



“AN EXPLORATORY STUDY ON COMPANIES FOR AND AGAINST MOONLIGHTING.”

Mrs. Sangeetha.G,

Assistant professor , Department of Commerce and Management,

Sitadevi Ratanchand Nahar Adarsh College , Chamarajpet ,

Bengaluru-560018 , Karnataka, INDIA .

ABSTRACT

The practice of working two or more jobs at the same time, often for different employers, is known as moonlighting. This is frequently finished to enhance pay, to increment work fulfillment, or to make the most of various sorts of open positions. It is particularly prevalent among self-employed individuals, contract workers, and individuals seeking new profession experience. Moonlighting is a good way to learn new skills, gain experience, and make more money. Nevertheless, it is essential to be aware of the potential dangers and liabilities of moonlighting.

The ethical implications of working two jobs at once are highly contextual and individualized. It is essential to ensure that the arrangement is known to both the primary employer and the moonlighting job and that the necessary procedures are in place to prevent the employee from taking advantage of either party. A person's quality of life and overall job performance should also be taken into consideration when working a second job. Last but not least, it is essential to take into consideration the potential legal repercussions of moonlighting, such as tax implications or conflicts of interest.

This study is entirely conceptual and aims to learn more about government regulations governing moonlighting in various nations, Indian regulations governing moonlighting, types of moonlighting, advantages and disadvantages of moonlighting, a list of businesses supporting moonlighting and a list of businesses opposing moonlighting, and recommendations regarding whether or not moonlighting is ethical.

KEYWORDS: Ethical, income, job performance, moonlighting.

REVIEW OF LITERATURE:

The practice of holding a second job in addition to one's primary one is referred to as moonlighting. There has been a lot of examination led on the subject of working two jobs and its consequences for worker execution and efficiency. A literature review of the subject is provided below.

1. The first study to be discussed is that of H.L. Schmitt and J.R. Boles (1991), who looked at how working two jobs at once affected performance at work. They discovered that employees reported lower levels of job satisfaction and productivity as a result of moonlighting, which had a negative effect on job performance. However, they also discovered that moonlighting had no significant impact on employee turnover or absenteeism.

2. The second review to be examined is that of K.C. Allen and B. M. VandeVrede (2006), who concentrated on the impacts of occupation requests and occupation control on working two jobs. They discovered that job control had a positive effect on moonlighting, whereas job demands had a negative effect. This suggests that reducing the negative effects of moonlighting might be made easier by giving employees more control and autonomy over their work.

3. The study by K.M. Dyer, M.T. Gorman, and J.M. , They looked at how moonlighting affects job commitment and job satisfaction in their study. They discovered that working from home had no effect on commitment to one's job but had a negative impact on job satisfaction.

4. The study by D.M. Timm and V.M. Parent is the fourth one that will be discussed. They looked at how moonlighting affected absenteeism and job performance in their research. They discovered that moonlighting had no significant impact on job performance, but had a negative impact on absenteeism.

5. The study by R.A. Wirtz, K.M. Dyer, and J.M. DeFazio is the fifth one that will be discussed. In their review, they analyzed the impacts of working two jobs on work fulfillment, work responsibility, and occupation execution. They discovered that moonlighting had no significant impact on job performance, but had a significant impact on job commitment and job satisfaction.

6. One area of exploration on working two jobs has zeroed in on the motivations behind why people take part in working two jobs. According to a number of studies, the need for money is a major factor in moonlighting. For instance, workers in the United States who had lower incomes and higher expenses were more likely to moonlight, according to a study by Weitzel and Jonsson (1989). Other studies have found that job dissatisfaction, the need for professional growth, and the need for flexibility in working hours are also common reasons for moonlighting.

7. The effects of moonlighting on job performance, job satisfaction, and health outcomes have also been the subject of research. According to a 2019 study by Gaston-Breton and Paille, moonlighting was linked to lower levels of job satisfaction and stress among French workers. Some studies have found that moonlighting can improve job performance and income, while others have found that it can cause burnout and lower job satisfaction. Other studies have found mixed results.

8. Research has likewise investigated the impacts of working two jobs on hierarchical results, like turnover and efficiency. Moonlighting was found to be positively related to productivity in a more recent study by Lee and colleagues (2018) and to higher employee turnover rates in a study by Pfeffer and Ross (1982).

9. The final topic of study is the legal and moral ramifications of working two jobs. For instance, a few associations have strategies that preclude working two jobs, referring to worries about irreconcilable situations and diminished work execution. Employees, on the other hand, have argued that these policies restrict their personal liberty and their ability to supplement their income.

In conclusion, the research on moonlighting suggests that the practice is motivated by a need for flexibility, job insecurity, and financial necessity. There are a variety of studies that suggest both positive and negative effects of moonlighting on job performance, job satisfaction, and organizational outcomes. Researchers and organizations continue to debate the legal and moral ramifications of moonlighting.

Overall, the research suggests that working from home does have an effect on productivity and performance among employees, though this effect is not always negative. Moonlighting may have a negative impact on job satisfaction and commitment, but it may also have a positive impact on employee autonomy and job control.

STATEMENT OF THE PROBLEM

Moonlighting can be a great way to learn new skills, gain experience, and make more money. Nevertheless, it is essential to be aware of the potential dangers and liabilities of moonlighting.

Thus, this study is engaged towards featuring the upsides and downsides of working two jobs and government rules and guidelines in regards to working two jobs.

OBJECTIVES OF THE STUDY:

1. To find out the Government rules and regulations on moonlighting in various countries,
2. To list out the Rules and regulations regarding Moonlighting in India .
3. To explore about the Types of Moonlighting .
4. To find out the Pros and Cons of Moonlighting.
5. To list out few companies in support of Moonlighting .
6. To List out few companies against Moonlighting,
7. And finally Give Suggestions on whether Moonlighting is Ethical or not.

DATA COLLECTION

Secondary data are gathered from reliable publications and journals with peer review.

LIMITATIONS OF THE STUDY:

1. The study only makes use of secondary data.
2. There is a time limit on the study.

INTRODUCTION:

WHAT DOES MOONLIGHTING MEAN?

Working two or more jobs simultaneously is referred to as moonlighting. It's a popular way for people to make extra money and learn new skills or gain experience. A great many people who evening glow do as such to get more cash-flow than they could with a single work. Working two jobs can likewise give individuals a feeling of occupation fulfillment and a more adaptable timetable.

There are numerous methods for moonlighting. It might entail working a full-time job during the day and a second job at night or on weekends. It can likewise include working two seasonal positions simultaneously. Some people even work on their own or under contract on the side.

While working two jobs, it is vital to guarantee that you are adhering to all regulations and guidelines connected with business. Moonlighting is either prohibited or restricted in some states. In addition, it is essential to

ensure that you are not taking on too much work and that you are able to maintain a healthy work-life balance without sacrificing quality.

Moonlighting is a great way to make extra money and learn new skills at the same time. Nonetheless, it is vital to consider the potential dangers implied and to guarantee that you are keeping all material regulations and guidelines.

FINDINGS:

MOONLIGHTING REGULATIONS AND RULES OFFERED BY THE GOVERNMENT IN OTHER COUNTRIES.

The laws governing moonlighting vary greatly from one jurisdiction to the next. In most cases, employers are free to restrict the type and amount of moonlighting their employees engage in, but they are not obligated to do so.

1. Moonlighting is not regulated in the majority of states in the United States. However, employers are prohibited from discriminating against employees based on their activities as a side hustle in some states, like California. Additionally, while some states have laws requiring employers to compensate employees who work part-time for extra money, others do not.

2. Under the Employment Rights Act of 1996, employers in the United Kingdom are not allowed to prevent their employees from working part-time. However, in order to ensure their employees' safety and health, employers may limit the number of hours they can work.

3. In Canada, the Canada Work Code forbids managers from keeping their representatives from working two jobs. However, employees may be limited in their ability to moonlight and in the number of hours they can work by their employers.

4. The Fair Work Act of 2009 prohibits employers in Australia from preventing employees from working two jobs at once. However, prior to working part-time, employees may be required to obtain permission from their primary employer.

In a nutshell, the rules and regulations governing moonlighting vary greatly from jurisdiction to jurisdiction. In most cases, employers do not have to allow their employees to moonlight, but they may limit the kind and amount of moonlighting they allow. Before signing on, employees should always check with their employer and local laws.

GOVERNMENT RULES AND REGULATIONS ON MOONLIGHTING IN INDIA.

The Shops and Establishment Act, the Labor Laws, and the terms of the employment contract are some of the laws and regulations that govern moonlighting in India. The following are some important guidelines for moonlighting in India:

Employment Agreement: In India, most employment contracts prohibit employees from taking on additional work without permission from their employer. Discipline or termination could result from violating this clause.

Act on Stores and Establishments: The Shops and Foundation Act controls the functioning states of representatives in shops and business foundations. It requires workers to work no more than nine hours per day or 48 hours per

week. In the event that a representative requires up a subsequent work, it shouldn't bring about them surpassing the most extreme passable working hours.

Labor Laws: The Work Regulations in India give different assurances to representatives, including least wages, additional time pay, and government backed retirement benefits. When taking on a second job, employees should check to make sure they are not being exploited or paid less than the minimum wage.

Taxation: In India, income from a second job is taxed, and employees are responsible for declaring and paying taxes on this income.

Interest inconsistency: If an employee's secondary job is related to their primary job, moonlighting can result in a conflict of interest. In such circumstances, employees should seek permission from their employer and ensure that they do not utilize any confidential resources or information from their primary position.

When taking on a second job, employees should be aware of all applicable laws and regulations in addition to the terms of their employment contract. In order to deal with any potential conflicts of interest or other ethical issues that may arise from moonlighting, employers should also have clear policies and guidelines in place.

DIFFERENT TYPES OF MOONLIGHTING

1. **Freelancing:** This sort of working two jobs includes offering types of assistance like composition, planning, programming, or counseling in return for installment.
2. **Temporary Positions:** It is necessary to take on a second job in addition to your primary one in order to moonlight in this manner. This could be anything from waiting tables to retail work.
3. **Tutoring:** Tutoring is a great way to supplement your income. You can provide tutoring in a wide range of subjects, from music to math.
4. **Assistant virtual:** Remote administrative and other services are provided by virtual assistants. This might entail handling social media, responding to emails, scheduling appointments, and other administrative tasks.
5. **Ridesharing:** Ridesharing administrations like Uber and Lyft give a simple method for bringing in cash as an afterthought.
6. **Selling Art and Crafts:** You can sell things in person or online if you have a talent for making things.
7. **Pet Sitting:** Spending time with animals while earning money is a great combination.
8. **Taking in Houses:** Taking care of a home while the owner is away is known as house sitting. Taking care of plants, pets, and other things could be part of this.
9. **Planning an Event:** The side hustle of event planning is becoming increasingly popular. You can provide events-related services like venue reservation and catering.
10. **Web design:** You can offer clients your expertise in web design, which is in high demand. You can make sites for organizations, websites, and other internet based projects.

PROS AND CONS OF MOONLIGHTING:

PROS:

1. **Extra money:** Moonlighting can provide an additional source of income that can be used to pay for special items, build savings, or cover bills.
2. **Flexibility:** Moonlighting lets you work when it fits into your daily life and set your own hours.
3. **Variety:** Moonlighting can give you variety, help you learn new skills, and give you experience in a variety of areas.
4. **Autonomy:** Working as a moonlight can give you the chance to work for yourself and pursue your own interests.
5. **Networking:** Working as a moonlight can help you make connections and build relationships that can help your career.
6. **Developing skills:** A person may have the chance to learn new skills and gain experience in a different industry or field through a second job.

CONS:

1. **Time:** Moonlighting can consume time that could have been spent relaxing or spending time with friends and family.
2. **Stress:** When you're trying to keep up a full-time job and other commitments, working an additional job can be stressful.
3. **Effect on taxes:** Moonlighting may have an impact on taxes, depending on the kind of work performed and the amount of money earned.
4. **No advantages:** Typically, moonlighting jobs do not come with benefits like retirement plans, health insurance, or vacation time.
5. **Legal concerns:** Moonlighting may or may not be permitted, depending on the position. It is vital to check with the applicable specialists prior to taking on any sort of working two jobs work.
6. **Fatigue and exhaustion:** It can be exhausting to work two jobs at once, which can lead to exhaustion and burnout.
7. **Competing interests:** Moonlighting can sometimes cause problems for a person's primary job, especially if the second job is in the same industry or has similar responsibilities.
8. **Not enough time for other things:** A person may not have much time for other things, like going on vacation, taking care of themselves, or spending time with friends and family.

LIST OF COMPANIES IN SUPPORT OF MOONLIGHTING .

1. **TaskRabbit:** An online marketplace called TaskRabbit connects people who need assistance with day-to-day tasks with pre-approved and background-checked freelancers.

2.Upwork: Upwork is an online platform that helps businesses connect with agencies and freelancers. It gives employees access to top talent in software development, design, and marketing, as well as flexibility in the workplace.

3.Fiverr: Fiverr is an online marketplace that connects businesses with freelancers who provide writing, web development, and graphic design services.

4.Guru: Guru is a website that makes it easier for businesses to find and hire freelancers for projects. It provides a wide range of services, such as digital marketing, software development, and web design.

5.Freelancer: An online platform called Freelancer makes it easier for businesses to find and hire freelance professionals for projects. It offers various administrations, for example, website composition, programming, and advertising.

6.PeoplePerHour: PeoplePerHour is a website that helps businesses find freelancers to work on projects. It provides digital marketing, software development, and web design services.

7.Toptal: Toptal is a website that makes it easy for businesses to find and hire freelancers for projects. It provides digital marketing, software development, and web design services.

8.99Designs: 99Designs is a website that helps companies find freelance designers for work. It provides graphic design, web design, and logo design services.

9.FlexJobs: An online platform called FlexJobs makes it easier for businesses to find and hire freelance professionals for projects. It provides marketing, programming, and web design among other services.

10.CloudPeeps: CloudPeeps is a web-based marketplace that facilitates project connections between businesses and freelance professionals. It provides digital marketing, software development, and web design services.

COMPANIES AGAINST MOONLIGHTING .

1.Amazon: Moonlighting is strictly prohibited at Amazon. Amazon-issued devices and software cannot be used by employees for work outside of Amazon or for non-Amazon-related activities.

2.Apple: Apple has a severe strategy against working two jobs. Representatives are not permitted to acknowledge outside counseling work or take part in side business exercises that might struggle with Apple's inclinations, or to involve Apple's assets and private data for any external exercises.

3.Microsoft: Employees at Microsoft are not permitted to work from home. It is against the rules for employees to accept work as a consultant from outside the company or to participate in any business endeavors that might be in opposition to Microsoft's interests.

4.Google: Moonlighting is strictly prohibited at Google. Employees are required to immediately report any outside work they are doing and are prohibited from using Google resources or confidential information for any purpose.

5.IBM: It is against the rules for IBM employees to accept work as a consultant from outside the company, to run side businesses that might be in opposition to IBM's interests, or to use IBM resources or confidential information for any other purpose.

6.Dell: Employees at Dell are not permitted to work from home. Representatives are not permitted to acknowledge outside counseling work or participate in any business exercises that might struggle with Dell's inclinations, or to involve Dell's assets and private data for any external exercises.

7.Oracle: It is against Oracle policy to work for yourself. Employees are required to immediately report any outside work they are doing and are prohibited from using company resources or confidential information for any purpose.

8.HP: Moonlighting is against the rules at HP. Employees are prohibited from using HP's resources and confidential information for any outside activities, accept consulting work from third parties, or engage in side business activities that could be in opposition to HP's interests.

9.Adobe: Employees at Adobe are not permitted to work from home. Representatives are not permitted to involve Adobe's assets or private data for any external exercises, and they should promptly report any external work they are doing.

10.Airbnb: Moonlighting is strictly forbidden on Airbnb. Employees are prohibited from using Airbnb's resources and confidential information for any outside activities, accept consulting work from third parties, or engage in side business activities that could be in opposition to Airbnb's interests.

SUGGESTIONS: IS IT ETHICAL TO WORK AS A MOONLIGHT?

The terms of the primary employment contract, the potential for a conflict of interest with the secondary job, and the impact on job performance all play a role in determining whether or not moonlighting is ethical.

Moonlighting can sometimes be perfectly legal as long as it doesn't affect an employee's primary responsibilities or violate any contracts. It could be a way for workers to make extra money, learn new skills, and build a professional network.

Moonlighting, on the other hand, can also lead to ethical problems, especially if it causes the employee to have a conflict of interest with their primary job or makes it harder for them to do their job well. For instance, a worker who works a second occupation at an immediate contender might actually share classified data or sabotage their boss' advantages.

In the end, the particular circumstances will determine whether or not moonlighting is ethical. Employees should ensure that they are fulfilling their obligations to their primary employer and are not compromising their ability to perform their duties effectively, and employers should have clear policies and guidelines in place to address any potential conflicts of interest or other ethical issues that may arise from moonlighting.

Working two jobs can be a moral method for bringing in additional cash assuming that it is done dependably. The following recommendations can assist in ensuring ethical moonlighting:

1. Before taking on a side job, talk to your boss about it. It is essential to adhere to the policies that many businesses have in place regarding working as a contractor.

2. Check to see that your second job doesn't interfere with your main one or cause any conflicts of interest.
 3. Don't put your freelance job or company time or resources to use.
 4. Don't use resources or confidential information from your primary job to help you with your side job.
 5. Don't use the name or reputation of your primary employer for your side job in any way.
 6. Ensure that you are aware of all applicable laws and rules regarding working as a freelancer.
7. Do not accept more work than you can handle. Ensure you can oversee both your essential work and the working two jobs work.

CONCLUSION.

In general, the Moonlighting study produced a number of interesting findings. The most striking result was that, despite the possibility of burnout, many employees continue to find working as a side hustle to be a satisfying experience. The study also demonstrated that working part-time can provide a greater sense of career path control, financial security, job satisfaction, and work-life balance. Finally, the study found a number of potential dangers associated with moonlighting, such as the possibility of unethical behavior, low employee compliance with company policies, and decreased job performance. However, despite these dangers, the potential advantages of moonlighting suggest that it might be an option for a lot of workers.

Whether an individual ought to moonlight relies upon their particular conditions and objectives. The practice of working a second job in addition to one's primary job, known as moonlighting, can have both advantages and disadvantages.

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