

A STUDY ON MOONLIGHTING AND ITS IMPACT ON CONTEMPORARY WORK ENVIRONMENT IN IT INDUSTRY WITH SPECIAL REFERENCE TO SOFTWARE COMPANIES IN CHENNAI, TAMIL NADU

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Abstract

Moonlighting is a term used to describe the practice of working a second job in addition to your primary employment. In India, dual employment is not properly governed by laws or regulations. There is a contemporary global trend towards moonlighting; work-from-home, hybrid, and start up cultures all of which exhibit a growing craze. Gig economy workers have become a more significant portion of the labour market as their number has increased by about 27% more than payroll employees (CNBC 2016). Although it's growing prevalence in both the primary and moonlighting labour markets, labour economists have paid very little attention to "gig work." As they can pursue their passion and benefit from career-related opportunities, employees benefit from this trend. However, in order to ensure that dual work has a stable future, this tendency must be addressed with a targeted and regulated strategy. Some human-resource experts say moonlighting has given way to gig work, which is more organized. While moonlighting with many companies is not very prevalent anymore, there is a rise in gig workforce. Also, flexible working hours promote and facilitate Moonlighting intentions in IT Industry.

Keywords: Moonlighting, Gig Economy, Organisational commitment, Flexible work arrangements

INTRODUCTION

Investigations into Moonlighters revealed that these individuals had previously worked two jobs at night to supplement their income and support their families (Wilensky, 1963). Workers today take on several jobs for a variety of reasons. Workers are attracted to work several jobs for the following reasons, according to Wilensky's 1963 study: a history of doing multiple jobs; consumer pressure; perceptions of deprivation; and worker orientation toward mobility. In fact, current work suggests that these demands may also pertain to a particular sort of job, personal growth, professional advancement, or financial considerations (Campion, Caza, & Moss, 2019). The term "gig economy" generally refers to "temporary employment filled by self-employed workers on a short-term basis." It is also frequently associated with quick job switching, a lack of connection to specific employers, and somewhat informal contractual agreements. The so-called "Gig Economy" is a new method of working that has evolved in recent years that is in opposition to the traditional approach. Organizations and academics have recently focused a great deal of attention on flexible working hours as a family-friendly strategy. These days, businesses are attempting to foster a culture of trust by providing employees more freedom in the workplace



In a recent study, Campion et al. 2019 showed how numerous earlier studies have aimed to analyze this phenomenon by referring to this kind of worker by various names, such as moonlighting, hybrid entrepreneurship, and second or dual job holders. A majority of these studies demonstrate how this type of worker originated from the so-called Moonlighters, who typically worked two jobs at night (Dickey, Watson, & Zangelidis, 2011)

MOONLIGHTING IN INFORMATION SECTOR

The demand for digital skills soared following the pandemic outbreak, with employees working from home often picking up side projects. Moonlighters had joined mostly during a hiring frenzy without the usual induction processes. Even before the Pandemic, the workforce requested flexibility through WFH. The demographic trends in the workforce and the essential need for flexibility in terms of time and place are two factors. Moonlighting is a practice where employees secretly take up a second job or other work assignments along with their full-time job. IT companies are worried that doing multiple jobs can impact employees' productivity. Due to the prevalent flexible and alternative work arrangements in the Information Technology (I.T.) sector, moonlighting or double-employment is considerably increasing in the current context of unique platforms operating in this field. The matter of dispute that follows is whether moonlighting is immoral or not. There are different schools of thought in this field. Some individuals believe that having a second job is morally acceptable since it enables them to sustain themselves or their families. Likewise, there is a good probability that if an individual works at a different job in addition to their primary one, their productivity level may suffer. (Ray, 2022) considers that, in terms of ethics, there are no official regulations that forbid employees from working multiple jobs, at least not in the context of the IT business. Although the Factories Act of 1948's Section 60 does prohibit dual employment, it is an antiquated law that differs from state to state and is inapplicable to the information technology industry.

There is increased transparency and acceptance in a company if the employee declares that one is pursuing another opportunity which is not in direct conflict with the job role. Firms have created more space now for such demands of employees. The remuneration level for IT workers, or those who resign to work remotely, has doubled recently. This is due to a new trend of doing multiple duties at once. It's important to note that Moonlighters considered the employer's claims if it did not interfere with their activities, they fulfilled their half of the agreement. It's not a trade secret! Nowadays, many professionals have two email addresses, two business IDs, and two employers in work-from-home mode. Employees that struggle with focus issues, scheduling conflicts, etc. make it difficult for the company to compete successfully in the market. Additionally, the idea has developed into a community called overwork that assists professionals in leading dual lives.

OBJECTIVES OF THE STUDY

- To analyse the influence of organizational commitment on IT employees moonlighting intentions.
- To examine the impact of gender on the intentions of IT employees to moonlight.
- To know the relationship between flexible working hours and moonlighting intentions.

REVIEW OF LITERATURE

Moonlighters are becoming more prevalent. An approach to examine moonlighting among educated people is to consider the challenges they have in obtaining and maintaining well-paying full-time work. Educated people, on the other hand, should be better able to integrate several part-time jobs into a full-time one (Cohen G.L. 1994). The notion of "flexible working hours" has received significant interest from scholars and professionals in response to a range of problems. The lines between work and non-work seem to have blurred over time due to the rapid advancement of numerous technological fields, such as information technology (Lewis et al., 2009).

Elizabeth, Cecilie, and Linda (2013) discovered that flexible working arrangements (FWA) are an essential tool for managing and promoting organizational diversity and implementing it successfully in the UK service industry. This was discovered with the aid of a qualitative case study. Furthermore, according to Ely and Meyerson (2000), the lack of FWA may impede the growth of a diverse workforce.

A research evaluated on how Klang Valley public hospital staff perceive moonlighting practices. The study concludes that employers find it challenging to understand the concept of moonlighting integration and that it takes time, based on the quantitative technique results. The results of this study also show that environmental and personal factors were positively correlated and played a significant role in determining the number of second jobs that individuals took on (Mohd. Zdikri Bin Md. Sahron & Aliza Binti Abu Hassim 2019).

A study of moonlighting in the IT sector and its consequences creating a single set of rules for handling workers who perform side gigs is difficult. Workers think the company is overly profitable and has low employee morale (Shaji George, 2022).

A growing number of part-timers examining how difficult it is for educated people to obtain and maintain solid full-time jobs can help us understand why so many of them moonlight. Conversely, educated people should be better able to turn a lot of part-time jobs into a full-time one.(G.L. Cohen, 1994)

IMPACT OF MOONLIGHTING ON THE EFFECTIVENESS OF AN ORGANIZATION.

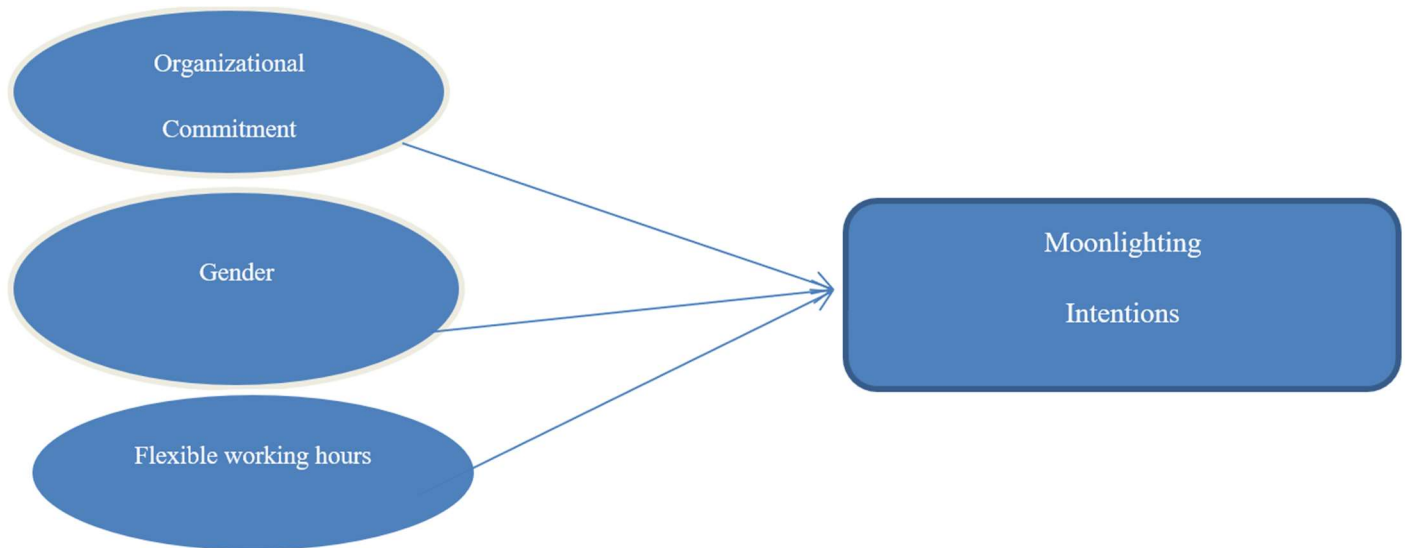
Moonlighting occupations have a negative impact on employees' job performance and organizational productivity, according to Taylor & Filmer (1986). This is because an employee's secondary job may require a significant amount of energy that they would otherwise commit to their primary work, which could result in lower job performance within the company, more absenteeism, and less job dedication. On the other hand, moonlighting positions that require comparable knowledge, skills, and abilities to those of the major jobs may have a training effect and improve performance on the primary work (Henry & Rogers, 1987; Factor, 1991). Recently, there has been a significant progress in the research on moonlighting. Initially, the issue of moonlighting was brought to attention, with a particular emphasis on employee rates. According to Baba & Jamal (1992), the authorities had underestimated the prevalence of moonlighting in the 1960s. Compared to other professions including engineers, scientists, rank-and-file workers, blue-collar workers, and unemployed groups, moonlighting rates were significantly higher at that time (Baba & Jamal, 1992).

When it comes to organizational commitment, the study's analysis indicates that non-moonlighters demonstrated significantly higher levels than moonlighters. This implies that while moonlighting, individuals typically have lower levels of commitment to their primary organizations.

GENDER CENTRIC-MOTIVATIONS

Motivations influenced by gender, commonly known as gender-centric motivations, involve the idea that an individual's reasons for their actions or decisions may be shaped by their gender. Gender, as a societal construct, has the potential to mould various aspects of a person's life, including values, beliefs, social roles, and expectations, thus impacting the driving forces behind their behaviors, choices, and decisions. (Averett 2001) the study finds no significant distinction in the reasons why men and women moonlight, despite the possibility of gender-driven motivations, especially when it comes to scheduling childcare. Despite the fact that more women are moonlighting, research shows that when there are kids in the home, men and women participate in the workforce at different rates. Men are more likely to moonlight when they have children in the home, but women are less likely to do so. (Dickey et al. 2011)

RESEARCH FRAMEWORK



RESEARCH METHODOLOGY

A quantitative exploratory study is carried out to investigate the correlation between moonlighting and the effects of organizational growth, and employee intentions to moonlight in software/IT organizations. There is use of both primary and secondary research methodologies. In order to have a critical and statistical grasp of the behavioural pattern of the variables taken into consideration for the study, analytical reasons were provided for secondary research. The researcher looked over pertinent research publications, blogs, newspapers, journals, and yearly reports. An online survey was used for the primary investigation.

The study was carried out in Chennai City, the IT hub of Tamil Nadu. The state of Tamil Nadu has both National and Multinational ventures. The data were gathered using structured questionnaires disseminated online (through Google-Forms survey method). Furthermore, 44 properly filled-out survey forms were incorporated into the research. SPSS version 21 was used to compute and evaluate the gathered data.

Hypothesis

H1-Organizational commitment has a major impact on moonlighting intentions.

H2- Impact of gender on the intentions of IT employees to moonlight

H3-Flexible work schedules are significantly impacted by moonlighting intentions.

Table No: 1

Chi-Square Tests

Organizational Commitment *Moonlighting intentions			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	17.650 ^a	16	.345
Likelihood Ratio	19.571	16	.240
Linear-by-Linear Association	1.495	1	.221

N of Valid Cases	44		
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Interpretation: The Pearson chi-square test assesses the independence between two categorical variables. In this case, with a p-value of 0.345. Hence, it is understood that there is no relationship between their level of commitment to the organisation and their secondary job intention. The changing nature of work dynamics, where individuals may view their careers as a portfolio of experiences rather than a lifelong commitment to a single organization. In such cases, moonlighting may be seen as a natural part of personal and professional growth. Furthermore, emphasize that commitment will benefit the organization in numerous ways, including better productivity and performance as well as lower attrition.

Table No:2
Chi-Square Tests

Gender * Moonlighting intention			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	5.676 ^a	4	.225
Likelihood Ratio	6.496	4	.165
Linear-by-Linear Association	1.372	1	.241
N of Valid Cases	44		

Interpretation: The Pearson chi-square test assesses the independence between two categorical variables. In this case, with a p-value of 0.225. Hence, it is proven that there is no relationship between gender and moonlighting intention. A person's decision to moonlight is impacted by a variety of personal behaviors, abilities, passions, and drives. The desire to work an extra job may not be primarily influenced by one's gender. Motivation for moonlighting is essential especially for gaining additional experience, pursuing entrepreneurial ventures, or addressing financial needs. These motivations can be equally present among both men and women, making gender less relevant.

Table No: 3
Anova

Flexible working hours *Moonlighting intentions					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.514	3	1.171	6.337	.001
Within Groups	7.395	40	.185		
Total	10.909	43			

Interpretation. In the above table Anova is used to test the hypothesis the sig value is .001 which is lesser than .05. So it is proven that there is a relationship between flexible working hours and moonlighting intention. The growing prevalence of flexible work arrangements, which may contribute to employees feeling more comfortable pursuing moonlighting opportunities. Flexible schedules might encourage employees to explore freelance or gig opportunities as a form of moonlighting, leveraging their skills and time outside regular working hours for additional income.

CONCLUSION

In a developing country like India, the majority of people face challenges in living comfortably. In such circumstances, if an individual can provide a better living for their family members through moonlighting, it cannot be considered unethical. They will become dexterous as they strive continuously to acquire new knowledge and abilities. Moonlighters are usually in great demand since they are able to update themselves with the new skills that they need. Money holds importance in everyone's life, and additional income can bring about a significant difference in their lifestyle. However, this should not be pursued at the cost of their health. Studies indicate that employees' intents to moonlight are largely driven by their sense of organizational commitment, job insecurity and for their financial need. Some human-resource experts say moonlighting has given way to gig work, which is more organized. While moonlighting with many companies is not very prevalent anymore, there is a rise in gig work force.

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