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MOONLIGHTING- THE EMERGING ERA

SANJANA TEWARI

ASSISTANT PROFESSOR

INDIRAPURAM INSTITUTE OF HIGHER STUDIES

Sanjanatewari.ihs@gmail.com

INTRODUCTION

The global environment has changed immensely and so Human Efforts are diverting into different directions. The employees are looking for professional and economic growth as well as stability. The employees are looking for secondary jobs in different fields. A common scenario would be an employee working one job during the day and a second job in the evening. This has become a major problem in the corporate world and the employer has to face problems and for that they find different ways to come over their problems. Some employees are satisfied with the benefits they receive from a single job, while others prefer to handle two or more jobs. Employees feel exploited by the employer and believe that employer enjoys the increased profits. The market is growing globally and as Darwin says “SURVIVAL OF THE FITTEST” the employees are finding different ways to survive in this competitive work environment. According to several studies conducted there are demographic differences like gender, age, race, qualification and experience in moonlighting. For instance one in 17 Americans is moonlighting. The U.S Department Labour reports states that about 7 to 8 million Americans are engaged in multiple job holdings. On the other hand the Australian Bureau of Statistics report that there are more than 600,000 employees holding multiple jobs, which approximates to about 5.4% total population of Australia. Therefore moonlighting or holding a second job parallel to the current job is an important trend.

The above concept of double jobbing or multiple jobbing has been named as ‘moonlighting’, which has been studied for several years. Moonlighting can be viewed as a persistent as well as a transitory phenomenon. In persistent moonlighting, the second job rarely becomes the primary occupation whereas of in case transitory moonlighting the employee has an intention to shift careers.

A moonlighter can be defined by the point definition and the duration definition (Boateng, 1996). Point definition considers a worker to be moonlighting if he holds two or more jobs at that time of reference, however it does not consider the period in which two jobs are held simultaneously. According to the duration definition, if the worker holds two or more jobs over a particular time interval then he/she is considered as a moonlighter. For example when the worker under observation continues to hold multiple jobs over a time interval of 16 to 19 weeks is considered as a moonlighter.

The employers or Managements will have to take all measures in hiring process about the possibility of moon lighting by the employees . Moon lighting will affect the organizations development as employees would not be interested in the development of the organizations. Employees would ask for appraisals or promotions at regular intervals. The employees would do moon lighting, if the demands of the employees is not fulfilled by the organization or management. The relationship between the employee and the management will go sour and it would affect the work organization. The Human resource department will face disciplinary procedure and this will worsen the situation. The Management will have to take steps to decrease the level of moon lighting , and make a balance between employees doing moonlighting and non-moon lighting employees as per their expectations. The employees doing moonlighting will not take interest anything related to the organization or management. The management will have to find ways to overcome this crisis as it would affect the growth and reputation in their respective trade. The organization will have to take suggestions from different departments and have to look for a positive outcome for their own benefit as well as for the employees. As a result some of the employees might agree by the incentives given by the management and some may disagree. Some employees would find ways to increase their income by working in different field of work with no prior knowledge hence they may face problems to coup up with both the jobs. In this both the organization will face difficulties as they are paying an employee who’s not delivering according to his capability.

Sometimes personal problems also makes an employee to do moonlighting, in this scenario an organization or management should take care of the employees by giving them chances of doing overtime and paying them accordingly rather than giving their talent utilized by some other organization

REASONS FOR MOONLIGHTING

People have all sorts of reasons for taking a second job. Some do it as the beginning of a career-change move, gaining experience in a new career field before making the full switch. Others work multiple jobs to simply meet living expenses. Still others do it (usually on a temporary basis) to earn extra money. Finally, others do it because they simply enjoy the second job. While the reasons vary somewhat by demographic profile, here are the overall numbers for why they work more than one job:

<u>Reason for Multiple Jobs</u>	<u>Percent of all Multiple Job-Holders</u>
Meet expenses; pay off debt	27.8
Earn extra money	35.4
Get new experience; build up a business	4.6
Enjoys work of second job	17.4
Other reasons	12.5

According to Bureau of Labor Statistics (BLS) the employees moonlight for several reasons like earning extra money, pay off debt, start a business, for the enjoyment of the second job, to improve skills etc. The concept of moonlighting can be explained by using the economic theories of labour supply which stems from the basic work – leisure choice theory. The theory sights that employees act as optimising agents with the objective of increasing or maximising the utility which is been subjected to fixed time endowment and resource constraint. It further hypothesizes that the fixed time can be allotted to either existing market time, time that yields satisfaction and income or time at home, leisure time which yields no income but produces satisfaction.

OBJECTIVE OF STUDY

The primary objective of this paper is to examine the concept of moonlighting including the reasons for its existence, and the factors that influence moonlighting, along with a peek into the repercussions of 'Moonlighting' in various domains

LITERATURE REVIEW

Moonlighting arises from people working in more than one job at the same time. According to Shishko and Rostker (1976), an individual is considered a multiple job-holder or said to be moonlighting if he or she maintains primary employment and engages in additional work for pay. Normally in the discussion of secondary job-holdings, two types of additional work are considered: working at a second formal job or engaging in individual (self employed) economic activity, i.e. formal and informal secondary work. In Krishnan (1990), for example, moonlighters were tracked over a period of nineteen weeks to ensure that both jobs were held during the entire sample period, while the self employed and those who held unpaid family jobs were excluded.

Zhongmin, Baimbridge and Zu (2008) conducted a study titled 'Multiple job holding in the United Kingdom: evidence from the British household panel survey' which examined the determinants of multiple job holdings in UK through the use of the data obtained from the British Household Panel Survey that was conducted between 1991 to 2001, and views men and women separately and argues a hypothesis that states that job insecurity and hours constraint affects moonlighting. It was seen that men could pick up multiple jobs in the event of satisfaction or dissatisfaction alike. Financial pressures played an important role. While in the case of women, unlike men, the more number of children she has, the fewer the chances of moonlighting. It also pointed out to the fact that 70 percent men and 65 percent women earn more on their second jobs than the first. Satisfaction thus does not leave a marked impression on the reason to moonlight. The findings also do not support that multiple job holdings may be a response to perceived job insecurity.

TYPES OF MOONLIGHTING

Based on the extent to which the employees take up the second job moonlighting can be of the following types:

1- Blue Moonlighting

This is the kind of moonlighting that occurs when the employee fall in the category that needs a second job but this opportunity is not available to them and thus are not able to get additional income. Organizations have different performance appraisal systems and implement them as per the policies. The employees in future will demand for a hike in wages and salaries. The management will positively reciprocate to the same and give increment to the employees. Some of the employees will be satisfied with the increment and will adjust their expenses. The others will not be satisfied and will try for a second job for extra income but will not get one due to their inability to get the job. Therefore they will not be able to earn extra money. Such kind of consequences result in Blue Moonlighting.

2- Quarter Moonlighting

This kind of moonlighting occurs when the employee is not able to meet his expenses with the current salary or income. So he needs a part time job for an additional income to support his living. When an employee starts his career, he generally does it at a lower managerial position. Till bachelorhood things go fine but entering into family life increases his responsibilities and thus the expenses. From supporting the family to child education, it becomes difficult to manage with the current income. Then the employee looks for a part time job and this increased demand of wealth by the employee leads to Quarter Moonlighting.

3- Half Moonlighting

Employees at times imagine to have a luxurious life where they dream of buying expensive things. In doing so they tend to spend more than they earn. They also want to save a sufficient amount so as to have a safe future or start up a new business. Such employees pick up a second job and spend 50% of their time working in that second part time job, rather than their regular job. If such employees want to start up their own business then government and financial institutions promote them by providing loans

and funds. If the employee is skilled and tactful then this business may fetch him profit and also support his luxurious lifestyle. All these are examples of half moonlighting. Going ahead if the employee invests 75% of his time and resources In his business then it may lead to Three Quarter Moonlighting.

4- Full Moonlighting

Starting up entirely a new business or a full time secondary job leads to full moonlighting. Employees indulging in full moonlighting are generally under the influence of family, friends, culture and society and these factors build mental pressure on his mind to earn more. To overcome this pressure such employees start a new venture but also stay on their primary job as it can serve as a shock absorber in times of need.

EFFECTS OF MOONLIGHTING

Moonlighting affects the employee job satisfaction. With the increase in job satisfaction, the organizational commitment of the employee increases which in turn decreases the turnover rate. Though the turnover rate might decrease yet the employee who is moonlighting will considerably impact the organizational productivity. With decreased productivity the employee is forced to follow scheduled work timings with less pay probability. This demotivates the employee and he tends to moonlight. Thus leading from blue moon to full moon. The employee won't be able to manage time as he the work would go jumbled up and won't be able to focus on the assignment or complete his task at the given time . The employee won't have time to deal issues related to his personal life as he won't be having much time, working two jobs is not an easy task , yes it can improve the income but won't be able to give satisfaction If an employee is mentally tired and physically exhausted the performance will be very low in both the jobs and he won't be able to concentrate in his work. Due to such hard labour and working in two shifts, the employee won't be able to have proper body rest or sleep for this he would suffer from health issues and the work would suffer for both the employee and the employer.

ADVANTAGES OF MOONLIGHTING:

Employees who moonlight can learn and improve job skills as they get opportunity to do so. It can also improve employee retention. Since the employee is working in two organizations they have increased income, motivation, status and satisfaction with their current job increases.

DISADVANTAGES OF MOONLIGHTING:

1. Leaking trade secrets- Moonlighting may give employees the opportunity to leak trade secrets if they are working in the same industry. The employee needs to understand the importance of maintaining confidential information.
2. Exhausted employees- due to working for long hours the employee may become distracted, unproductive and neglect job responsibilities because of physical fatigue.
3. Misuse of company resources- employees may use company resources for their second job which would increase operation expenses of the company.
4. Impact on health- poor diet, lack of sleep and exercise can impact employee health. Holding a second job can distract the employee from his job responsibilities and focus and also have an ill effect on his health.

CONCLUSION

To conclude on moonlighting it can't be stopped. We can improvise the situation by bringing it to minimum level so that the employee doesn't need to do two jobs simultaneously. By giving him better environment at work place, increasing his wages at regular intervals. The employee doing moonlighting should also make sure that they are loyal towards the organization or company, by not leaking the trade secrets. It should be done mutually, as a coin has two sides. Employees can make or break a company or ruin its reputation in the market. Incentives or polices should be floated for the betterment of the employees so that don't get distracted by the other companies for luring them to do moonlighting. Suggestions should be taken from them for the betterment of the company. The company should connect with the employees. It's hard to look after every minute detail but to improvise the work-man ship and decrease moonlighting initiative should be taken from both the employee as well as the organization.

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