Conceptual Study on Employee Moonlighting and Its Impact

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ABSTRACT: The word moonlighting has been used for nearly six decades to explain an employee working a second job during their off hours, the ramifications of these secondary employment situations have grown exponentially over the decades. This phenomenon is more prevalent in IT companies because of the flexible working hours and work from home options offered by most of them during this pandemic era. We have seen lot of employees practising Moonlighting. Today, in the fast-paced era of economic change, employees are far more concerned about how they will not only flourish professionally but also economically. This has given rise to the addition of extra work with extra pay with some other employer along with their primary job. Moonlighting has multiple effects on the work life of an employee as also it affects the compliance policy of the employers. In the current high-tech industry, a company’s employees often take on consulting projects for other companies, work on their own passion projects and start-up ideas both during and after their primary work hours, and even develop applications and programs for their employer’s platform for which the employer allows the employee to retain the resulting intellectual property and much of the ensuing revenue, all with the employer’s blessing. There are many studies available on this topic and different types of Moonlighting have also emerged in the process. This paper will analyse all the aspects of Moonlighting in detail and the primary objective of this research is to study impact of moonlighting and its effect on current modern age companies.

KEYWORDS: Moonlighting, Employees, Performance and Employee retention.

INTRODUCTION
In Today’s challenging world a post Covid-19 era businesses have transformed themselves and have adjusted to this new world of post covid. The human resource management has developed very fast and during challenging times have controlled the work of employees and their activities. We have realized the importance of Human resources in the smooth functioning of the organization. Innovative techniques are developing continuously for giving employees an ideal culture to work and get motivated. The most important benefit that an employee receives from a job is the monetary benefit or compensation. Though most of the people manage with a single job, the concept of dual jobbing is becoming increasingly common. This concept of double jobbing is called moonlighting. It provides the employees with second income monetary support and also provides an outlet for creativity and a scope to do much more. But what’s the impact of moonlighting in the workplace and on the employee. According to the most recent figures available from the Australian Bureau of Statistics, there are over 600,000 people with more than one job in Australia, representing approximately 5.4 per cent of the population. Female employees are more likely to do multiple jobs compared to male employees.

There are few advantages of Moonlighting such as:
1. Job Mobility: The concept of moonlighting helps an employee to move from one job to another, thereby providing mobility. It increases the chances of getting a new job or a new business while minimizing the chances of being unemployed.

2. Professional Networking: Current world builds professional network with the help of social media. But moonlighting also contributes for building good professional network being exposed to more people expands the network base of employees. If the employee works in an industry which acts as a supplier or vendor for the first employer, both the organisations get benefited from it.

3. Enhancement of Skills: Since the employees are able enhances their skills and expertise in their field. The employee is able to perform better due to the improved knowledge and skills thereby benefitting the employer.

Moonlighting concept does not come with only advantages but it has few issues related to it they are:

1. Burned out Employees with poor Health: If the employees are engaged in two jobs, they tend to exhaust themselves. Owing to the physical and mental demands of two jobs, they face stress and exhaustion. Such employees are not able to give their best in any of the jobs. Due to excessive work, they may face several health-related problems.

2. Threat of Competition and Business Secrecy: When an employee works for another employer or starts his/her own business which is similar to his first job, there is a fear of competition faced by the first employer. In such a situation, there is a conflict of interest. The first employer may also be concerned about the confidentiality of his business secrets.
3. **Inefficiency**: Due to handling two or more jobs, the employee may not be able to focus on the present job thereby reducing the efficiency of the organisation. It negatively affects the employee’s performance on the first job.

4. **Ethical issues**: Moonlighting poses an ethical dilemma for the employees. A major problem arises when an employee works for two employers who are from the same industry. If employees start using the information from one employer for the other, it may lead to major problems. Also, if employees use the resources, physical as well as intellectual, from the employer for their own business or the other job, it will cause ethical problems. The employer may even consider it stealing. The Effect of Job Satisfaction on Moonlighting Intentions: Mediating Effect of Organizational Commitment

**OBJECTIVES OF THE STUDY:**

- To analyse the concept of moonlighting in the organisation.
- To examine the impact of moonlighting in modern era.

**RESEARCH METHODOLOGY:**

This paper analysis the various aspects related to employee moonlighting. This study uses secondary data. Secondary data are compiled from journals, articles, books, and the Internet.

**CLASSIFICATION OF MOONLIGHTING**

1. **Blue Moonlighting**: When an employee is unsatisfied with his/her pay in the current job, he/she starts looking for a part time job. The employees will demand the management for hike in wages and salaries. Responding to that the management will also positively reciprocate to the matter and listen to the employees. Some employees will be satisfied with the increased wages and benefits and adjust their expenses with the level of wages and benefits from time to time willingly. Some employees will not be satisfied and they will not go for a second job in future because of their inability to get one. Such type of employees will have a conflict with the organizational wage level structure as this category will need a second job for additional income and it will not be available to them. Thus, their efforts to earn additional money will not bear any fruits to them. Such type of efforts and the consequent result may be called Blue Moonlighting by employees.

2. **Quarter Moonlighting**: An employee after completing his academic life starts his career at the lower-level managerial position. He spends his bachelor life comfortably with his salary. But with the passage of time, as he gets married and his family increases in size, it sometimes become difficult to meet both the ends with the current income. His expenses increases as he has lot responsibilities of his family. Then the employee decides to take up a part time job with his current job. Hence, an additional income is generated and he can have a better standard of life for him and his family. The additional job will result in supporting him and his family. When an employee takes up a part time job along with his present job and spends some of his/her time on the second job, it is termed as quarter moonlighting. The employee usually does this to supplement his/her current salary and satisfy the basic needs.

3. **Half Moonlighting**: Some employees will not be satisfied with the current levels of earning in their job. They expect a very high salary with respect to their job description. Hence, they take up additional jobs or go for business so that they can buy luxury articles and lead a comfortable life. This category of people allocates fifty percent of their time in the second job rather that their original job as they have to earn large sufficient amount. This extent of moon lighting is called half-moon lighting by the employees. Banks and financial institutions grant loans and advances to entrepreneurs, trades, business people and industrialists. They follow up the implementation of the project and check the various stages of progress. If the project becomes sick and the borrower becomes unable to repay the loan and the repaying capacity becomes red, the bank officers apply their minds to recover principles, policies and plan of action of the bank. Thus, they will be in the shoes, suit and mind. If the entrepreneur is skill full and tactful, and if the environment favours him, his project will be successful. It will fetch him continuous inflow of money and he flourishes with the bank’s money. Then the bank officer himself feels happy for granting him loan. He then thinks of taking up a similar entrepreneurial project along with his existing job which is at the same time difficult too. This type of situation is responsible for change of values and aspiration of employees for becoming stronger financially with a shock absorber. If the employees fail in his project, then he will be incurring loss but his current job will act as a cushion and a shock absorber. Hence employees take up other occupations and spend more or less 75% of their time and resources for their business or industrial units. Second job activity to this extent may be called three quarter moon lighting by employees. In this scenario, the employee devotes half of the time to the second job or to the newly set up business. The second job or the business enables the employee to lead a comfortable life.

4. **Full Moonlighting**: Employees in some occupation have free time whereas some employees feel that their income from their job is too low and does not meet their expectation. Some employees have friends who earn more than them and they are socially at a much higher state. Although the friend might be academically weak although but socially the job he has, he gets more benefitted through his income. This creates a mental pressure on the employee who realizes this difference in earning capacity. Hence after their realization, these employees start a new venture and spend most of their time and
resources in starting, developing, expanding and diversifying their business or entrepreneurial activities. They keep on staying on the job as it will be useful for them as a shock absorber in times of need. Their financial and social position will almost be determined by their second occupation. This extent of second jobbing is known as Full Moon lighting by the employees. In full moonlighting, the employee devotes whole of the time to the second job or new business.

MOON LIGHTING

Employees have various reasons for opting for a second job. Though monetary consideration seems to be the obvious reason behind it yet there are other factors that prompt an employee to take up a second job. The major reasons behind moonlighting are discussed below:

1. **Monetary Benefit**: Money is the major benefit that an employee receives in exchange for the efforts put into the job by him/her. Money helps in satisfying the basic physiological needs and safety and security needs, the first two levels of Maslow’s need hierarchy. The second job helps in bringing additional income for the employee. In a country like India, where pay levels are not so high, employees’ resort to taking up more than one job to satisfy their basic needs which can be fulfilled by money.

2. **Work Experience**: Many employees want to gain more experience in their field. This is especially true for new joiners who want maximum exposure in a limited amount of time. Doing two jobs at the same time gives them an opportunity to get maximum experience in a short span of time.

3. **Acquisition of Skills**: Employees learn new skills which enhances their personal growth. The increased skill set further improves their employability. They can sustain in their jobs for long time and create good career for themselves.

4. **Explore Career Options**: Often employees are not content with their present career choices. They may want to explore other career options while not leaving their current job. By taking up a second job simultaneously, they can discover new opportunities in different streams.

5. **Job Security**: Job stability is a major concern for employees. In case one job does not provide stability, the employees may take up another job to meet their basic needs whenever the first job becomes unavailable.

6. **Becoming Entrepreneurs**: Many employees want to set up their own business. Since the initial stage of any business requires investment and the returns come later, they stay on the job and treat the job as their plan B in their career. The job also teaches them the skills which will be needed to set up a successful business. So, the employees enhance their skills on the job. And use it as a plan B option in their career in case their business venture proves to be unsuccessful.

**CONCLUSION:**

A large number of employees take up a second job to fulfil various needs. The focus of the employers must not be on stopping the employees, rather they should focus on preventing any conflict of interest. If employers want, they may prohibit moonlighting but the employer-employee relationship extends beyond the legal contracts. In order to maintain harmonious relationship between employer and employee, a well-crafted moonlighting policy will go a long way. It can be concluded that although the speed of workforce cut-down with big players in the market has been exponential but parallel there has been a creation of new kind of jobs for whom special kind of knowledge, skills and competencies are required. Individuals working in this industry are looking for various coping strategies to remain abreast with the dynamics of right sizing of the organizations. They prefer either of the alternatives from Skill Diversification, Skill Enrichment, Planning and working towards new ventures, freelancing for personal goals, networking with academia parallel for knowledge enhancement etc. This has been found out that all this can only be possible if an individual is excellent at multitasking. This is giving rise to a new phenomenon of multi jobbing which is also referred to as moonlighting in the context of emerging human resource development. Organisations are also trying to keep track of the moonlighting practices of their key knowledge workers for ensuring their retention because key knowledge workers are the primary assets of the firm which decide its growth and prosperity even when there are unpredictable dynamics in the industry. In India the freelance contribution to National GDP is $500 Billion which is a significant figure as compared to the US whose contribution is $715 Billion. This means this is just the beginning of Industry 5.0 and there is much more to be explored and experienced.

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