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## A study on Causes and Consequences of Moonlighting

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### **ABSTRACT:**

*Moonlighting means doing a second job in another organisation by an employee in addition to the regular job. Usually an employee work normal job timing from 9-to-5 working hours as a primary source of income in addition to that when an employee take-up additional work for additional income without having an information to the primary job employer is considered as Moonlighting. Though the word Moonlighting is not a recent one, Moonlighting emerged as a popular practice in few sectors from the time of Covid-19, when the Companies permitted employees work from home, due to this the direct interaction of Employer to Employee was missed. This had given chances to the employees to take up the additional works as a side job. Mainly people prefer to work for side jobs for financial security, change of carrier, creativity, passion and ambitions generation of income from multiple sources. It also increases the aggregate demand and the national output.*

**Keywords:** Moonlighting, Secondary job, Employer, Employee, Income

### **Introduction:**

Due to Covid-19 pandemic most of the IT companies started work from home culture, which leads to the absence of face -to -face to their bosses, this has made chance to the employees to go for moonlighting. Moonlighting will takes place where demand is more and supply is less, highly specialized skill employees will get the opportunity of working in more than one company. In respect of lower income group, who cannot maintain their living standard with a low income from primary job, are more likely to search for additional jobs. Though it provides financial security to the

employees, working at the same time in two jobs shows impact on productivity. Employees may get tired due to continuous working restless, hence they cannot give full attention to the primary job, which leads to fall in productivity, and employees may also use company resources for their secondary job which leads to increase in operating expenses. Employers are treating it as simply cheating and violating the trust, employers may also fear of data and confidential matters. Few employers considered it as no problem as long as the employee meets the efficiency and productivity norms.

### **Concepts and Definitions:**

According to the Webster's New World Dictionary (2007), moonlighting is "*the practice of holding a second regular job in addition to one's main job.*" The Cambridge Dictionary (2010) defined moonlighting as "*paid work that you do in addition to your normal job, especially without telling your employer*".

### **Causes of Moonlighting:**

The reason behind participating in moonlighting activities depends on various reasons like removing employee under hire and fire policy, confidential report to termination of employees, without giving any valid reasons terminating employees under the concept of downsizing companies and few IT companies are paying very less salaries recruiting engineers and professionals. These factors force the employees to go for secondary job.

Following are the few more reasons affecting moonlighting decision of an individual.

- No Job Satisfaction / Job Insecurity
- The Heterogeneous Job Motive
- The Negative Financial Risk
- Hedging against future unemployment
- Hire and Fire policy
- Portfolio selection of different jobs
- Low or insufficient income from the primary job
- Greed of earning additional income
- Reduction of Debt burden

### **Consequences of Moonlighting:**

When an employee working for two jobs at the same time, an employee cannot give full concentration on the works he or she do, it definitely shows impact on productivity. Many of the organizations oppose this moonlighting because the employees may trained by the main job employer, but the employees use their skills in doing the side job, and also chances of disclosing intellectual property rights and trade secrets etc. Many of the Companies management perceive it as simply cheating and trust violation. Employers expect full time attention of the employee even in off

-hours.

The general expected consequence of moonlighting is it will hold back the potential employees and reduces employability. By moonlighting, employees usually try to evade tax by showing the understatement of taxable income. Most of the moonlighters misreport their secondary job profiles to the national authority which strengthen the volume of shadow economy.

### **Formalization of Informal Moonlighting Activities:**

For some reasons moonlighting may be welcome, if employer's permit employees to do second job to acquire new development skills, or if the practice of moonlighting acts as a facilitator of skill accumulation and determinant of the occupational transition process, moonlighting may be considered.

### **Conclusion:**

The culture of doing multiple jobs will increase when economy changing, casualization in economy, increasing contractualization, the concept of losing permanent job leads to moonlighting. So, it's all about economy demand and supply. Moonlighting is an opportunity to a small group of highly specialized skilled workers. The Employer's can punish the moonlighters, but they cannot retain such a highly skilled workers. Few employees may go for moonlight with greed to earn more money.

If an organisation pays better pay scale, job guaranty, social welfare activities, not implementing hire and fire policy on employees such organisations will have loyalty. Most of the researchers expected moonlighting should leads to conversion process from an employee side and employer side to have loyalty. A logical and pragmatic understand will takes place when there is complete conversation of Job market, skill market, industrial relations, and employer and employee relations to decide whether moonlighting is ethical or unethical.

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