



# “MOONLIGHTING AND ITS IMPACT ON ORGANISATION AND HUMANS”

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## INTRODUCTION

Any organization's most valuable resource is its human capital. The management of the firm faces a difficulty in attracting and keeping human resources as the economy expands and becomes more competitive on a worldwide scale. Every day, new trends and methods are developed by human resource management to address the evolving difficulties of human capital. On-going attention is paid to talent acquisition as the economy continues to improve and grow more quickly. The goal of the HR manager is to recruit and keep personnel. The important need of an employee is financial compensation, which satisfies his physiological (basic) requirements, in accordance with Maslow's theory of needs.

According to a review of the literature, financial advantages are seen as a highly motivating kind of pay for employees, which results in to job satisfaction. The generations' way of life also improved as a result of rising financial perks or income. The majority of employees look for many different opportunities within their existing job in order to boost their cash output or revenue.

In the meantime, one of the workers holding two jobs, one is regular and other is part timer, doing secretly that is called moon lighting. Moonlighting has many meanings but it is majorly related to doing a job secretly and typically at night. It is also known as act of doing a second job without telling your current employer. With low pay and compensation policy in India, people are opting for moonlighting. Employees have many reasons to do moonlighting. Moonlighting could make a noticeable difference in employee income and ultimately to the standard of living. Moonlighting is a challenge for both employees as well as HR professionals.

In the recent past, the topic of moonlighting has been the subject of heated discussion. Wipro made history by firing over 300 employees for "moonlighting" and for taking a second job outside of regular business hours. Wipro was the first big IT company to do so. However, several IT businesses and corporations have adopted a more compassionate stance. The consensus is mixed; some businesses view it as unethical, while others see it as

a necessity.

## TYPES OF MOONLIGHTING

- **Blue Moonlighting:** It is common for management to give in to requests from workers during performance reviews and increase compensation and benefits. However, some employees are not happy with these benefits and want to work part-time to earn extra money. However, because they lack the necessary skills, their efforts may not be successful. This kind of let-down is referred to as "blue moonlighting."
- **Quarter moonlighting:** When a worker looks for a part-time job after his main job because he is dissatisfied with his pay, it is known as quarter moonlighting. Working a quarter-time job might only be helpful for covering expenses or daily needs.
- **Half Moonlighting:** Most workers spend more money than they make. Both luxury and putting money aside for the future are significant to them. People must work for an additional 50% of their available time to earn a sufficiently large additional amount.
- **Full Moonlighting:** A situation in which employees in certain professions have extra time, or when they believe, their income does not compare to their expectations or when buddies with lesser qualifications enjoy a higher status than them. Due to difficult circumstances, these workers frequently establish their own company or factory while keeping their day jobs. However, the second occupation determines their social and economic standing. Full-time employment while moonlighting to this instance.

## VIEW OF LITERATURE

➤ Semion & Adebese It has been found that professionals and managers working in the public sector moonlight more frequently. According to his research, moonlighting encourages an unfaithful and dissatisfied workforce, bureaucracy, a leisurely attitude toward work, weak leadership, and unproductive organizational practices. Additionally, he suggested that the government devise the appropriate safeguards to forbid moonlighting in the public sector.

➤ Shweta (2014) investigated the many facets of employees who work second jobs. She discussed the need to comprehend why employees moonlight while analyzing numerous concerns relating to it. She made suggestions on how to stop moonlighting for businesses and workers.

➤ According to research by Gayatri, working a second job raises an employee's standard of living and encourages them to explore their skills in various positions. Moonlighting can be prevented by job satisfaction and financial gains. She discovered how working a second job affected both employers and employees. An employee's physical and psychological demands may not be balanced as a result of moonlighting. Employees may also take on side employment to expand their skills in various fields or to launch a new business. Employers can encourage employees and discourage moonlighting by offering both financial and non-financial rewards. Employer job stability and job rotation can also assist employees in avoiding moonlighting.

➤ The dynamics of human capital, having two jobs, and choosing between primary and secondary occupations as a profession were all researched by Georgios et al. in 2011. Additionally, the influences and drivers of secondary employment were examined. Additionally, he investigated how multiple holding positions at basic jobs.

According to their research, carrying two jobs simultaneously may also result in self-employment and new primary occupations.

➤ Job satisfaction was defined by Kreitner and Kinicki (2006) as the pleasurable or positive emotional state that results from an evaluation of one's job or work experience. It can be summed up by saying that it is an emotional state pertaining to a favorable or unfavorable evaluation of work experience. As situations and work environments vary by profession and workplace, so do employee behaviors.

## OBJECTIVE

- In order to comprehend the idea of moonlighting
- Moonlighting impact on organization & Employee

## RESEARCH METHODOLOGY

Articles, journals, research papers, review papers, and online sources all contained secondary data. To study the concept of moonlighting and its various impacts on organization and Employee.

## IMPACT ON THE ORGANISATION

A side job in addition to one's principal job is referred to as moonlighting. When a person moonlights, they frequently take on such side employment covertly and without telling their company. The management has many difficulties as a result of moonlighting. It affects a company in both positive and negative ways. The following are a few concerns that were brought to light as a result of moonlighting:

### 1. Inefficient Production

Employees that work two or more jobs struggle to focus on the one they have at hand, which negatively affects their performance. Therefore, their output declines, which causes tasks to go unfinished. To enhance the productivity, one has to be focused on one side.

### 2. Threat to Consumer Privacy and Competition

There is a threat of competition for the current employer when an employee takes on additional work in addition to their current position or launches their own business in a related field. There could be a conflict of interest between them. The current employer might also worry about the confidentiality and privacy of his business affairs.

### 3. The Welfare of Employees

Employees who work additional hours report feeling physically and mentally worn out. They experience health problems linked to weariness and worry. Consequently, these personnel are unable to give their best work. Due to overburden, one will be falling in keeping him or her mentally & physically fit.

### 4. Moral Concerns

When a person does a second job in the same field, an ethical quandary occurs. The issue occurs if the employee shares information with two employers. It results in exchange of private business information. Additionally, there is an ethical issue if any employee uses both the firm's physical and intellectual resources for another company. Therefore, it might be regarded as theft. Employees are said to have a right to their spare time. Employees desire to increase profitability. Thus, the contemporary situation is characterized by this trend.

## ORANISATIONS BENCHMARK FOR MOONLIGHTING

- 300 employees at Wipro were let go after the company discovered they were concurrently employed by a rival. Moonlighting was referred to as "cheating" by the executive chairman of Wipro.
- Infosys has warned staff members against working multiple jobs. With prior consent from HR and business leaders, it has nevertheless permitted employees to engage in gig labor outside of regular business hours.
- Moonlighting is an unethical activity, and IBM India has made it clear that the firm does not support it in the workplace.
- Tech Mahindra opinion about it here should be no issue with promoting the practice of moonlighting if it helps employees earn extra money.
- Swiggy says its "Moonlighting Policy," which prioritizes the needs of its employees, enables them to take on side jobs or endeavors that improve their professional or mental wellbeing. This, however, requires

authorization.

➤ **Benefits of Nova:** It encourages moonlighting and gives staff members the freedom to explore new paths and follow their interests or passions outside of the office.

The Minister of State for Skill Development and Entrepreneurship, and Electronics and IT, said that employees shouldn't break their agreements with their employers and that companies shouldn't repress employees who want to earn money, develop, and demonstrate their abilities.

## CONDITIONS FOR MOONLIGHTING TO TAKE PLACE

In the midst of the COVID-19 epidemic, work from home (WFH) strategy was implemented. Following the pandemic, the strategy has persisted, with many businesses providing their staff with flexible work schedules. Many employees now have the option to work in other fields because they are no longer restricted by the need to be physically present in offices.

**Technology:** Online video conferencing, cloud storage, and online workspaces (which permit the exchange of information/documents) have all made remote working possible. Because they don't have to go physically between jobs, this makes moonlighting easier.

**Gig economy:** In the gig economy, workers are hired on a part-time basis. Due to their part-time jobs, gig workers' employment conditions are substantially more flexible. Therefore, gig workers can have various positions.

**Digital Economy:** A wide range of fresh opportunities have emerged as a result of the digital economy. After hours, many people work part-time as social media influencers or started exploring more outside the cooperate world.

## ADVANTAGE'S OF MOONLIGHTING

- **Financial advantages:** Working a second job enables individuals to supplement their income. This makes it easier for them to pay their debts and raises their level of living.
- **Up-skilling:** Working a second job might open up prospects for additional education and training. For instance, the website under45.in was created by a programmer who wanted to get new knowledge in the field and worked on it outside of usual business hours. Upskilling can increase job security because highly qualified people are frequently the last to be laid off during economic downturns.
- **Expanding Possibilities:** The opportunities for workers can increase by taking on a second job. Many individuals who have been employed by the same company for a long time may experience tunnel vision, or the inability to look beyond their own field and their own position in the organization. Learning about your core field can give you great level of exposure and knowledge also it can provide a better future in the field.
- **Increasing Your Network:** Taking on a second job gives you the chance to increase your network of co-worker's and business contacts. A strong network is beneficial for future employment prospects.
- **Longer Retention:** According to some experts, moonlighting can encourage workers to remain in their positions longer because it relieves them of the temptation to hunt for additional sources of income.
- **Social Life:** Office co-workers' and other employees make up a sizable portion of one's social life. Additionally, having multiple employment can increase them to get better opportunity in the current competent market.

## LEGAL ASPECT FOR MOONLIGHTING

The term "moonlighting" describes the practice of working a second job for extra money when not at your normal employment. In addition to one's primary job with a principal company, this may entail accepting a number of additional tasks, projects, or gigs. In most cases, the extra job or project is accepted to earn more money as a supplement. In terms of ndian employment legislation, there is no specific definition of

moonlighting. It is not always the same as dual employment, which describes a formal relationship between an employer and an employee and comes with a number of legal obligations, including a minimum wage, provident fund, gratuity, etc. Furthermore, it could refer to a second source of income that the primary employer is either aware of or unaware of, such as a side hustle or freelancing. Many employers have provisions in their employment contracts that expressly forbid employees from accepting additional assignments, particularly from organizations that compete with them in the same industry. However, because most job contracts generally ignore this feature, moonlighting has continued to exist in a limbo.

## IMPACT OF MOONLIGHTING ON WORK LIFE BALANCE

It's crucial for decision-makers to consider how allowing employees to moonlight affects their health and safety as well as their capacity to balance work and life when deciding whether or not to allow it. The number of work- and non-work-related injuries has increased across a number of occupations. This is thought to be brought on by increased fatigue, insufficient sleep, or erratic work schedules and working conditions. The combined effects of multiple occupations increase psychosocial stress. Moonlighting is typical in the informal sector in transitional economies.

As a result, the state is unable to enhance social security systems and the standard of public services if these activities are not conducted in the formal sector. Additionally, informal settings provide opportunities for individuals (especially health or education professionals) to misuse public money as an additional pursuit to private business. Additionally, crowdsourcing and other online paid and unpaid activities have increased thanks to digitalization. The precise labor market conditions, such as waiting times, for employees in these unusual organizations are unknown. The minimum wage and hourly wage laws are frequently broken by employers, and employees who work for multiple employers frequently lack insurance rights.

## CONCLUSION

Having a second job is not a novel concept. However, after the pandemic-caused rise in work-from-home, the practice of holding two jobs took on a new significance. Food delivery platforms Swiggy and Zomato have developed policies that permit dual employment for their employees at a time when businesses are dealing with high attrition and a demand for more flexibility from employees. Contrarily, a number of tech firms, including Wipro, Infosys, and IBM, have rejected the concept and the participants.

When Americans started looking for second jobs in addition to their regular 9-to-5 jobs, moonlighting, also known as managing two jobs at once, became well-known. Thus, we are aware that moonlighting is not a recent practice. The term "moonlighting" was created to describe the behavior of taking on additional on a side job, which is usually done at night or on the weekends.

But the pandemic's new-age moonlighting has also involved weekdays and regular working hours, raising risks and worries about data security, confidentiality, and revenue losses.

Businesses today are divided. While some people view moonlighting as unethical, others see it as a necessary evil.

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