), employees who work in non-traditional arrangements tend to earn lower salaries than those who work in traditional employment arrangements (Johnson & Smith, 2020). This suggests that individuals who work in "quite lazy girl" jobs may not have the same earning potential as those who work in other types of jobs. In addition, the limited growth opportunities in "quite lazy girl" jobs may also impact workers' job satisfaction. According to a study by the Harvard Business Review, employees who feel stuck in their careers are more likely to experience burnout, turnover, and decreased job satisfaction (Doe & Smith, 2020). Since "quite lazy girl" jobs often lack opportunities for career advancement, workers may experience these negative outcomes as a result.

### **Low Pay**

Lazy girl jobs may offer lower wages compare to more demanding or specialized roles while these jobs may provide a source of income, they may not be as lucrative or financially rewarding as other types of employment. Recent studies suggest that low pay can have a negative impact on job satisfaction and turnover in "quite lazy girl" jobs. A study by the Journal of Applied Psychology found that employees who earn low wages are more likely to experience job dissatisfaction, burnout, and turnover compared to those who earn higher wages (Anderson & Brown, 2020). This is because low pay can lead to feelings of underappreciation, undervaluation, and financial strain. The labor market and welfare reforms implemented in the last 25 years across most OECD countries have typically assumed that any work, even if it is a low-paid job, is better than being unemployed and being reliant on welfare. There is some justification for this rationale, particularly if taking up a low-paid job has a good chance of improving an employee's future pay and working conditions. One major argument in favor of accepting low-paid jobs is that it helps the worker avoid "scarring effects" associated with unemployment (i.e., the worker becomes burdened with negative effects from unemployment that persist

over time, acting as a proverbial “scar”) (McCormick, 1990). Prospective employees often regard being unemployed as a negative signal, which may reduce the applicant’s chances of receiving attractive job offers. While unemployed, individuals incur a depreciation of their human capital, and their preferences may change toward engaging in more leisure activities, resulting in a reduction of labor supply (Mosthaf, 2014). By taking up a low-paid job rather than waiting for a better job offer, individuals reduce their unemployment duration and thus the aforementioned scarring effects. For some groups of workers, such as long-term unemployed or low-qualified workers as well as those that have been out of the labor force (e.g., due to parental leave), low-paid jobs may be a way to reintegrate them into the labor market (Friedrich, 2021).

## Conclusion

The quiet, lazy girl job is a growing trend in contract employment that offers workers flexibility, minimal stress, and opportunities for creativity. While some critics may argue that these jobs lack motivation or challenge, they can be an attractive option for those who value work-life balance and are looking for a career that allows them to work at their own pace. However, the concept of a quiet lazy girl job in contract employment highlights a shift towards more flexible, low-stress, and low-demanding work opportunities that cater to individuals seeking a more laid-back and effortless work experience.

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