

Moonlighting: The Controversy Among Indian Employees

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Abstract

The study attempts to determine how moonlighting activities affect employees' performance as well as to pinpoint the variables that most strongly influence this behaviour. There was also research done on how to deal with people who moonlight. Both primary and secondary data are used in this descriptive and informal study. One hundred Delhi-NCR-based teachers who provided the data were surveyed. For this investigation, data was gathered from websites and reports that were already in print. Numerous studies from relevant journals and books have also been used. Correlation and multiple regression analysis were used to analyse the data. The study found a statistically significant relationship between employee performance and moonlighting practises. The findings indicated that, in addition to the financial factors that influence someone's decision to moonlight, the participation of moonlighting due to a person's primary job's shorter working hours may be a symptom of overt or temporally associated underemployment. The study came to the conclusion that excessive bureaucracy, inadequate leadership, and unorganised organisational policies may have been caused by the practise of moonlighting in India. The study recommended, among other things, that controls be put in place for employees to decrease the desire to moonlight and increase commitment to their primary jobs. These controls could include clocking in and out, reporting activities, time allotment for assignments, good pay policies, appealing conditions of service, the ability to access loans at low interest rates, affordable housing programmes, effective transportation systems, and good pay policies.

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Introduction

Moonlighting is the practise of employees working for money at businesses other than their current job. The concept is not mentioned in any of the Indian statutes. However, dual employment law is readily available. Moonlight is originated from the phrase "Moonlighter," which describes someone who works by the light of the moon while doing a second job at night. The American English definition of a "moonlighter" is "one who goes serenading during the moonlight nights." Moonlighting in the workplace is a result of employee dissatisfaction with present pay and income systems. Employers are perceived by employees as taking advantage of them and as profiting from their greater salaries. Nearly all facets of HR management are impacted by side jobs of employees. The difficulty for the people manager is that moonlighting typically has a negative effect. The act of doing a second job after regular business hours is known as moonlighting. In addition to a regular 9 to 5 job as their principal source of income, a person may moonlight by working for another company, generally in the evening or at night.

Legality of Moonlighting

Factory Act: According to Section 60 of the Factories Act, no adult worker shall be required or permitted to work in any factory other than the one in which he or she is now employed, under such circumstances as may be prescribed. The only people covered by this Act are factory workers.

The Tamil Nadu Shops & Establishments Act, 1947: These are the state laws that are now in force and deal with hiring individuals to work in establishments like shops, banks, offices, etc. It is known as The Tamil Nadu Shops & Establishments Act, of 1947, in the Indian state of Tamil Nadu. However, there are no laws that specifically regulate dual work.

Glaxo Laboratories (I) Limited vs Labor Court, Meerut, and others According to the SC, the employer in this case "hardly has any extraterritorial authority." In essence, neither the employer nor his employees should look to him as the guru or mentor for guidance in managing their cultural growth. More than merely moonlighting was involved in this particular instance, and the court's conclusions shed light on how comparable circumstances might be handled by the law.

Effects on Companies

Wipro: As the CEO of Wipro highlighted, there is a lot of discussion about people doing second jobs in the IT industry. To put it simply, he bluntly compared it to lying. Wipro let go 300 workers after realising there was a conflict of interest due to their concurrent employment with other businesses.

Infosys: The Tech Giant has informed its staff that moonlighting could result in termination.

Effect of WFH: According to the experience of another software company, DCX Technologies, employers found it difficult to deal with employees who moonlighted but it didn't have an impact on the company's successful WFH (work from-home) policy.

Moonlighting policy: One of the biggest food delivery businesses, Swiggy, recently implemented a policy allowing its employees to work additional jobs on the side in addition to their full-time jobs.

Review of Literature

Jamal looked into moonlighting among blue-collar workers: Personal, Social, and Organizational Consequences in 1986. The results of the study showed that non-moonlighters substantially more committed to their organisations than moonlighters. This shows that people who moonlight are often less committed to their major companies when working on side jobs.

Khatri et al. (2014) found that employees' organisational commitment and loyalty are unquestionably impacted by moonlighting, which is very common in SME. The study looked at organisational commitment and moonlighting practises of small and medium-sized business (SME) employees in the Delhi-NCR region. There were no discernible changes between the judgments of corporate commitment among moonlighting employees based on gender, according to the analysis.

In 2017, Ashwini et al. investigated middle-level employees' plans to moonlight at certain I.T. companies. They investigated a number of factors that led to the workforce moonlighting and came to the conclusion that without proactive retention rewards for the devoted, experienced workers, they lost organisational commitment and took up second employment to fulfil their personal objectives.

According to all the studies on organisational commitment and moonlighting practises that have been reviewed, employees, regardless of their demographic backgrounds, tend to lose organisational commitment and hold secondary or multiple jobs if organisations do not make provisions for appropriate retention and recognition benefits.

The objectives of the Study are i) To ascertain the primary influencing elements of moonlighting.; ii) To ascertain how moonlighting affects an employee's performance; and iii) To make recommendations for how to cope with moonlighting behaviour

Database and Methodology

The primary goal of the study is to ascertain the impact of moonlighting on employee performance at the educational institution, hence the study's design is descriptive and causal in nature. Purposive sampling was utilised to get the data from teachers of schools who reside in Delhi-NCR, with a sample size of 100. Both data sources were used in the study. The respondents from the chosen educational institution were surveyed for the primary data, while secondary data was gathered through reports, articles, websites, etc. The two variables in the current study are employed performance at work, which is a dependent variable, and moonlighting habits, which is an independent variable. Correlation analysis and multiple regression analysis have been used to analyse the data.

Objective 1— To identify the factors that influence moonlighting most.

Plan B: This is typically used as reason for taking up a second job. Some people choose to pursue a second career as a backup if they are uncomfortable in their existing positions.

Multiple sources of income- There is always a need for extra cash, which is perhaps what drives many to moonlight.

Paying off debt- Many people rely on moonlight to pay off debt. Employees may still owe money on loans for a car, laptop, or house from before the outbreak. With a second job, they could pay for it.

Change of career- People moonlight as a side job to get the experience they need to later land lucrative employment in the chosen business if they don't already have a formal grounding in it.

Creativity- Many people continue working in unfulfilling jobs only to maintain their financial security. Many people turn to side jobs as a method to keep their thoughts engaged and stay on top of their game when daily living prevents them from using their creativity. Employees who take on a part-time second job occasionally get the push they need to ignite their creative side.

Objective 2 - To find out impact of moonlighting on employee performance

Research Hypothesis

H₀: Employee performance is not statistically significantly impacted by moonlighting practises.

Dependent variable: Moonlighting practices

Independent variable: Employee performance

Model

The regression model used in study is

$$Y = \alpha + \beta x + \varepsilon$$

where Moonlighting is predictor (x)

employee performance is outcome variable (y)

α & β = coefficient

ε = error term

Results and Discussion

Table 1: Reliability Analysis

Cronbach's Alpha	No. of items
.865	15

Source: Authors' Calculation

Through Cronbach's Alpha, the questionnaire's reliability is evaluated. According to Table 1, the questionnaire is credible because its alpha value is 0.865.

Table 2: Correlation Analysis

	Moonlighting	Employee Performance
Moonlighting correlation coefficient	1	0.529**
Sig value (two-tailed)		.000
N	100	100
Employee Performance correlation coefficient	0.529**	1
Sig value (two-tailed)	.000	
N	100	100

**** Correlation is significant at the 0.01 level (2-tailed)**

Source: Authors' Calculation

Table 2 illustrates the interdependence of the variables. With a significance value of 0.001, the correlation coefficient between moonlighting and employee performance is 52.9 percent, which is noteworthy at 1%. As a result, there is a strong relationship between employee performance and moonlighting.

Table 3: Regression Analysis

Model	Value of R	Value of R square	Value of adjusted R²	Std. error of the estimate
1	0.441 ^a	0.194	0.186	0.97685

Source: Researchers' Calculation

The values of R and R-square are displayed in Table 3. The R-value, which is 0.441, shows that the link between the independent and dependent variables is moderate. The amount of variance that the model is able to explain is shown by its R² value. The R² score, which is 0.194, shows that the predictor on a response variable account for 19.4% of the variation.

Table 4: ANOVA

Model	Sum of Squares	D.f.	Mean Square	F	Sig
1 Regression	11.164	1	12.123	36.986	0.000*
Residual	32.886	98	0.376		
Total	44.05	99			

Source: Authors' Calculation

Table 4 displays the Analysis of Variance used to determine whether or not the model fits the data well. The model fits well and is able to forecast the impact of moonlighting on the dependent variable, employee performance, as shown by the p-value in the above table being less than 0.05 at a 5% level of significance.

Table 5: Model Fitness

Model	B	Standard Error	Beta	Value of t	Sig value
1 (Constant)	.083	.066	.061	1.270	.000
Moonlighting					
	.404	.067		6.075	.000

Source: Researchers' Calculation

The table shows how moonlighting practises affect worker performance. The likelihood of moonlighting is positively correlated. In this instance, 404 directs a direct correlation between employee performance and moonlighting methods. The t value is 6.075, which indicates that this link is statistically significant.

Objective 3- To find out the ways to tackle moonlighting behaviour.

Moonlighting is a practise that roughly half of the workforce has used at some

point, according to recent study on the topic. This percentage is also increasing as we move toward flexible working hours and circumstances.

Ask an open-ended question.

Moonlighting is quite prevalent, with about 50% of the workforce having done it at some point, according to recent studies. Additionally, this ratio is increasing as we move toward flexible working environments and conditions.

Share the consequences.

When moonlighting is found, HR should also let the workers know the consequences of the practise. If they do not change their working processes, there is a possibility that the workers will feel exhausted. In any case, juggling two jobs is challenging but not impossible. HR needs to provide workers a sense of value in order to motivate them to contribute their time and effort to the company. They must be informed of the company's concerns and justifications through HR. The personnel must be calmly informed of the consequences.

Use non-compete agreements.

Precautions can be taken to avoid moonlighting. Contracts might include non-compete clauses to prohibit employees from taking up side jobs. Non-compete agreements provide protection for trade secrets, intellectual property, and human resources. The contract should explicitly state that the employee is not allowed to work for another business while they are still employed by the first. Additionally, sharing confidential company information should be prohibited.

Use Employee Activity Monitoring Software

A variety of employee activity-tracking programmes can be used to monitor the working hours of your staff. These tools make it simple for managers to keep an eye on the activities of their personnel and determine whether or not they are working for competitors. They include a number of capabilities, such as screenshot capture, activity tracking, productivity monitoring, and much more. With the use of these tools, organisations can identify any signs of side jobs and address them before they become a problem. Employers are always informed, for instance, if someone uses a different work email account or private company data after hours. It makes it simple for firms to prevent issues and maintain output, which helps things run smoothly.

Make Sure All Employees Understand Company Moonlighting Policy

Every employee must be aware of the company's policies. Understanding what is and isn't permitted is necessary for this. In addition, if they have any questions, they can always contact management. It is encouraged that bosses brief new hires on the company's general code of conduct during orientation to ensure that everyone is aware of the moonlighting policy. This briefing should cover a range of policies, such as how companies will handle staff members that moonlight, what steps will be done against them when a moonlighter is breaking the rules, and much more.

Conclusion

If what employees do after work doesn't financially or materially affect the business, employers shouldn't be troubled by it. The Central Government should take the proper legal action to prevent employees from moonlighting while also making an effort to refrain from punishing them unjustly. Businesses find it challenging and delicate to deal with the problem of staff moonlighting. It is much more open to interpretation because there isn't definite legislation in this area. This seems appropriate and just to the general populace, in my opinion. Businesses and organisations, however, are not founded on morally dubious or irrational ideals. It is governed by statutes, regulations, and agreements. This, if lacking, can lead to a chaotic, poorly run environment. This might potentially put the economy in peril. Unless it financially or severely undermines the business' operations, employers shouldn't be concerned about what their employees do

after hours. While aiming to avoid punishing employees arbitrarily, the Central Government should implement the necessary legal measures to control moonlighting. It is delicate and challenging for firms to deal with the issue of staff moonlighting. This area's legislation is unclear, which makes it even more open to interpretation. This seems appropriate and just from the viewpoint of the average populace. However, companies or organisations are not founded on morally dubious or nonsensical ideals. Laws, regulations, and agreements all govern it. This, if lacking, can lead to a disorganised, unmanaged environment. could put the economy in peril.

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