

Education and Society
(शिक्षण आणि समाज)

Special Issue
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Since 1977

**The Quarterly dedicated to Education through Social Development and
Social Development through Education**

May 2023

(Special Issue-1/ Volume- II)



INDIAN INSTITUTE OF EDUCATION

128/2, J. P. Naik Path, Kothrud, Pune - 411 038

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Analytical Study of Moonlighting

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Abstract:

Moonlighting is the practice when an employee takes up a second job secretly. It is a trend that started during the Covid-19 pandemic. The study has undertaken to understand the contemporary scenario of moonlighting. Some questions about moonlighting were raised: like, why people are choosing moonlighting. What are the reasons behind it? How do they handle these working conditions? This study is an effort to find out the answers to these questions about moonlighting: Present study reveals the reasons behind moonlighting.

The structured close ended questionnaire was executed to find out the reasons behind moonlighting. The data of 89 samples is collected and the data is processed using MS-Excel.

It also highlights that the employees are not satisfied with their current job role that's why they opt for moonlighting. From this study it has found that the key factor behind moonlighting is not satisfactory monetary gains. This also states that the employees are not getting their leisure from their hectic schedule.

Keywords: Moonlighting, reasons behind moonlighting, work-life, Job satisfaction, side gigs

Introduction:

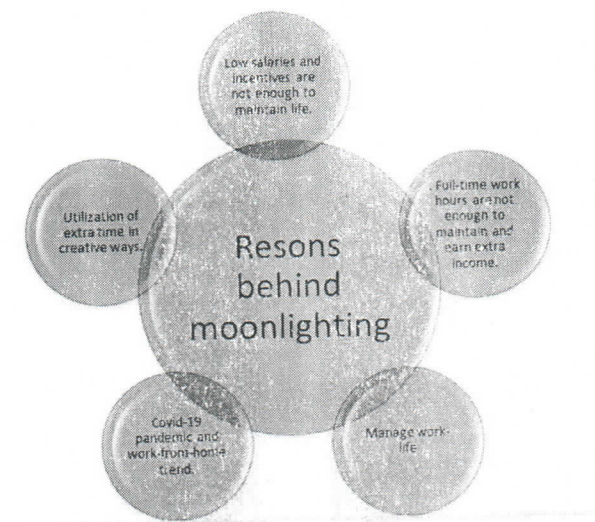
Moonlighting refers to the practice of holding a second job or working for second shift in addition to one's primary job. This phenomenon is not new and has been a subject of research for several decades. However, the emergence of the gig economy and the proliferation of online platforms that connect workers with multiple employers have led to an increase in moonlighting. The purpose of this analytical study is to examine the current state of moonlighting, its causes, and its effects on individuals and organizations. The study to examine the effects of moonlighting on the individual, including the impact on work-life balance, stress levels, and overall well-being is needed.

Research Problem:

The study has undertaken on the premises that are moonlighting i.e., dual employment and its analysis. The major question to be answered is why people prefer moonlighting? What are the reasons behind it? How do they handle these?

Working conditions? This study is an effort to find out the answers to these

questions based on moonlighting.



Research Methodology:

The research is descriptive in nature and data collected using an inferential approach, 89 sample employees from all sectors were approached using Google form in India to seek opinions about moonlighting.

The present study has been undertaken with the following objectives:

1. To study the current trend of moonlighting.
2. To find out the impact and relationship between moonlighting and job satisfaction.
3. To find out the reasons behind moonlighting
4. To study the impact of moonlighting on work-life balance.
5. To find out different sources and ways to reach the stage for moonlighting.

A structured close ended codified schedule was executed on samples and data analysis was undertaken using MS Excel. Percentage, Mean, and standard deviation

Data Analysis:

The analysis focuses on the analysis of data collected from the employees working in different sectors. The analysis is done through MS- Excel.

The following table shows the education of samples who participated in the study. Five options were facilitated to mark the education one is the SSC, second is HSC, third is Graduation, fourth is Professional Five is Ph.D.

Table 1: Educational Information: (n=89)

Sr.	Variables	Frequency	Percentage
1	SSC	6	6.74
2	HSC	20	22.47
3	Graduation	41	46.06
4	Professional	20	22.47
5	Ph.D.	2	2.24
	Total	89	100

Source: field data

Above the table, number 1 reveals education SSC, HSC, graduation, professional, Ph.D.

As the participation of the sample is considered, it has been found that participation of graduation persons or samples is more number i.e. 44.06%

Following table shows which industries work of samples participated in the study.

Table .2: Work profile of samples: (n=89)

Sr.	Variable	Frequency	Percentage
1	Education	30	33.70
2	Agriculture	14	15.73
3	Manufacturing	11	12.35
4	Health care	3	3.37
5	other	31	34.83
	Total	89	100

Source: field data

Above table 2 reveals the work profile of the samples. Total five options such as education, agriculture, manufacturing, healthcare and other were provided to the samples. From the above data it is concluded that total 34.83% of samples are engaged in other sectors which is more in numbers. And education sector ranks 2 as 33.70% of samples are engaged in education sector.

The following table shows engagement of samples in other activities apart from their primary job. Eight options were facilitated to mark - farming, consulting, petty trader, industry, profession, additional job, a part-time job, and others.

Table 3: Additional Work: (n=89)

Sr.	Variable	Frequency	%
1	Farming	27	31.39
2	Consulting	7	8.13
3	Petty Trader	0	0
4	Industry	10	11.62
5	Profession	18	20.93
6	Additional Job	12	13.95
7	Part-time Job	5	5.81
8	Other	7	8.13
	Total	86	100

Source: field data

From the above data it is concluded that the samples are engaged more in farming activities. Total 31.39% of samples are engaged in farming activities which is more in numbers.

The following table shows the Reasons of samples participated in the study. Options earning additional income, quenching the intellectual thirst, forced work by an employer, as a hobby working additionally, to attain family economic responsibilities, it's my hobby and passion.

Table 4: Reasons behind moonlighting: (n=89)

Sr.	Variable	Frequency	%
1	Earning additional income	36	40.44
2	To quench the intellectual thirst	6	6.74
3	Forced work by the employer	1	1.12
4	As a hobby working additionally	19	21.34
5	To attain family economic responsibilities	7	7.86
6	It's my hobby and passion	20	22.47
	Total	89	100

Source: field data

The above table shows the Reasons behind moonlighting. Options earning additional income, quenching my intellectual thirst, forced work by an employer, as a hobby working additionally, to attain family economic responsibilities, it's my hobby and passion.

From the above data it is concluded that samples carry out moonlighting for earning additional income. Total 40.44% of samples marked this option for moonlighting which is more in number.

Table 5: Opinion of samples regarding their primary job (n=89)

Sr.	Statement	Mean	Median	Standard deviation	Coefficient of variance	Rank
1	I am satisfied with the working terms of my present job	3.47	4	1.16	1.36	4
2	I am satisfied with the monetary gain of my present job	3.51	4	1.02	1.04	3
3	I am feeling pressurized in my current job	2.69	3	1.10	1.21	7
4	I am feeling that the monetary gain I receive is less than the industry norms	3.07	3	1.03	1.07	6
5	I am having more capabilities that can be utilized by my present employer	3.56	4	0.87	0.77	2
6	I am getting good opportunities for career growth and prospects	3.73	4	0.93	0.88	1
7	My individual competencies are fully utilized by my present employer	3.25	4	0.92	0.85	5

Source: field data

The above table shows the opinions of samples related to their Primary job. The above data is analyzed through mean, median, standard deviation, coefficient of variance and the rankings are given accordingly. Rank 1 is given to the statement whose mean was highest and rank 7 is given to the statement whose mean is lowest. From the above table it is concluded that the samples are getting better opportunities for career growth.

Table 6: Primary job issues: (n=89)

Sr. No.	Statement	Mean	Median	Standard deviation	Coefficient of variance	Rank
1	I am suffering from issues	2.41	2	1.06	1.13	3
2	I could able to give quality time to my family	3.47	4	1.05	1.11	1
3	I could able to share me time with my friends and relatives	3.10	3	1.18	1.40	2

Source: field data

Above the table includes mean of 3 different issues related to the primary job of samples. From the above table, as per rankings the key issue of the primary job is that the samples are not getting enough time for their family.

Reasons behind Moonlighting:

The newspaper especially economics times revealed handful of articles on moonlighting in the recent past but these articles unfold various reasons on moonlighting. 21 reasons were found mentioned which researcher have classified into three categories based on similarity viz. monetary aspects, layoff and job switching and the third is leisure life.

1. Monetary aspects: the reasons under monetary aspects includes, Low salaries and incentives are not enough to maintain life, rising inflation Parallel income streams are needed it ensure financial independence, Security of job, Job satisfaction, manage work-life Saving money, Full-time work hours are not enough to maintain and earn extra income, In the organization no salary on time.

2. Layoff and Job switching: the reasons under layoff and job switching includes, upgrading their skill for different profiles, Covid-19 pandemic and work-from-home trend, Mass layoffs and hiring freezes, to combat boredom means covid-19 time attract peoples moonlighting, Utilization of extra time in creative ways, , Second occupation sources, Starting a new business, , The employees began to pursue their passion or side jobs.

3. Leisure life: reasons behind leisure life includes, Follow Passion, New Tendencies, Gig workers do not have full-time work. So the other people see this worker and start moonlighting, Side gigs mean Jobs that get paid in addition to your main job.

Findings:

The finding revealed from data analysis has been presented: and the economics times reading finding the following below:

1. Among 89 samples, it has found that samples holding graduation degree is more number i.e. 44.06% (Table no.1)
2. It is concluded that total 34.83% of samples are engaged in other sectors which is more in numbers. And education sector ranks 2 as 33.70% of samples are engaged in

education sector.

3. It is concluded that the samples are engaged more in farming activities. Total 31.39% of samples are engaged in farming activities which is more in numbers (Table no. 3)

4. It is concluded that samples carry out moonlighting for earning additional income. Total 40.44% of samples marked this option for moonlighting which is more in number. (Table no. 4)

5. It is concluded that the from the 7 provided statements, samples agree more on the statement that they are getting better opportunities for career growth (Table no. 5)

6. From the above table, as per rankings the key issue of the primary job is that the samples are not getting enough time for their family. (Table no. 6)

Suggestions:

Present study proposes a few suggestions

1. Consider the potential risks and rewards: Before taking on a second job, it's important to weigh the pros and cons of moonlighting. This includes thinking about the impact on your work-life balance, potential conflicts of interest, and the potential benefits of increased income and skill development.

2. Communicate with your primary employer: If you're considering taking on a second job, it's important to communicate with your primary employer about your intentions. This can help prevent conflicts of interest and ensure that you're not violating any employment agreements or policies.

3. Be realistic about your time and energy: It's important to be realistic about how much time and energy you can realistically dedicate to a second job. If you're already feeling overworked or stressed, taking on another job may not be the best decision.

4. Find a job that complements your primary job: To avoid conflicts of interest, it's a good idea to look for a second job that complements your primary job. For example, if you work in marketing during the day, you may want to consider a part-time job in graphic design or social media management.

5. Prioritize self-care: Moonlighting can be stressful, so it's important to prioritize self-care to avoid burnout. This can include setting boundaries, practicing good sleep hygiene, and finding time for hobbies and relaxation.

Conclusion:

From the present research study, it has seen that people are moonlighting in various sectors like education, agriculture, health care, and others. The main reason behind moonlighting from their perspective is to Maximum profit and to gain additional income for skill exploration. The study concludes that moonlighting is nowadays become an essential due rise in inflation. The study concludes moonlighting is apply all sectors and most importantly any organization's side point of view is beneficial the way. Present study the research sample shows the moonlighting reasons and all over data about satisfaction, reasons behind moonlighting, and most important thing is the data present jobs of employees are not satisfactory and some peoples are not gain in monetary as well as the position an organization that concludes leisure time of peoples choose some parameter of moonlighting like additional income, extra time to creative ways to learn.

The present study concludes moonlighting is not a new trend and can the compulsory rules declare to all organizations that, moonlighting concept is accepted in all sectors and run any organization in very good condition, so that concludes moonlighting concept is applicable or start in all sectors or all organizations. There are different reasons that peoples connect moonlighting, and fulfilling basic needs to be stable in their work-life. So Moonlighting is a clear or green sign to indicate in all sectors applicable and start the moonlighting concept in the market or start in all organizations.

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