

Gig Economy Compensation and Worker Commitment: A Conceptual Framework Based on Psychological Contract and Expectancy Perspectives

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Abstract

The accelerated expansion of the gig economy has fundamentally transformed traditional employment relationships, replacing long-term organizational attachments with flexible, platform-mediated work arrangements. While such arrangements provide autonomy and income opportunities, they also introduce challenges related to compensation fairness, income stability, and worker commitment. Despite the central role of compensation in shaping gig work experiences, its influence on worker commitment remains theoretically underexplored. This paper develops a conceptual framework to examine how compensation systems influence worker commitment through the dual mediating mechanisms of psychological contract fulfilment and expectancy-based motivation. Drawing on psychological contract fulfilment theory and expectancy theory, the study integrates relational and motivational perspectives to explain gig worker behaviour. Compensation is conceptualized in terms of fairness, incentives, and transparency, and is proposed to influence worker commitment by shaping perceptions of obligation fulfilment and effort–performance–reward linkages. The study contributes to the literature by extending psychological contract theory to gig work contexts, incorporating expectancy theory to explain motivational dynamics, and offering an integrated framework linking compensation to commitment. Practically, the paper highlights the importance of transparent and equitable compensation systems in enhancing worker engagement and retention in digital platform ecosystems. Overall, the study provides a robust theoretical foundation for understanding the compensation–commitment nexus in the gig workforce and offers directions for future empirical research.

Keywords: Gig Economy; Compensation Fairness; Worker Commitment; Psychological Contract Fulfilment Theory; Expectancy Theory; Platform-Based Work

1. Introduction

The expeditious growth of the gig workforce has significantly reshaped contemporary labour markets, shifting employment relationships from stable, long-term organizational arrangements to flexible, platform-mediated work structures (Wu & Huang, 2024; Alauddin et al., 2024). Platform-based work is

characterized by task-based engagements, algorithmic coordination, and non-traditional employment arrangement, which fundamentally alter traditional employer-employee dynamics (Duggan et al., 2023; Chen et al., 2023). While these arrangements offer autonomy and flexibility, they simultaneously introduce challenges related to income instability, limited organizational support, and weakened worker commitment (Myhill et al., 2021; Kaur & Verma, 2025). A defining feature of gig work lies in its compensation structure, which is typically performance-based, dynamic, and governed by algorithmic systems (Jabagi et al., 2019; Jabagi et al., 2025). Unlike traditional compensation systems that provide fixed wages and benefits, gig compensation is contingent upon task completion, demand fluctuations, and platform-specific incentive mechanisms (Wang & Chen, 2025; Chen & Chen, 2025). Although such systems enhance operational efficiency, they often lack transparency and predictability, leading to uncertainty and perceptions of unfairness among workers (Jabagi et al., 2025; Yu et al., 2025). These perceptions serve as a key mechanism in shaping worker attitudes, particularly commitment and continued participation in platform-based work (Chiu et al., 2022; Li et al., 2023). Despite the centrality of compensation in gig work, existing research has largely examined compensation, motivation, and worker commitment in isolation, resulting in fragmented theoretical explanations of gig worker behaviour (Wu & Huang, 2024; Fisher et al., 2025). Prior studies emphasize the importance of both relational and motivational mechanisms, yet fail to integrate these perspectives within a unified framework (Liu et al., 2020; Jabagi et al., 2019). This limitation restricts a comprehensive understanding of how compensation systems influence worker commitment in digitally mediated environments. From a relational perspective, psychological contract fulfilment theory provides a valuable lens for understanding how gig workers interpret their relationship with digital platforms (Liu et al., 2020; Yu & Abdul Hamid, 2024). In the absence of formal employment contracts, workers rely on implicit expectations regarding fairness, reciprocity, and organizational support. The fulfilment of these expectations fosters trust and commitment, whereas perceived breaches result in dissatisfaction and withdrawal behaviours (Culiberg et al., 2023; Liu & Cai, 2025). Complementing this relational perspective, expectancy theory explains the motivational processes through which individuals evaluate effort–performance–reward relationships (Jabagi et al., 2019). In gig work contexts, where compensation is closely tied to performance outcomes, workers' motivation depends on the perceived clarity and reliability of these linkages (Lin et al., 2023; Wang & Chen, 2025). Transparent and consistent compensation systems strengthen expectancy beliefs, thereby enhancing engagement and commitment, while ambiguous reward structures weaken motivation and increase disengagement (Lang et al., 2023; Hajiheydari & Soltani Delgosha, 2024). Given these dynamics underscores the necessity for an integrated theoretical framework that captures both relational and motivational mechanisms underlying gig worker behaviour. Addressing this gap, the present study develops a conceptual model linking compensation systems to worker commitment through the mediating roles of psychological contract fulfilment and expectancy-based motivation. By integrating these perspectives, the study provides a more comprehensive understanding of how compensation shapes worker attitudes in platform-based environments. The study makes three key contributions. First, it extends psychological contract theory to the gig economy by emphasizing the aspect of compensation in shaping perceptions of fairness and reciprocity. Second, it incorporates expectancy theory to explain the motivational pathways through which compensation influences worker behaviour. Third, it proposes a unified conceptual framework that integrates relational and motivational mechanisms, thereby advancing theoretical development in gig employment research.

Literature Review

The significant expansion of the gig workforce has essentially transformed contemporary employment structures, replacing stable, long-term organizational relationships with flexible, platform-mediated work arrangements (Wu & Huang, 2024; Alauddin et al., 2024). This transformation has redefined the essence of work by emphasizing short-term, task-based engagements coordinated through digital platforms rather than traditional hierarchical employment systems (Duggan et al., 2023; Chen et al., 2023). As a result, gig workers operate primarily as independent contractors, which limits their access to formal organizational support, job security, and structured career development opportunities (Myhill et al., 2021; Norlander et al., 2021). While gig work offers flexibility and autonomy, it simultaneously introduces challenges related to income instability, work uncertainty, and weakened organizational attachment (Kaur & Verma, 2025; Fisher et al., 2025). These conditions have intensified scholarly interest in understanding the determinants of worker attitudes and commitment within platform-based work environments (Wu & Huang, 2024; Li et al., 2023). Among these determinants, compensation systems have emerged as a central factor shaping worker experiences and behavioural outcomes in the gig economy. A defining characteristic of gig work lies in its compensation structure, which is predominantly performance-based, dynamic, and governed by algorithmic processes (Jabagi et al., 2019; Jabagi et al., 2025). Unlike traditional compensation systems that provide fixed wages and benefits, gig compensation is contingent upon task completion, demand variability, and platform-specific incentive mechanisms (Wang & Chen, 2025; Chen & Chen, 2025). Although such systems enhance efficiency and responsiveness, they often lack transparency and consistency, leading to uncertainty and perceptions of unfairness among workers (Jabagi et al., 2025; Yu et al., 2025). These perceptions are critical, as prior research has demonstrated that compensation fairness significantly influences worker satisfaction, motivation, and commitment in digital labour platforms (Chiu et al., 2022; Li et al., 2023). Beyond its economic function, compensation in gig work also operates as a relational signal that shapes how workers interpret their association with platforms (Fisher et al., 2025; Wu & Huang, 2024). From this perspective, psychological contract fulfilment theory provides an insightful framework for interpretation how workers evaluate implicit expectations and perceived obligations without formal employment relationships (Liu et al., 2020; Yu & Abdul Hamid, 2024). Psychological contracts fulfilment refers to individuals' perceived reciprocal obligations between workers and organizations, which in gig contexts are largely shaped by expectations of fairness, transparency, and support (Liu et al., 2020; Liu & Cai, 2025). Empirical evidence suggests that when workers perceive that platforms fulfil these implicit obligations, they are more likely to develop trust, positive attitudes, and stronger commitment (Giang et al., 2024; Kaur & Verma, 2025). Conversely, perceived breaches of the psychological contract often resulting from opaque algorithms or inconsistent compensation practices can lead to dissatisfaction, opportunistic behaviour, and increased turnover intentions (Culiberg et al., 2023; Yu & Abdul Hamid, 2024). However, the gig economy presents unique challenges for the formation and maintenance of psychological contracts, as interactions are digitally mediated and governed by algorithmic systems rather than human managers (Duggan et al., 2023; Zhou et al., 2025). In addition to relational mechanisms, motivational processes play a crucial role in shaping gig worker behaviour. Expectancy theory offers a well-established framework for understanding how individuals evaluate effort–performance–reward relationships in work settings (Jabagi et al., 2019). According to this perspective, motivation depends on the notion that endeavour will lead to desired performance outcomes and that such performance will be rewarded with valued incentives (Lin et al., 2023; Wang & Chen, 2025). In gig work

environments, where compensation is closely linked to performance, expectancy beliefs are particularly salient in influencing worker engagement and commitment (Lang et al., 2023; Hajiheydari & Soltani Delgosha, 2024). When compensation systems are perceived as transparent and consistent, they strengthen workers' expectancy beliefs, thereby enhancing motivation and sustained participation in platform-based work (Chen & Chen, 2025; Lang et al., 2023). In contrast, ambiguous or unpredictable reward structures can weaken these beliefs, leading to disengagement, burnout, and reduced commitment (Lin et al., 2023; Yu et al., 2025). These results underscore the importance of designing compensation systems that reinforce clear effort–reward linkages with a view to sustain worker motivation. Furthermore, the technological context of gig work introduces additional complexity to these dynamics. Platform-based labour is often governed by AI-enabled management systems that control task assignment, performance evaluation, and reward distribution (Zhang et al., 2023; Park et al., 2023). Although such systems can enhance efficacy and scalability, they may also contribute to perceived inequities, stress, and reduced well-being among workers (Lang et al., 2023; Yang et al., 2025). At the same time, well-designed and transparent algorithmic systems can improve clarity and fairness in compensation processes, thereby supporting positive worker outcomes (Wang & Chen, 2025; Chen & Chen, 2025). Despite the growing body of literature on gig work, existing research remains fragmented, often examining compensation, psychological contract, and motivation as separate constructs instead of serving as interconnected mechanisms (Wu & Huang, 2024; Alauddin et al., 2024). There is limited conceptual clarity regarding how compensation systems simultaneously influence psychological contract fulfilment and expectancy-based motivation, and how these mechanisms jointly shape worker commitment (Liu et al., 2020; Jabagi et al., 2019). Addressing this gap, the current study integrates psychological contract theory and expectancy theory to advance a comprehensive conceptual framework explaining how compensation systems influence worker commitment in the gig economy. By combining relational and motivational perspectives, the study advances a more comprehensive discerning of gig worker behaviour and extends existing theoretical perspectives in digitally mediated work environments.

Theoretical Foundation

Psychological Contract Fulfilment Perspective

Psychological Contract Fulfilment Theory provides a foundational lens for exploring the relational dynamics between workers and organizations, particularly in contexts where formal contractual arrangements are weak or absent (Liu et al., 2020; Yu & Abdul Hamid, 2024). Psychological contracts fulfilment refers to individuals' subjective beliefs regarding mutual obligations between themselves and the organization, which are shaped by implicit expectations of fairness, reciprocity, and support (Liu et al., 2020; Liu & Cai, 2025). In the gig economy, where employment relationships are largely informal and digitally mediated, such psychological contracts become especially salient in shaping worker-platform interactions (Duggan et al., 2023; Zhou et al., 2025). Within this framework, psychological contract fulfilment reflects the extent to which workers perceive that platforms have met these implicit obligations. Fulfilment occurs when compensation practices and platform behaviours align with workers' expectations regarding fairness, transparency, and equitable treatment (Giang et al., 2024; Kaur & Verma, 2025). When such expectations are met, workers are more likely to develop trust, positive work attitudes, and stronger commitment toward the platform (Liu et al., 2020; Li et al., 2023). Conversely, perceived breaches often arising from opaque algorithms, inconsistent compensation, or lack of communication can lead to

dissatisfaction, reduced engagement, and withdrawal behaviours (Culiberg et al., 2023; Yu & Abdul Hamid, 2024). In gig work environments, compensation serves as a primary mechanism through which psychological contract fulfilment is evaluated. Unlike traditional employment contexts where multiple organizational practices shape employee perceptions, gig workers rely heavily on compensation systems as signals of how platforms value their contributions (Fisher et al., 2025; Wu & Huang, 2024). As such, fair and transparent compensation practices play a critical role in reinforcing perceptions of reciprocity and obligation fulfilment. This perspective suggests that compensation influences worker commitment indirectly by shaping relational perceptions embedded within the psychological contract (Liu et al., 2020; Liu & Cai, 2025).

Expectancy Theory Perspective

Complementing the relational perspective, Expectancy Theory provides a robust motivational framework for understanding how individuals respond to compensation systems (Jabagi et al., 2019; Fisher et al., 2025). The theory posits that motivation is determined by individuals' beliefs regarding the linkage between effort, performance, and rewards, as well as the value they attach to these outcomes (Lin et al., 2023; Wang & Chen, 2025). In performance-driven work environments such as the gig economy, these expectancy relationships play a central role in shaping worker engagement and behaviour. In gig work contexts, compensation is directly tied to individual performance and task completion, making expectancy perceptions particularly salient. Workers continuously evaluate whether their effort will translate into desirable outcomes, such as higher earnings, incentives, or improved ratings (Lin et al., 2023; Zhang et al., 2023). When compensation systems are perceived as transparent, predictable, and consistent, they strengthen these beliefs, thereby enhancing motivation and sustained participation in platform-based work (Lang et al., 2023; Hajiheydari & Soltani Delgosha, 2024). Conversely, unclear or inconsistent reward mechanisms can weaken expectancy beliefs, leading to reduced motivation, disengagement, and burnout (Lin et al., 2023; Yu et al., 2025). This is particularly relevant in algorithmically managed environments, where workers may struggle to understand how their performance is evaluated and rewarded (Park et al., 2023; Yang et al., 2025). Under such conditions, weakened effort-reward linkages can undermine both motivation and commitment. Thus, expectancy theory highlights the importance of designing compensation systems that reinforce clear and reliable effort-performance-reward relationships. From this perspective, compensation influences worker commitment by shaping motivational beliefs that drive engagement and sustained participation in gig work (Jabagi et al., 2019; Fisher et al., 2025).

Integration of Theoretical Perspectives

The integration of psychological contract fulfilment and expectancy theory provides a comprehensive framework for understanding how compensation systems influence worker involvement in the gig economy. While psychological contract fulfilment theory captures the relational dimension of work by emphasizing fairness, reciprocity, and perceived obligations, expectancy theory explains the motivational processes underlying effort and performance (Liu et al., 2020; Jabagi et al., 2019). Together, these perspectives suggest that compensation systems operate through dual pathways. First, compensation shapes workers' perceptions of fairness and reciprocity, thereby influencing psychological contract fulfilment and relational attachment to the platform. Second, compensation influences workers' beliefs about effort-performance-reward linkages, thereby shaping expectancy-based motivation and behavioural engagement (Li et al., 2023; Giang et al., 2024). In gig work environments, where formal employment

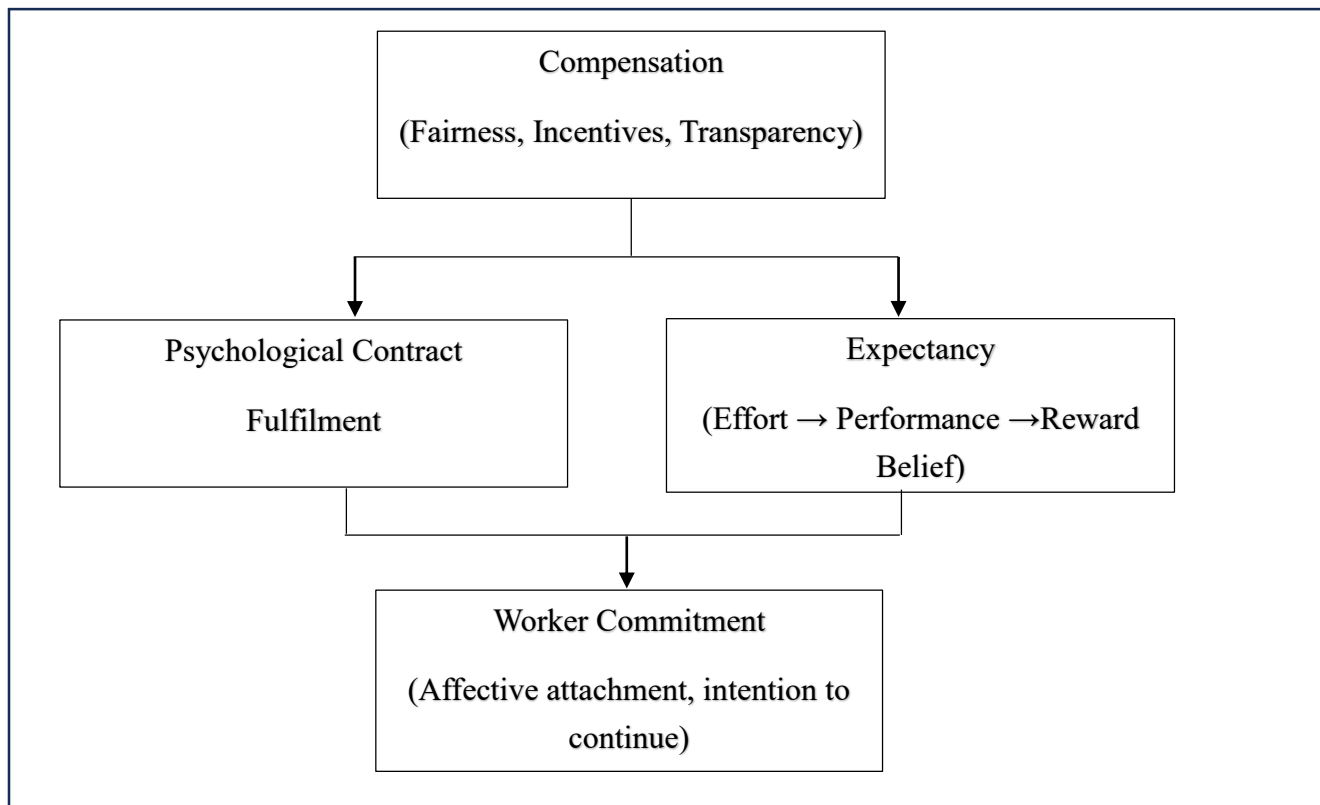
relationships are weak and platform interactions are mediated by algorithms, both pathways become critically important. Psychological contract fulfilment ensures that workers perceive fairness and trust in their relationship with the platform, while expectancy-based motivation drives their effort and participation through perceived reward contingencies (Duggan et al., 2023; Lin et al., 2023). The simultaneous operation of these mechanisms provides a more nuanced understanding of worker commitment compared to single-theory explanations. Accordingly, this study adopts an integrated theoretical perspective in which compensation systems influence worker commitment through the parallel mediating roles of psychological contract fulfilment and expectancy-based motivation. This integration addresses the limitations of prior research that has examined relational and motivational mechanisms in isolation, and offers a more holistic framework for understanding worker behaviour in digitally mediated labour markets (Wu & Huang, 2024; Fisher et al., 2025).

Conceptual Framework

The present study develops a conceptual framework to explain how compensation systems influence employee engagement in the gig workforce through two key mediating mechanisms: psychological contract fulfilment and expectancy-based motivation. The framework positions compensation as the primary independent variable, conceptualized through three critical dimensions: fairness, incentives, and transparency which collectively shape workers' perceptions and behavioural responses within platform-based work environments. In gig economy contexts, compensation extends beyond its traditional economic role and functions as a central signal through which platforms communicate value, fairness, and reciprocity to workers. Given the absence of formal employment relationships, workers rely heavily on compensation structures to interpret how platforms evaluate their contributions and fulfil implicit expectations. As such, compensation becomes a critical determinant of both relational and motivational processes that underlie worker attitudes and commitment. The framework proposes that compensation influences worker commitment through two parallel mediating pathways. The first pathway operates through psychological contract fulfilment, which represents workers' perceptions regarding the extent to which platforms meet their implicit obligations of fairness, reciprocity, and equitable treatment. When compensation systems are perceived as fair, transparent, and consistent, they reinforce fulfilment of the psychological contract, thereby strengthening trust, relational attachment, and engagement toward the platform. Conversely, compensation practices that are perceived as opaque or inconsistent may undermine these perceptions, weaken relational bonds and reduce commitment. The second pathway operates through expectancy-based motivation, which reflects workers' beliefs about the linkage between effort, performance, and rewards. In gig work environments, where earnings are closely tied to performance outcomes, workers continuously evaluate whether their efforts will result in desirable rewards such as higher income, incentives, or improved ratings. Compensation systems that provide clarity and predictability strengthen these expectancy beliefs, thereby enhancing motivation, engagement, and sustained participation. In contrast, ambiguous or inconsistent reward structures can weaken effort-reward linkages, leading to reduced motivation and lower commitment. Importantly, the framework conceptualizes psychological contract fulfilment and expectancy as parallel mediators, rather than sequential processes. While psychological contract fulfilment captures the relational dimension of worker-platform interactions, expectancy reflects the motivational dimension of worker behaviour. Together, these mechanisms provide a comprehensive explanation of how compensation systems shape worker commitment in digitally mediated labour markets. Finally, worker commitment is conceptualized as the

dependent variable, defined as the degree of psychological attachment, affective involvement, and willingness of gig workers to continue their association with the platform. By integrating relational and motivational pathways, the framework offers a systematic understanding of the compensation-commitment relationship and addresses the limitations of prior research that has examined these mechanisms in isolation.

Figure 1: Conceptual Framework Linking Compensation to Worker Commitment in the Gig Economy



Source: Developed by the author based on Liu et al. (2020), Jabagi et al. (2019), and Wu & Huang (2024).

Hypothesis Development

Direct and Mediated Relationships

H1: Compensation positively influences psychological contract fulfilment.

H2: Psychological contract fulfilment positively influences worker commitment.

H3: Compensation positively influences expectancy-based motivation.

H4: Expectancy-based motivation positively influences worker commitment.

Mediating Effects

H5: Psychological contract fulfilment mediates the linking between compensation and worker commitment.

H6: Expectancy-based motivation mediates the linking between compensation and worker commitment.

Discussion

This study develops a conceptual framework to explain how compensation systems shape worker engagement in the gig economy through the dual mediating roles of psychological contract fulfilment and expectancy-based motivation. By integrating relational and motivational perspectives, the framework offers a more comprehensive explanation of gig worker behaviour compared to prior studies that have largely examined these mechanisms in isolation (Wu & Huang, 2024; Fisher et al., 2025). First, the framework underscores the crucial role of psychological contract fulfilment in shaping worker commitment in platform-based work environments. In the absence of formal employment relationships, gig workers rely heavily on compensation systems as a primary signal of how platforms value their contributions and honour implicit obligations. When compensation is perceived as fair, transparent, and consistent, it reinforces perceptions of reciprocity and obligation fulfilment, thereby strengthening trust and relational attachment to the platform (Liu et al., 2020; Giang et al., 2024). Conversely, opaque or inconsistent compensation practices may be interpreted as breaches of the psychological contract fulfilment, leading to dissatisfaction, reduced engagement, and weakened commitment (Culiberg et al., 2023; Yu & Abdul Hamid, 2024). This perspective underscores the importance of relational mechanisms in understanding worker-platform interactions in digitally mediated contexts. Second, the framework emphasizes the importance of expectancy-based motivation in performance-driven gig environments. Given that compensation in the gig economy is closely tied to individual performance, workers continuously evaluate the extent to which their effort translates into desirable rewards. When compensation systems provide clear, predictable, and transparent linkages between effort, performance, and rewards, they strengthen expectancy beliefs, thereby enhancing motivation and sustained engagement (Jabagi et al., 2019; Lang et al., 2023). In contrast, ambiguous or inconsistent reward mechanisms can weaken these beliefs, leading to disengagement, burnout, and reduced commitment (Lin et al., 2023; Hajiheydari & Soltani Delgosha, 2024). This highlights the central role of motivational processes in shaping worker behaviour within algorithmically managed labour platforms. More importantly, the study advances existing literature by demonstrating that compensation influences worker commitment through two complementary pathways. While psychological contract fulfilment captures the relational dimension of fairness and reciprocity, expectancy-based motivation explains the cognitive evaluation of effort-reward contingencies. The integration of these mechanisms provides a more nuanced understanding of gig worker behaviour, suggesting that compensation functions not only as an economic exchange but also as a relational and motivational signal (Li et al., 2023; Wu & Huang, 2024). This dual-pathway perspective is particularly relevant in the gig economy, where algorithmic management systems govern task allocation, performance evaluation, and reward distribution. Such systems can simultaneously shape workers' perceptions of fairness and their beliefs about effort-reward relationships (Park et al., 2023; Zhang et al., 2023). While transparent and well-designed algorithms may enhance both psychological contract fulfilment and expectancy perceptions, opaque or inconsistent systems may undermine both pathways, leading to reduced commitment and increased withdrawal tendencies (Yang et al., 2025; Zhou et al., 2025). Overall, the framework suggests that designing effective compensation systems in the gig economy requires a shift beyond purely transactional approaches. Platforms must ensure that compensation structures are not only economically efficient but also relationally fair and motivationally meaningful. By simultaneously addressing psychological contract fulfilment and expectancy-based motivation,

organizations can foster stronger worker commitment and sustain participation in digitally mediated labour markets.

Future Research Directions

While the present study advances a conceptual understanding of how compensation systems influence worker commitment in the gig economy, it also opens several avenues for future research. First, future studies should empirically test the proposed conceptual framework using quantitative research designs such as structural equation modelling or multilevel modelling. Examining the mediating roles of psychological contract fulfilment and expectancy-based motivation across different gig platforms would provide robust validation of the dual-pathway mechanism proposed in this study (Liu et al., 2020; Fisher et al., 2025). Second, future research can explore the role of contextual and boundary conditions that may influence the relationships proposed in the framework. Factors such as platform type (e.g., ride-sharing vs freelancing), worker dependency on platform income, and employment alternatives may shape how compensation is perceived and how it affects commitment (Wu & Huang, 2024; Lin et al., 2023). Investigating such contingencies would enhance the explanatory power and generalizability of the model. Third, there is scope to incorporate additional psychological and behavioural mechanisms that may complement the current model. For instance, constructs such as perceived organizational support, trust, or psychological empowerment may further explain how compensation systems influence worker attitudes in gig environments (Giang et al., 2024; Lin et al., 2025). Extending the model in this direction can provide a more nuanced understanding of worker behaviour. Fourth, future studies can examine the role of algorithmic management and technological design features in shaping compensation perceptions. Since platform algorithms determine task allocation, performance evaluation, and reward distribution, understanding how workers interpret algorithmic fairness and transparency can provide deeper insights into both relational and motivational pathways (Park et al., 2023; Yang et al., 2025). Fifth, cross-cultural and cross-country comparative studies would be valuable in understanding how institutional, regulatory, and cultural contexts influence gig worker perceptions of compensation and commitment. Variations in labour regulations, social protection systems, and cultural attitudes toward work may significantly affect the applicability of the proposed framework across different settings (Li et al., 2023; Kaur & Verma, 2025). Finally, future research should adopt longitudinal research designs to capture the dynamic nature of gig work relationships. Workers' perceptions of compensation, psychological contract fulfilment, and motivation may evolve over time as they gain experience with platform systems. Longitudinal analysis would enable a deeper understanding of how commitment develops or declines in response to changes in compensation practices and platform policies (Hajiheydari & Soltani Delgosha, 2024; Zhou et al., 2025). Overall, these research directions highlight the potential for advancing both theoretical and empirical understanding of the compensation-commitment relationship in the gig economy, thereby contributing to the development of more comprehensive and context-sensitive models of platform-based work.

Conclusion

This study develops a conceptual framework to explain how compensation systems influence worker commitment in the gig economy through the mediating roles of psychological contract fulfilment and expectancy-based motivation. By integrating relational and motivational perspectives, the study advances a more comprehensive understanding of gig worker behaviour in digitally mediated work environments. The framework highlights that compensation in the gig economy extends beyond a purely financial

mechanism and functions as a critical signal shaping both perceptions of fairness and beliefs about effort-reward relationships. Through the lens of psychological contract fulfilment, compensation influences how workers evaluate reciprocity and obligation fulfilment, while from an expectancy perspective, it shapes motivation by reinforcing the linkage between effort, performance, and rewards. Together, these dual pathways provide a nuanced explanation of how compensation systems drive worker commitment in platform-based labour markets. The study contributes to the literature by reconceptualizing compensation as a multidimensional construct that simultaneously operates through relational and motivational mechanisms. It further extends the applicability of psychological contract fulfilment theory and expectancy theory to gig work contexts and offers an integrated framework that addresses the fragmentation in existing research. From a practical standpoint, the study underscores the importance of designing compensation systems that are transparent, fair, and consistent, as such systems not only enhance worker motivation but also strengthen relational trust and long-term engagement. In an increasingly algorithm-driven gig economy, aligning compensation practices with both relational expectations and motivational drivers is essential for sustaining worker commitment. Overall, this study provides a theoretically grounded foundation for understanding the compensation-commitment relationship in the gig economy and offers a basis for future empirical research aimed at validating and extending the proposed framework.

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