

EFFECT OF JOB SATISFACTION ON MOONLIGHTING INTENTION

Dr. Roshni James

Dean Academics

Xavier Institute of Management and Entrepreneurship

E City-560100

Email-roshni@xime.org

Kirti Singh

Final Year PGDM Student

Xavier Institute of Management and Entrepreneurship

E City-560100

Email- kirtisibgh200017@gmail.com

Moksh Shree Thakur

Final Year PGDM Student

Xavier Institute of Management and Entrepreneurship

E City-560100

Email- mokshreethakur@gmail.com

Abstract

Relevant factors that support the creation of moonlighting intention among the young working professionals has been related to the impact of job satisfaction. Background information related to moonlighting and its definition was explained. The individuals who work for multiple jobs developed interest towards moonlighting due to different logical reasons that had been listed. Literature review section had covered the relation of job satisfaction with moonlighting by exploring the different issues and implications of moonlighting. The needs of the individual professionals belonging to the lower income sectors could be linked to the wishes of the individual professionals who fall under the higher income sector. The gap in research was addressed. The concept based framework could link up the core theme with the subsidiary ideas of the topical elements. Primary data was collected and analyzed by conducting quantitative survey analysis for developing the standardized outcomes related to the topic of research study. Graphical representations were designed and the discussion of the topic based elements was explained logically for examining and understanding the effect of job satisfaction on moonlighting intention.

Key words: Moonlighting, job satisfaction, employees, effect, intention.

Introduction

Moonlighting is the practice of taking on extra responsibilities and jobs for one organization while also working for another without the knowledge of the employer. As a means of earning extra income, employees began seeking secondary jobs after work hours. They do that generally to meet their financial obligations. It became a sensation when a Twitter post by Wipro Chairman Rishad Premji spurred a lot of conversation about moonlighting. "There is a lot of chatter about people moonlighting in the tech industry. This is cheating - plain and simple," he tweeted. Glaringly, moonlighting is a substantively important labour market phenomenon (AMUEDO-DORANTES, 23 October 2009). Yet, it is a critical issue that deserves the attention of researchers. Such attention is expected to be directed towards identifying its determinant, its economic effect, the policy implication; and the demographic characteristic of moonlighters

The primary reason for moonlighting is to have two sources of income says most of the studies. But there are many several other reasons. For example, employees Starting up something on their own to achieve entrepreneurial ambitions, some employees may be having poor job satisfaction levels due to mass layoffs for security they are doing a second job, downsizing of company, Learning new skills to ensure they don't become reluctant Insecurity about their present job etc. If an employee is not motivated enough and not satisfied with work hours or work conditions on the primary job, he will opt to seek an additional job with

the first job. It has been observed that the motives of employees who seek a second job or decide to continue the same are related to the level of job satisfaction with the organization.

Moonlighting has both positive and negative aspects. Moonlighting has positive aspects such as it helps in building the network, helping employees get many new opportunities in their new job, and helps in building new skills which lead to growth and development of employees' performance. According to the most recent figures available from past literature and their data stated that Women are more probable to be multiple jobholders than men. Another author studied Moonlighting and its multiple motives and gender differences, the study focuses on factors that lead women and men to moonlight and the decision to work more than in one job the study found that both men and women are less likely to say income the reasons for motivation to moonlighting varies according to gender to gender. So, moonlighting or holding a second job parallel to one's current job is an important feature that rolls from partly moonlighting to full moonlighting. Moonlighting harms a company and its culture. It can be a huge challenge for HR managers especially if it starts to become a trend in a team or organization. As the economy changes and employees' values and expectations change, the number of moonlighting employees will increase, as this is a great challenge for HR managers. Employees will not take interest in Human Resource Development programs as planned by organizations. As a result of moonlighting, relations between superiors and subordinates are also adversely impacted because employees who demand a wage raise are not accepted by management. Additionally, it will be difficult for HR managers to motivate moonlighting and non-moonlighting employees due to their differences in values, goals, and expectations. This paper aims to discuss the motives behind moonlighting, including job satisfaction & organizational commitment and investigate mediating effect of organizational commitment between job satisfactions & moonlighting intentions.

Another important cause of Moonlighting is the invention of the Artificial Intelligence Tool. As AI technology advances, it can automate more and more tasks that were previously done by humans. This can free up employees' time and allow them to take on additional work, including moonlighting. This is also due the fact that most of the tasks are performed using AI tools which eases the effort and conserves time of employees hence they moonlight. AI-powered tools and virtual assistants can automate many routine task quick and easy As a result, some companies may reduce the number of reduce the hours of work, which could lead to employees seeking additional work opportunities to supplement their income.

Literature Review

Job satisfaction is a phenomenon of human behaviour that shows a person's attitude toward their place of employment. When considering the numerous negative effects of job unhappiness, such as a lack of loyalty, increased absenteeism, an increase in accidents, etc., the significance of job satisfaction particularly comes to light (Spector, 1997). List three important features of job satisfaction first, businesses ought to be inspired by human values. These businesses will focus on treating employees fairly and with respect. In these situations, a work satisfaction survey may be a useful tool for determining how effectively an employee is performing. High levels of job satisfaction may indicate that employees are in sound emotional and mental health. Second, the operation and operations of the organization's business will be impacted by employee behaviour based on their level of job satisfaction. This leads to the conclusion that positive behaviour will arise from job contentment, and vice versa, negative behaviour will emerge from employee discontent with their employment. Third, a measure of organisational performance may be work satisfaction. The majority of the work that is currently accessible has centred on the motivations and justifications for multitasking. Research on the negative implications of holding several jobs, including an imbalance in work-life, effects on job satisfaction, and organisational citizenship behaviour, is available or loyalty (Jamal, August 1990).

Reasons moonlighting employees give for working on multiple jobs are:

- to have more to spend
- to pay off debt
- to add to their savings/investment
- to gain additional work experience
- to pursue their passion
- to combat boredom

The conventional theoretical paradigm assumes that utility-maximizing behaviour is what influences a person's decision to moonlight. Being time-constrained prevents an employee from working enough hours at his primary job to earn enough money to maximise his utility. An employee who is time-constrained does not put in enough hours at his main job to make enough money to maximise his utility. The only way for the employee with a limited number of hours to work more is to take on a second job because their primary job's hours are no longer a deciding factor. (Conway, June 1998)

(Sussman, Summer 1998), Moonlighting: A thriving way of life the survey shows that during the past two years, there have been more women moonlighting as a result of rising human demands, however, the specific causes may vary depending on each individual. The study came to the conclusion that people of different

ages are lured to moonlighting for a variety of financial and non-financial incentives, including an opportunity to earn more money and gain work experience.

(Akbar, Jun 2016) The author of A Study of Impact of Moonlighting Practices on Job Satisfaction of University Teachers has examined in International Journal of Pure and Applied Mathematics Special Issue 215 how moonlighting affects job satisfaction, which is affected by pay scale, skill level, appraisals, and promotions. The study comes to the conclusion that a lack of pay scale, skills, promotions, and appraisals results in a lower degree of job satisfaction.

Shweta Sangwan (2014) outlined the issues and implications of employee moonlighting. According to the survey, moonlighting is challenging for both employees and businesses because it can have both benefits and drawbacks when legal considerations are involved. According to the survey, there should be no tension between the employer and the employee within the workplace.

(Allen, June 1998) believe that having several jobs is a sensible response to having a secondary job that is less than full-time. When the person's initial employment does not provide the desired utility, they work less hours.

Besides, (Saha, 1969–1975) discovered that having numerous jobs is closely related to both the "needs" of people in the lowest income categories and the "aspirations" of people in the highest income brackets. He also looked at whether moonlighting serves as a "hedge" against unemployment; however, they found little evidence to back this claim.

(Mumbere, 2017) Results had recommended undeclared work for financial reasons to hedge Mechanisms against future uncertainty moving forward exploitation of networking opportunities. This helped in improving the Mental Capacity of Professors and Researchers National Level Ranking.

(A.Ashwini, 2017) The authors have identified several factors that drive employees towards moonlighting and through a regression fit found that number of family members is a major driver. It is suggested that the employee`s demographic profile needs serious attention as the motives behind moonlighting are dependent on them.

(Kaukab, 2016) Study revealed that there is a significant of moonlighting on job satisfaction, in which income was dominant factor. Employees were not happy with the salary they received; they felt that the salary they were drawing was less as compared to their needs.

The findings of (Jacob, 2019) showed that employment security negatively influences moonlighting for this implies that making people with single jobs more employment-secured is likely to reduce their tendency to moonlight while on the reverse, showed that increasing levels of employment security, for those with two and three or more jobs is likely to increase their propensity to moonlight. can be made to stick to single jobs by providing them with higher levels of employment security but once they take on two and three or more jobs, providing them with showed that workers who spend fewer hours on their main job are more likely to engage in.

From the study (Keerthi, 2021) it is understood that teachers are satisfied with their noble profession. As they are loyal to their profession their employer also supports them in moonlighting. From the study it is clear that male married teachers' moonlights than female teachers. Most of the teachers moonlight by taking tuitions.

(Gayatri, 2015) Study found out that improving the performance of the employees who look for moonlighting must be rooted in Employers should focus on managing employee performance and ensure that employees are meeting job requirement and completing employee A good management process can result in the employee meeting job requirement as well.

(Vikas, 2021) studied relationships of job attitudes with withdrawal cognitions the March and Simon (1958) turnover model and the relationship between moonlighting (a withdrawal cognition) and turnover evidences of job attitudes (specifically job satisfaction and organizational commitment) with moonlighting is found meagre and calls enabling online moonlighting and platform working in the industry.

The result revealed (Ekiti, 2019) that, within the open segment, residency, instructive foundation, level of wage, and dependents were critical factors influencing working two jobs. Though within the private division, residency and dependants were the major critical components impacting working two jobs, based on the discoveries, they consider concluded that residency, instructive foundation, level of salary, and dependants were noteworthy components that account for working two jobs among labourers.

Research Gap

The gap in the literature review is how utility-maximizing behaviour and human demands, affect the job satisfaction level of employees and which therefore makes them intend towards Moonlighting and explore the moderating effect of human demands on the relationship between job satisfaction and moonlighting. There is lack of research done on how the invention of artificial tools is making leading to job displacement

or reduction in working hour of employees which is causing them to moonlight. There is a lack of research on the specific mechanisms by which artificial tools are leading to job displacement or reduction in working hours. For example, it is not clear whether artificial tools are simply replacing human workers, or whether they are also leading to changes in the way that work is organized, such as by increasing the amount of automation or by making it easier for workers to telecommute.

Conceptual Framework

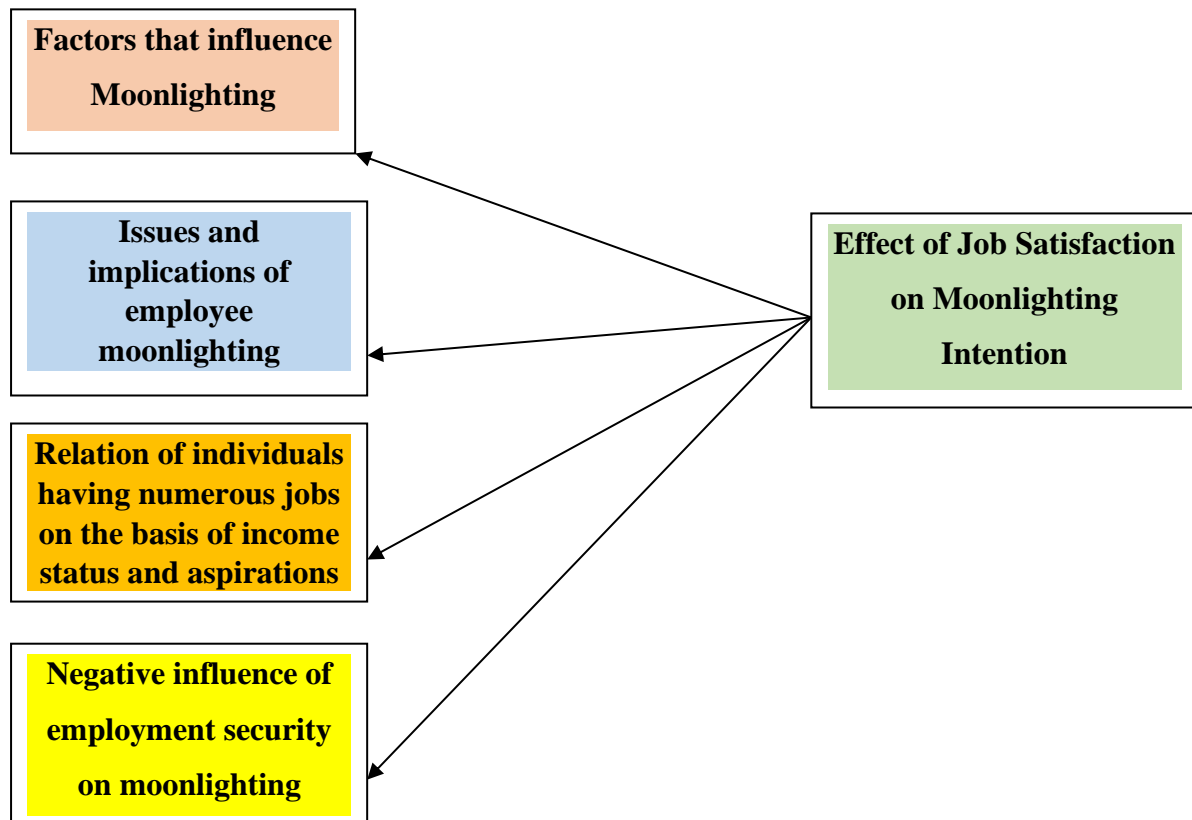


Figure 1: Conceptual framework

(Source: Self-created)

Research Objectives

The following were the key research objectives of the study:

- To determine how Job satisfaction and insecurity can lead to moonlighting among employees.
- To exhibit the impact and relationship between moonlighting and job satisfaction.
- To determine how financial and non-financial incentives affect the job satisfaction level of employees.

Methodology

A methodological framework is very much important and relevant to be chosen so that the research study can progress by adhering to a standardized framework comprising research philosophy, approach and design. Positivism philosophy is found to be logically suitable since it considers the science based logical assumptions that are helpful for achievement of the systematic outcomes linked to the study topic. Deductive approach is found to be appropriate as the research approach since it considers the development of the research topic based theories by testing the hypotheses. Descriptive research design is also followed. Data Collection and analysis are also very significant parts of the research since they are able to decode the issues within research study and solve them by adhering to analytical ideas and research based dimensions. Primary Quantitative data analysis is found to be effective and it would consider the 54 respondents for collecting the responses and the graphical presentation is made for discussing and developing the significant and well-defined results. Consent of the participants is taken before conducting their surveys. The online surveys are conducted. Participants would be able to withdraw from the research survey process by sharing the information via mail to the researcher.

Hypothesis

H01 There is no significant difference between job satisfaction and employee turnover

H02 There is no significant difference between moonlighting and the financial condition of the employee.

H03 There is no significant difference between good management and a reduction of employee turnover.

Findings

Quantitative survey was conducted and the sample size selected has been 54 respondents. Few demographic questions and other topic based questions were framed and the results have been obtained. The questions that were asked and then findings from the responses have been analyzed as follows-

Q1) What is the age group of the respondents?

Age group	Numbers	Total Respondents	Percentage
20-25 years	38	54	70.37%
26-30 years	12	54	22.22%
Above 30 years	4	54	7.41%

Table 1: Age group of respondents

(Source: Self-created)

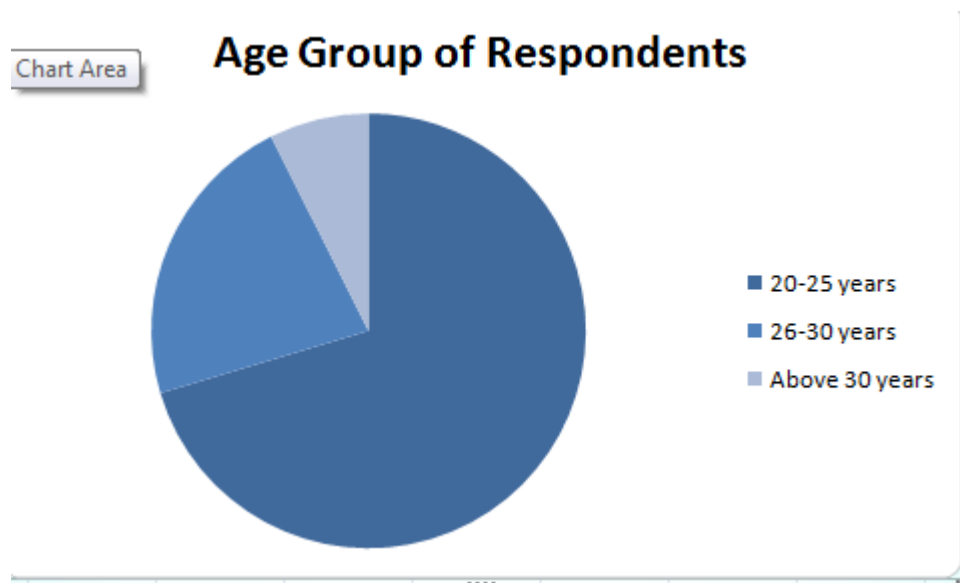


Figure 1: Age group of Respondents

(Source: Self-created)

Q2) What is the Gender of the respondents?

Gender type	Numbers	Total Respondents	Percentage
Male	25	54	46.29%
Female	29	54	53.71%

Table 2: Gender of respondents

(Source: Self-created)

Genders of respondents

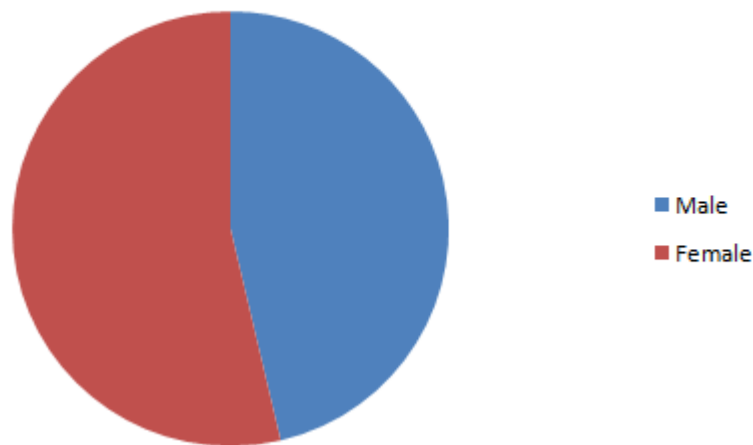


Figure 2: Gender of Respondents

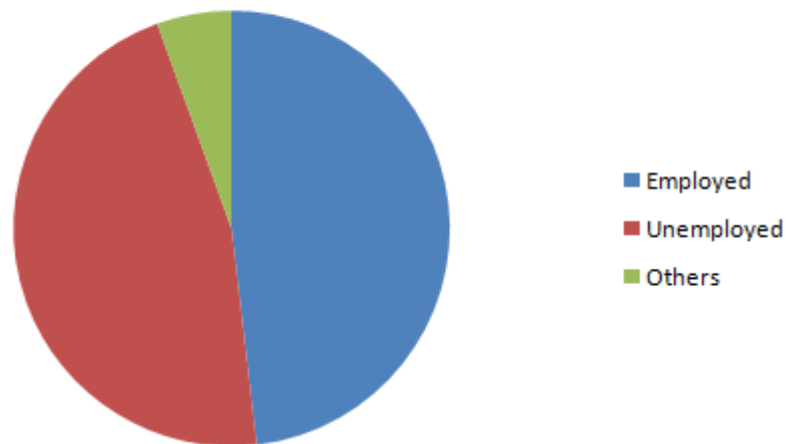
(Source: Self-created)

Q3) What is the professional status of the respondents?

Professional status	Numbers	Total Respondents	Percentage
Employed	26	54	48.14%
Unemployed	25	54	46.29%
Others	3	54	5.6%

Table 3: Professional status of respondents

(Source; Self-created)

Professional status of Respondents**Figure 3: Professional status of Respondents**

(Source: Self-created)

Q4) Are you aware of the concept of moonlighting in professional work?

Awareness about moonlighting	Numbers	Total Respondents	Percentage
Yes	46	54	85.19%
No	8	54	14.81%

Table 4: Awareness about concept of moonlighting

(Source: Self-created)

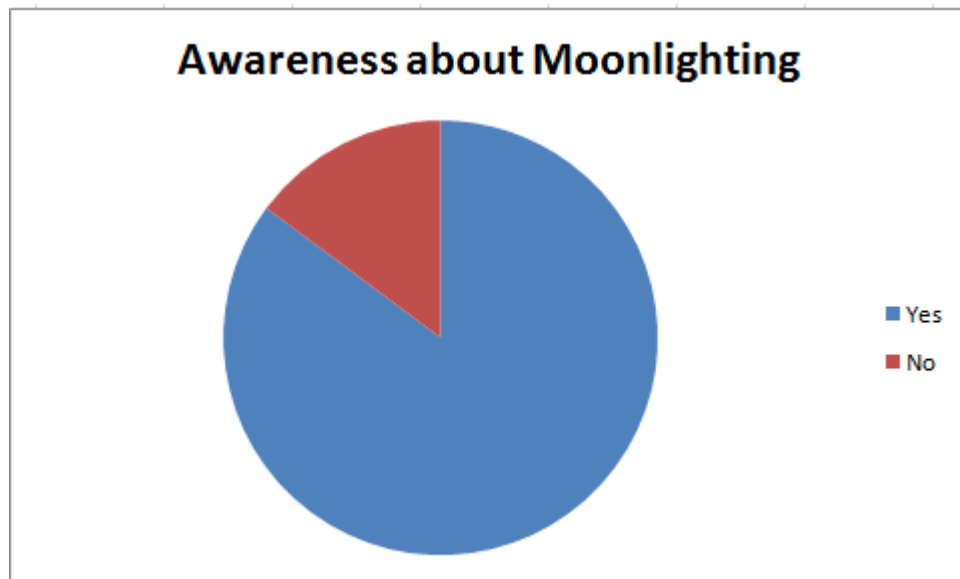


Figure 4: Awareness about Moonlighting

(Source: Self-created)

Q5) Do you consider having a second job apart from your regular occupation?

Opinion	Numbers	Total respondents	Percentage
Strongly Agree	8	54	14.81%
Agree	13	54	24.07%
Strongly Disagree	5	54	9.25%
Disagree	10	54	18.54%
Neutral	18	54	33.33%

Table 5: Consideration of a second job beside regular occupation

(Source: Self-created)

Consideration of a second job compared to a regular job

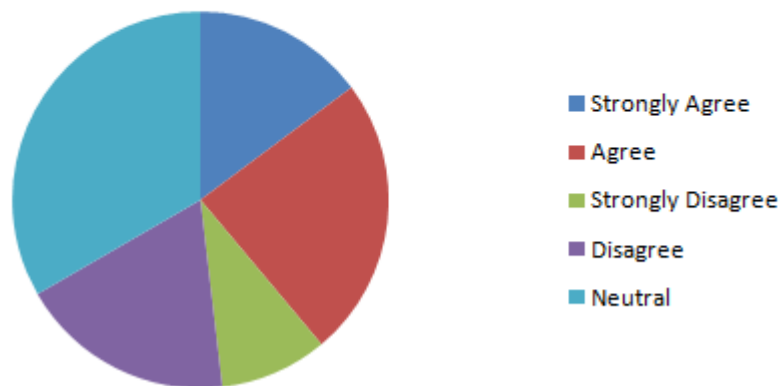


Figure 5: Consideration of a second job compared to a regular job

(Source: Self-created)

Q6) Are you willing to “go the extra mile” in order to do your job well?

Opinion	Numbers	Total Respondents	Percentage
Strongly Agree	10	54	18.54%
Agree	30	54	55.55%
Strongly Disagree	2	54	3.70%
Disagree	2	54	3.70%
Neutral	10	54	18.54%

Figure 6: Willing to go extra mile for doing the job well

(Source: Self-created)

Willing to go extra mile for doing the job well

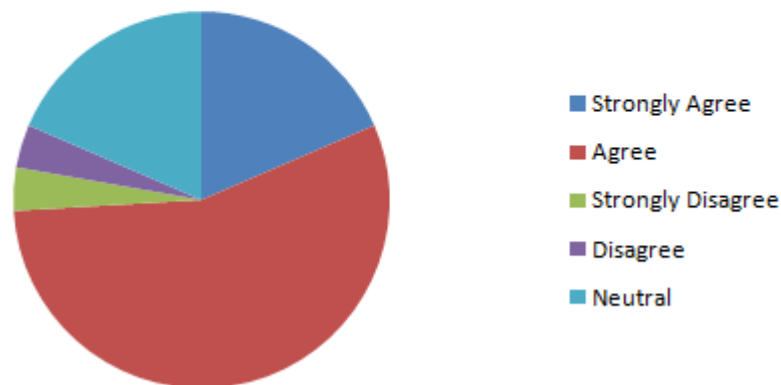


Figure 6: Willing to go extra mile for doing the job well

(Source: Self-created)

Q7) Being enthusiastic about my work is important to me.

Opinion	Numbers	Total Respondents	Percentage
Strongly Agree	14	54	18.54%
Agree	28	54	55.55%
Disagree	4	54	3.70%
Neutral	8	54	18.54%

Table 7: Enthusiasm about work

(Source: Self-created)

Enthusiasm of work

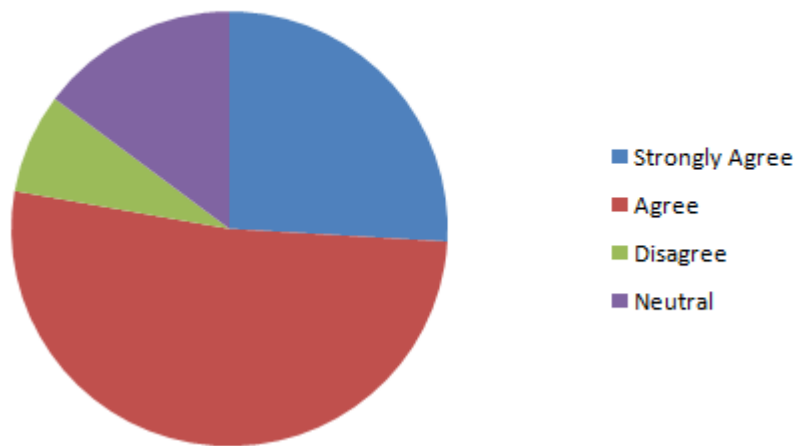


Figure 7: Enthusiasm of work

(Source: Self-created)

Q8)Are you Doing a complete and thorough job, something that you strive for?

Opinion	Numbers	Total Respondents	Percentage
Strongly Agree	10	54	18.53%
Agree	20	54	37.03%
Disagree	12	54	22.22%
Neutral	12	54	22.22%

Table 8: Doing a complete and thorough job, something that you strive for

(Source: Self-created)

Status of the job being done

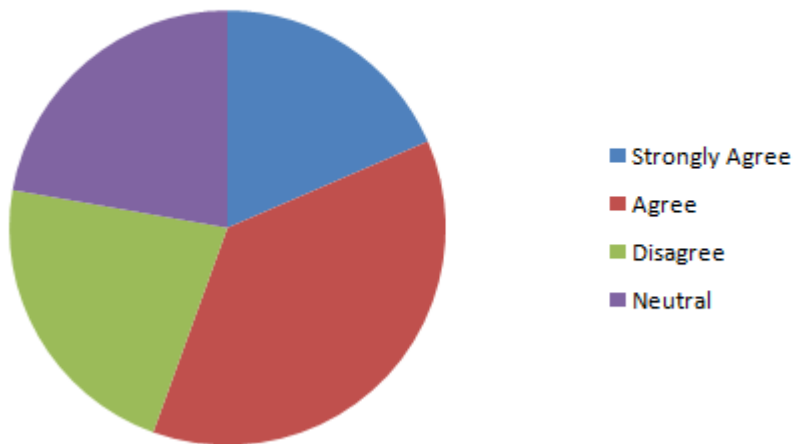


Figure 8: Doing a complete and thorough job, something that you strive for

(Source: Self-created)

Q9) Do you intend to avoid working hard?

Opinion	Numbers	Total Respondents	Percentage
Strongly Agree	6	54	11.11%
Agree	13	54	24.07%
Strongly Disagree	2	54	3.70%
Disagree	15	54	27.77%
Neutral	18	54	33.33%

Table 9: Intend to avoid working hard

(Source: Self-created)

Do you intend to avoid working too hard?

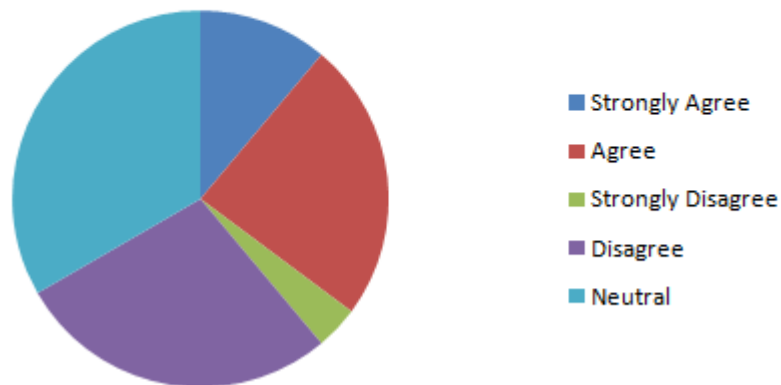


Figure 9: Intend to avoid working hard

(Source: Self-created)

Q10) Does your job produces a sense of pride for you?

Opinion	Numbers	Total Respondents	Percentage
Strongly Agree	16	54	29.62%
Agree	22	54	40.74%
Strongly Disagree	1	54	1.85%
Disagree	2	54	3.70%
Neutral	13	54	24.07%

Table 10: Job produces a sense of pride for you

(Source: Self-created)

Job produces a sense of pride

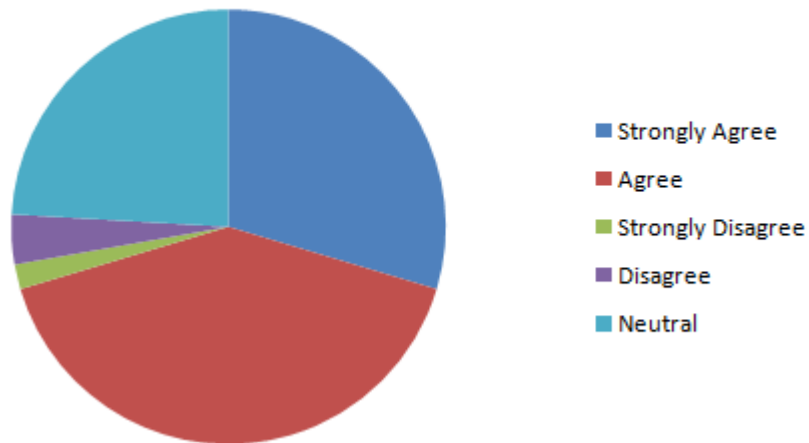


Figure 10: Job produces a sense of pride for you

(Source: Self-created)

Discussion

The discussion related to the different questions that are framed has proved to be effective. From the findings, mostly, the age group of 20 to 25 years has taken part in the research study for providing insights related to applying the Moonlighting within the companies. More than 50% of the respondents who take part in the research were females. From the data analysis, it was clear that the prevalence of moonlighting was known to all the male and female young respondents. The fact that more than 40% respondents felt the need for a second job parallel to the first job also enhanced the significance and usefulness of Moonlighting more effectively. The second job also enhanced the career development prospects for the individuals. As per the opinion of the respondents, most of them were ready to give their extra effort to work professionally. This aspect ensured that the jobs could be handled perfectly by the professionals. Another fact was clear from the analysis that most of the respondents believed that they were very much enthusiastic about their work. This aspect ensured that the work related responsibility could be maintained and managed systematically.

Also, most of the respondents preferred to work flexibly, so this also supported the adoption of Moonlighting effectively within their professional execution of the wide range of activities. More than 50% respondents believed that their job gave them a sense of pride and this also led to enhancing the productivity. Moonlighting, thus could lead to profitable benefits for the individuals as per the analytical outcomes being generated. Since most of the respondents had responded about working for a second job besides the regular job, so that could signify that Moonlighting intention has crept into the thoughts of the young professionals for enhancing the satisfaction by working for their jobs. Moreover, it could be identified that many professionals were willing to make additional effort to work, so this aspect also encouraged the fact that such professionals would be influenced by moonlighting for increasing their income and enhance their job satisfaction. Also, as most of the respondents develop the intention to avoid working hard, so, in that case, Moonlighting intention can provide them the opportunity to work flexibly. Lastly, since, the opinion of the respondents related to whether they were doing a compact work was divided, so, this acted as a positive encouragement for Moonlighting intention becoming an option of working for the young individual employees.

Conclusion

Conclusive evidences related to the impact of Moonlighting to develop job satisfaction among the employees were established. The research study progressed with the framing of research objectives and the literature review was constructed according to the topical elements of the study being observed and analyzed. The linking of the different objectives related to the topic of study led to development of the standardized outcomes that are relevant and effective for ensuring the proficiency of Moonlighting within the professional sector. The different factors such as the inclusion and application of financial and non financial incentives also led to the perfect development of the outcomes related to understanding the concept of Moonlighting within the professional sector. Overall emphasis could be provided to the use of Moonlighting that had helped in addressing the wide range of issues that were encountered while using it. The literature review also demonstrated the features of Moonlighting being used within the professional settings so that the clarity in outcomes could be established. Gap in literature was addressed and the relevant features and facts could be incorporated for establishing the significance of the study with perfection and accuracy.

Quantitative data analysis was conducted by the help of surveys that were framed in relevance with the topic of study and the requirements of the respondents. The hypotheses were framed in accordance with the dimensional factors and trends of Moonlighting being examined and studied. The graphical representation of the surveys also could lead to the logic based development of the standardized outcomes that would help in establishing the significance of Moonlighting within the business entities that operated in the world market. The integral aspects of sense of pride, hardwork and sincere effort alongside the intention to work flexibly also led to enhancing the satisfaction of Job among the respondents who were eager to work on two jobs parallelly. The young age group respondents could have been provided advanced digitally designed training sessions for understanding about Moonlighting and its impact upon ensuring that Job Satisfaction was established perfectly among them. Gap in research was addressed and the relevant outcomes could be evaluated for achievement of the desired targets linked to designing Moonlighting and its exercising of the impact upon satisfying the different individuals while working upon their jobs perfectly.

References

- Akbar, A. (Jun 2016). A Study of Impact of Moonlighting Practices on Job Satisfaction of the University Teachers. *Bulletin of Education and Research*.
- Allen, W. D. (June 1998). The moonlighting decision of unmarried men and women: Family and labor market influences. *Atlantic Economic Journal*.
- Conway, K. S. (June 1998). Male labor supply estimates and the decision to moonlight. *Labour Economics*.
- Jamal, M. (August 1990). Relationship of Job Stress and Type-A Behavior to Employees' Job Satisfaction, Organizational Commitment, Psychosomatic Health Problems, and Turnover Motivation. *Human Relation*.
- Saha, A. &. (1969–1975). A regional analysis of double jobholding in the U.K., 1969–1975. *Regional Studies*.
- Spector, P. E. (1997). Job satisfaction: Application, assessment, causes, and consequences. *Sage*.
- Sussman, D. (Summer 1998). Moonlighting: a growing way of life. *Perspectives on Labour and Income; Ottawa*.
- Mumbere, G. (2017). MOONLIGHTING AS A GROWING PHENOMENON: . *International forum* , 17
- A.Ashwini. (2017). Moonlighting Intentions of Middle Level Employees. *International Journal of Pure and Applied Mathematics*, 12.
- Kaukab, A. (2016). A Study of Impact of Moonlighting Practices . *Bulletin of Education and Research*, 16.
- Jacob. (2019). Employment Security and Workers' Moonlighting. *Econstor*, 21.
- Keerthi, D. (2021). Moonlighting among private school teachers. *International Journal for Research in Engineering Application & Management*, 4.
- Gayatri, M. P. (2015). A Study on Employee's Preference over Moonlighting. *International Multidisciplinary E Journal* , 10.
- Vikas, C. (2021). Effect of Job Satisfaction on Moonlighting Intentions: Mediating Effect. *European research on Management and Business Economics*, 11.
- Ekiti, A. (2019). Comparative Study of Determinants of Moonlighting. *International Review of Management and Business Research* , 19.