



Moonlighting - A New Threat to IT Industry

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Abstract: Working on a web platform, gigging, freelancing, and moonlighting have all arisen as a side hustle in the industry. Searching for alternative employment is vital in recording the sequence of employees' withdrawal cognitions. Interest in the practice of moonlighting in India initially developed during the covid pandemic time of concern with the relatively high level of job concerns.

In recent years, research has been reported to indicate that sociological and psychological factors are important in influencing the moon-lighting practice. we estimate an empirical version of the incentive for moonlighting assuming that individuals keep a second activity for either monetary or for nonpecuniary motives. Our results contribute to better expertise in multiple-task holding. We find that multiple-job holding is used by employees as a way to deal with financial commitments, personal boosters, or organizational aspects. The increased financial strain brought on by declining income and individual performance is reflected in moonlighting.

The research aims to investigate how professionals' job satisfaction is affected by their use of side jobs. Due to an increased sense of uncertainty among insecure workers, moonlighting may be a result of employee conditions. We have seen during the pandemic that people can get satisfaction from developing skills or credentials. Organizations have management policies and tools that define how their employees are treated. This affects how much money they make, and whether they are promoted or not. Promotions and raises usually go hand in hand, and travel in the same direction. This shows that promotions are more important than simply giving employees a pay raise. It is also observed that people working in different organizations have personal goals to meet besides working for organizational goals. Overall, the study's key findings showed that working employees' satisfaction with their jobs is significantly impacted by moonlighting.

Keywords: Moonlighting, Job Satisfaction, Additional Income, Blocked Promotion, Skill



Diversity, Job Autonomy.

1. INTRODUCTION

Moonlighting means doing more than one job, usually to make extra money. Some businesses think having employees do many tasks can reduce their productivity. Moonlighting can take many different forms, including Blue Moonlighting, Quarter Moonlighting, Half Moonlighting, and Full Moonlighting.

What started the debate?

Many people in the IT industry are talking about moonlighting. Many IT companies like TCS, Wipro, and Accenture are against the idea of employees working a second job. They say that it's not fair to the employees who are already working hard and taking care of their families. Some other companies like Swiggy, Tech Mahindra, and even the Minister of State for Skill Development, Entrepreneurship, Electronics, and Information Technology, Rajeev Chandrasekhar, believe that there is no need to regulate food delivery companies.

In August of this year, the on-demand delivery service Swiggy launched a "Moonlighting" policy for its staff that will allow them to take on outside tasks to earn more money. According to Swiggy, this could include weekend or after-hours activities that do not negatively affect their performance on their full-time employment or present any sort of conflict with the company's operations.

Even if the majority of people now work from home, the pandemic has increased the number of occurrences of moonlighting because it is now simpler for workers to work on a side job or business, something someone does without the knowledge of their primary employer. A lockdown caused by COVID-19 in 2020 caused the economy to stagnate, which resulted in the firing of thousands of workers. In order to ensure job security, this also led to people looking for and/or working at various jobs -

- Regularly review feedback
- Perform extensive background checks
- provide the instruction required for skill development
- Introduce the policy on moonlighting.

Literature Review

Author	Title	Objective	Conclusion
S.Kumaresh1, Dr.A.Bhooma Devi	An Empirical Investigation of Moonlighting Practices and Its Implications	Originated with a detailed discussion of the moonlighting process. Different aspects of various moonlighting techniques that were not	The research shows that having extra money can make a big difference in how happy workers are at their jobs. In fact, this was especially true for those who felt their salaries were below what they needed. When it



	2020	covered in any analysis are described. A detailed examination of the effects and problems of moonlighting was provided.	comes to promoting employees, it is important to consider the different contexts in which they are working (such as income and diversity of skills) and their personal goals.
Zhen Peng, Qingsong Wang	Work Engagement of Employees in Moonlighting: A Moderated Mediation Model From a Boundaryless 2021	The paper is looking at how often people in the IT sector work extra jobs, and whether this is related to their main job.	When employees have boundary less career orientations, their primary work may receive more attention from them. They are able to be flexible and focused on their work without worrying about their employment status or where it will take them because of their career orientations. Both positive and negative factors can affect how engaged employees are at work when it comes to careers without boundaries. For instance, boundaryless career orientations may reduce role conflicts but also decrease organizational engagement because they worsen relations between employers and employees.
Seema Vikas Choudhary, Garima Saini	Effect of Job Satisfaction on Moonlighting Intentions: Mediating Effect of Organizational Commitment 2021	The authors want to know how job satisfaction of IT professionals affects their organizational commitment. Then, we can assess whether this has an effect on Moonlighting Intentions as well. to understand the magnitude of the impact. The likelihood of moonlighting is influenced by job satisfaction due to the organizational commitment level.	According to the study, there are bad correlations between IT professionals' intentions to moonlight and their commitment to their organizations, job satisfaction, and organizational commitment. Additionally, the study discovered that these relationships are inversely proportional. This implies that intentions to work a second job grow as job satisfaction and organizational commitment decline. Platform working is seen as a lighthearted financial safety net by many IT professionals who are looking for additional income during this pandemic.
Dr. A. Shaji George, A.S. Hovan George	A Review of Moonlighting in the IT Sector and its Impact 2022	The goal of the current paper is to estimate the study compared the rate of moonlighting in the IT sector and the relationship between	If a reasonable rule was broken without evidence that the employer suffered harm, disciplinary action may still be upheld. A public servant's access to their personal finances shouldn't be restricted



		employees' primary jobs and secondary jobs.	unless there is evidence of improper behavior. Considering every scenario a worker might encounter. It's challenging, if not impossible, to maintain discipline when dealing with the effects of working a second job. Employers can maintain consistency in dealing with such issues by remembering the fundamental ideas underlying the standards previously outlined, namely that they can safeguard themselves from financial loss, reputational damage, and employee dishonesty.
Dr.S.Jayalakshmi Priya	Moonlighting by Employees- Is it an organizational problem or is it an economic slowdown? 2022	To understand the current situation with regard to the security measures and healthcare insurance offered to the maintenance staff working in all of these public, private, and rural offices and structures. to ascertain the main motivations for moonlighting in pertinent organizations and businesses. to provide suggestions on how to stop moonlighting, which has irked management at the company.	Employees work in shifts from 8 am to 5 pm, but their income is low because it takes a lot of effort and time to do their job. So some of them take part-time jobs to make extra money. However, they are at risk of getting hurt or fired if they do this. The company management should try to raise the wages of the housekeepers so that they are more efficient and earn more money.
Dr. K.D.V. Prasad, Dr. Ridhi Rani & Rajesh Vaidya	Remote Working and Occupational Stress and their Effect on Employees: A Study on the IT-enabled Industry in Hyderabad Metro, India. 2022	To investigate the detrimental effects of job stress on employee performance, job satisfaction, and motivation in the IT and ITES sectors. To determine how aspects of remote work, such as collaboration, technology, and employee self-sufficiency, affect employees' job	Better performance, intrinsic and extrinsic motivation, and job satisfaction are all correlated with remote working. However, the technology element has no appreciable impact on performance, job satisfaction, or intrinsic and extrinsic motivation. Stress, aspects of remote work, and dependent variables like job satisfaction, motivation, and employee performance were all measured using a five-point scale by the authors. The findings were



		satisfaction, motivation, and output.	consistent with those of earlier studies that looked at work-related stress, remote working, and psychological health, as well as employee motivation and job satisfaction. They also looked at the effects of working from home on these factors as well as work-life balance and stress levels.
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2. RESEARCH METHODOLOGY

The Rationale of the study:

The purpose of this study was to gain a thorough understanding of the relationship between moonlighting and working professionals' satisfaction with their jobs. To make the study convenient for conducting research, the descriptive methodology was used. The study remained both qualitative and quantitative. The questionnaire was used to quantify job satisfaction.

Objectives of the study:

1. To understand the concept of organizational commitments and moonlighting of working professionals and various respondents
2. To establish the impact and correlation between moonlighting and job satisfaction
3. To Know whether the process of Moonlighting is ethical or unethical in India.

Data collection method:

1. **Primary data** was collected solely by the researchers in the form of a survey which was done with the help of a questionnaire through google form and the method was used for collecting data from the targeted audience.
2. **Secondary data** was collected from news articles, research papers, magazines, etc.

Sample size: 100

Data Analysis

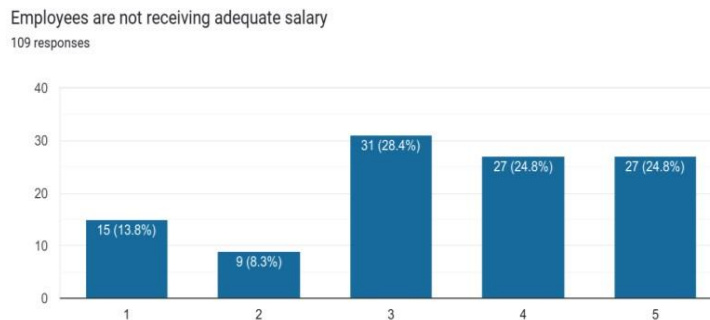
E-questionnaire was sent through different social media platforms and the sample size was 100+ but the valid responses received were 100. Some of the trending questions help us to understand and find objectives from our study of 100 persons representing a variety of occupational sectors.

Data analysis has been done in three steps. The first part is presented in Table 1 to Table 4. It describes financial motivation which involves motivating employees associated with money and with monetary nature. Part two is presented in Table 5 to Table 9. which depicts the correlation between moonlight and job satisfaction. The third part consists of Table 10 to Table 13. These tables show organizational aspects reflecting a way of gaining satisfaction through the development of skills or credentials.

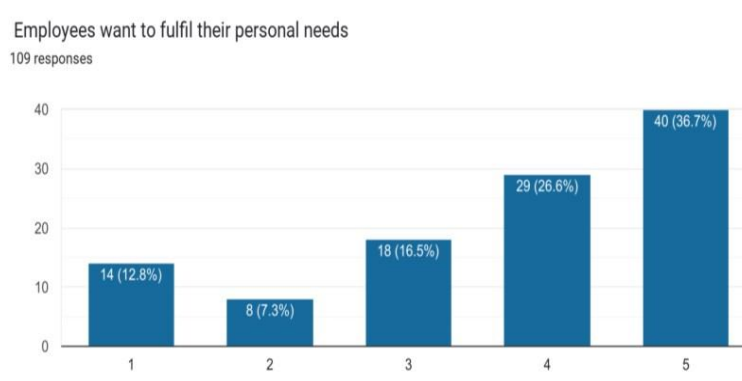


Financial Motivators

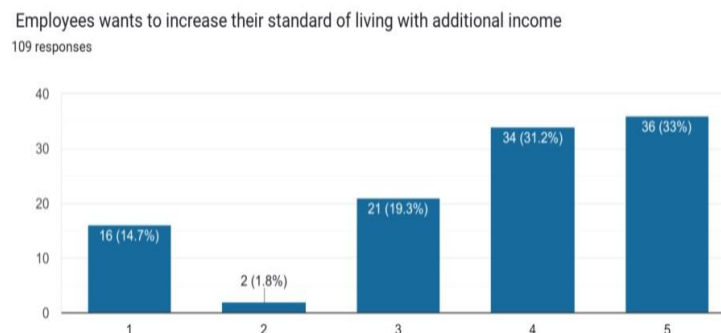
1. After the questioning, If their principal job does not pay them enough, many people choose to work numerous jobs. The bar graph below makes it quite evident that the vast majority of people, or 77.4% (82 people), do not earn enough money to realize their aspirations.



2. In order to meet their own requirements, some choose to work multiple jobs at once. According to the bar graph below, 80.2% of people (85 persons) want to make more money in order to achieve their desires.

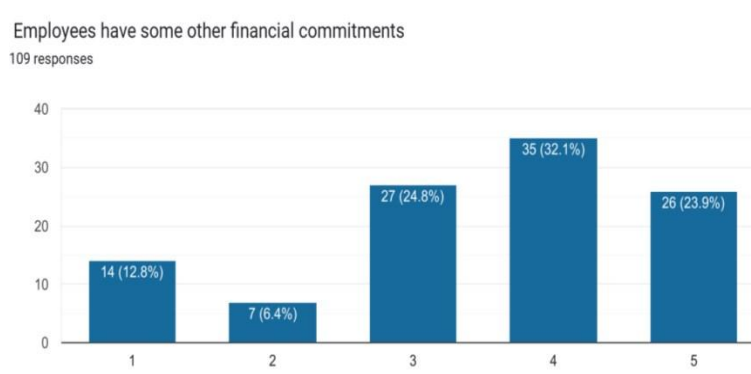


3. The bar graph below illustrates how many workers wish to raise their level of living by earning more money. As a result, 83% (88 people) of the data we got indicate that people wish to raise their standard of living.



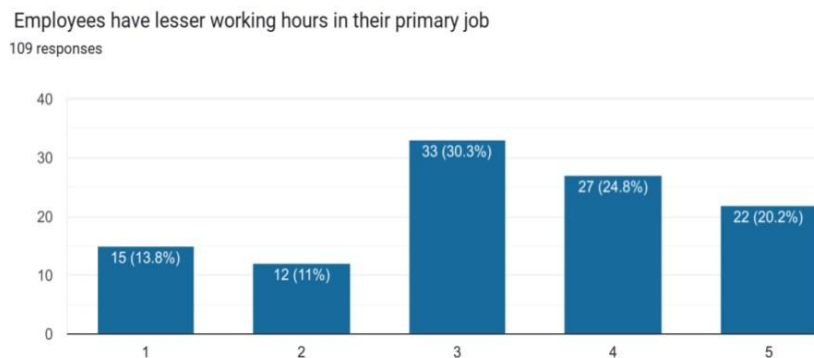


4. Because they have financial responsibilities, employees frequently work numerous jobs. According to our survey, 85 out of 100 people work more than one job to pay off their debts, or 80.1% of the population.

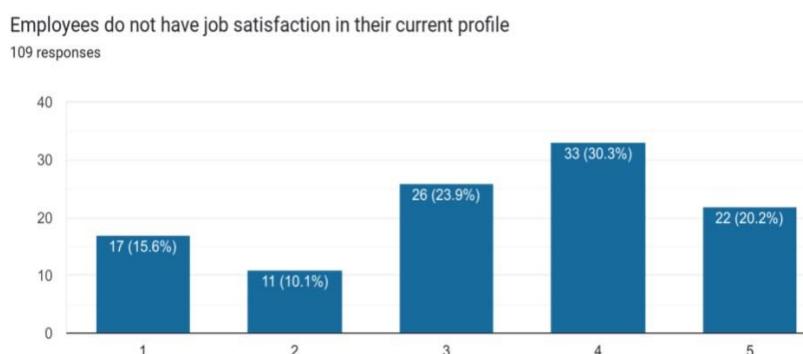


Personal Boosters

1. Because they work fewer hours at their primary occupations, people can manage to work many jobs in addition to their primary job. Thus, 80 out of 100 respondents (or 75.5%) agreed with the statement.

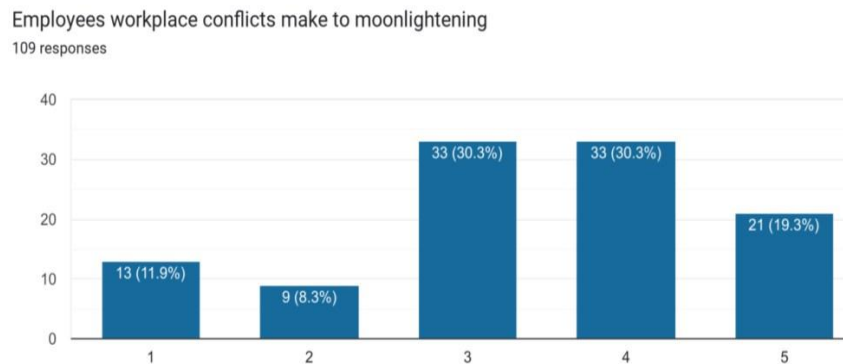


2. Workers choose to moonlight because they are unsatisfied with their current positions. Here, 80 respondents, or 75.5%, agreed with the statement.

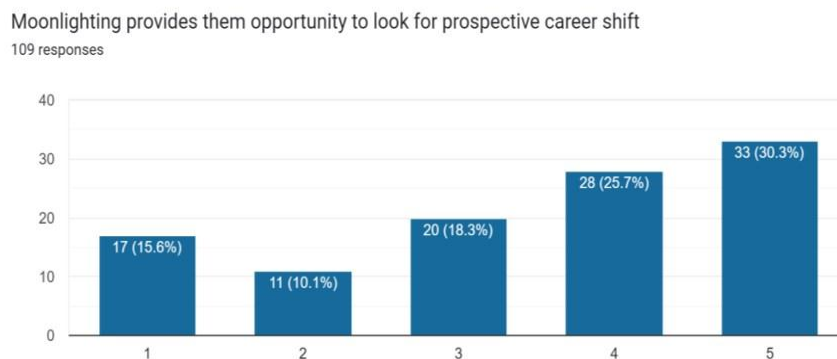




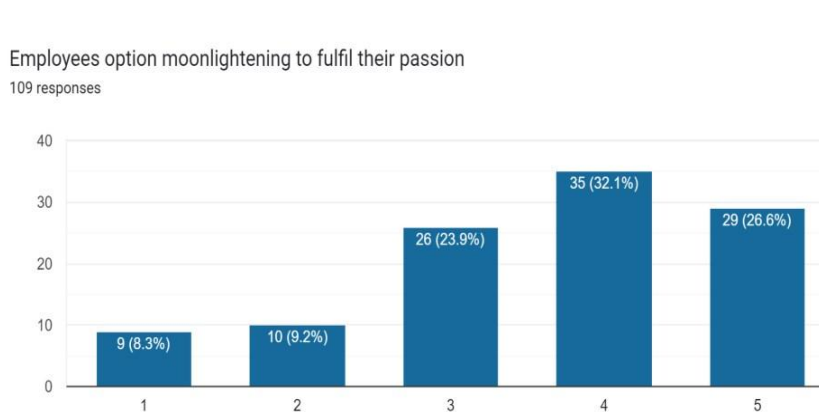
3. Workplace disagreements among employees lead to moonlighting. The bar graph below demonstrates that 85 out of 100 respondents, or 80.1%, agreed with the statement.



4. Since many people only choose jobs in order to make money and continue working in a field in which they have no interest, moonlighting allows them the opportunity to start working in different industries or jobs while still maintaining their primary employment and receiving a regular salary. Here are the findings, which show that 74.3% of respondents have this opinion.



5. The flexibility for employees to work a second job to pursue their passions 82.6% of respondents agreed with this statement, while 17.4% did not.

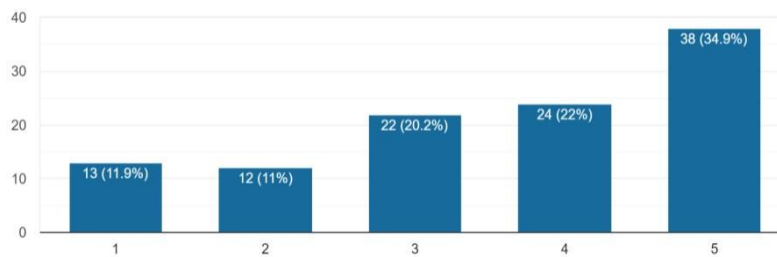




Organizational Aspects

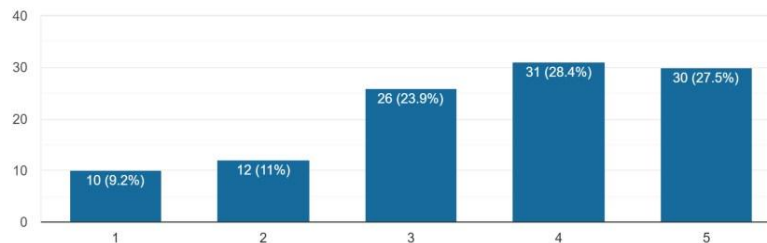
1. Employees seek the latest information in their line of work. 84 individuals, or 77.1%, agreed with this statement, while 25 people, or 16%, disagreed.

Employees want to get updated in their field of Job
109 responses



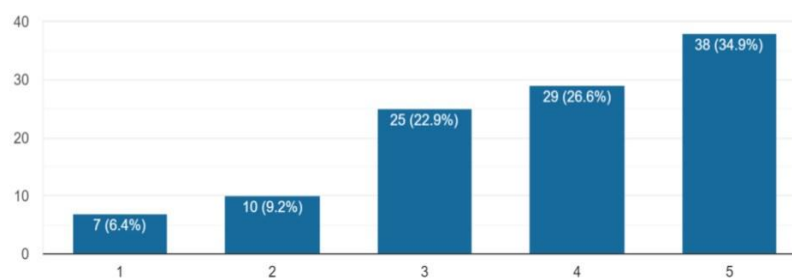
2. Workers choose side jobs as hedonistic pursuits. 87 people, or 79.8%, agreed with this statement; 13 individuals, or 20.2%, disagreed.

Employees option secondary job as a hedonic activity
109 responses

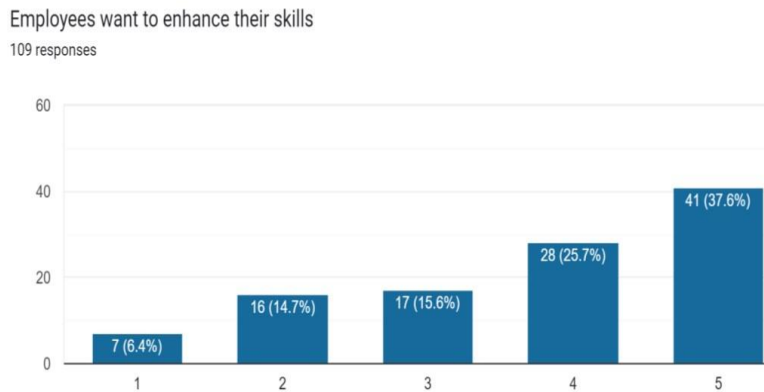


3. According to our study, 92 respondents (84.4%) agreed that many workers don't stick to doing one profession or focusing on one expertise and instead choose to look for new possibilities to expand themselves, whereas 8 respondents (15.6%) disagreed.

Employees seek new opportunities to explore themselves
109 responses

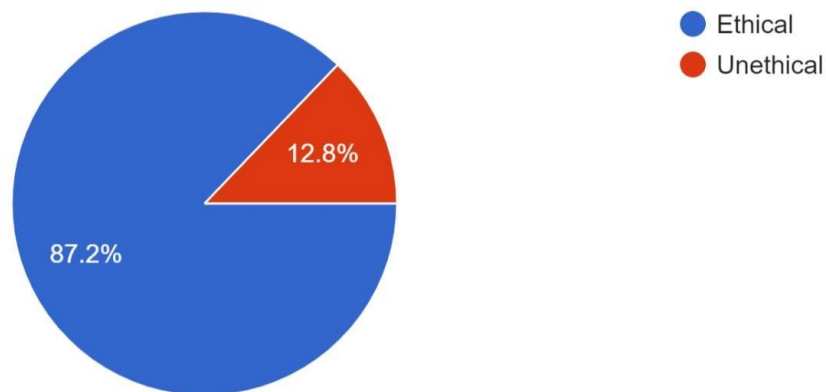


4. Everyone wants to improve their skills, but due to their jobs, they are unable to do so. In certain cases, moonlighting is the only way to acquire new skills. According to the bar graph below, 78.9% of respondents share the sentiment, while 21.1% do not.



Is Moonlightening ethical or unethical ?

109 responses



The pie chart below shows the results of a public survey asking if moonlighting is ethical or unethical. 87.2% of respondents believe moonlighting to be ethical, while the remaining 12.8% disagree.

3. FINDING & CONCLUSION

Moonlighting is seen as a negative and positive practice by different people. Some people view it as a way to seek additional employment if they're not satisfied with their primary job, while others see it as a way to make extra money. The reasons employees moonlight can be



summed up by looking at how satisfied they are with their job and their company. If an employee isn't content with their hours or work conditions at their primary job, they may look for a second job. Employees who are satisfied with their job and their companies are more likely to moonlight.

Some respondents say we are no longer living in a culture where a person is valued as a person and is reduced to being just another resource. Of course, there are incentives offered to the employees by their employers but nowadays, especially after the pandemic, people have come to know the importance of being able to live their personal lives. Also, the companies can't own their employees for all their time. Employees should only work during their working hours but what they do outside of that time should be their personal choice. While some think, moonlighting is unethical It should be noted that most organizations in India prohibit the practice of moonlighting and strictly restrict employees from taking up a second job. It is unethical and illegal for an employee to be working outside of their usual hours while employed by the company. This behavior could disrupt the work-life balance of the employees, and could also result in legal action being taken against the company.

There is no legal prohibition against moonlighting, but many companies have specific employment agreements that restrict their employees from taking on additional jobs that could affect their primary job. Although moonlighting is not prohibited in India, there are various laws that discuss multiple employment, and these laws do not apply to organizations that do not operate factories.

The addition of income was found to be the dominant factor when measuring job satisfaction, which showed that employees were not satisfied with their pay packages and felt that their salary was not as much as they needed it to be, resulting in a lower level of job satisfaction.

Job satisfaction is a psychological phenomenon that reflects an individual's attitude towards their workplace. A shift in recent years has been to consider job satisfaction as an attitudinal variable, rather than simply a measure of work quality. Factors that can influence job satisfaction include the quality of one's relationship with one's superior, the quality of the physical environment in which they work, and the degree to which the individual feels they are fulfilling their role at work. However, job satisfaction tends to vary in different situations and environments, exhibiting an irregular pattern.

Suggestions

Effective managers who offer training and development programs can act as an incentive for employees, who will in turn feel the commitment of the organization to continue. Level of job satisfaction may be researched with acceptable levels of workload professionals willingly agreeing to. Promotion policy and its application may need real implementation. The inflation rate and its representation in promotion policy may be a point of consideration for further research. Increased income is one factor that is found to be dominant in the practice of moonlighting, and the agencies defining policy may provide certain incentives, such as offering permanent faculty projects with external funding. This practice will result in an increase in income and provide an opportunity to improve relevant skills. Hence moonlighting practice will be discouraged.



Limitations

1. There is no previous study on the current scenario.
2. Time was limited.
3. The responses were collected only from a few working professionals.
4. Respondents may not be honest in giving opinions and do not want to reveal confidentiality.

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