

An Empirical Investigation of Moonlighting Practices and Its Implications

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Abstract

Human Resource Management (HRM) is experiencing an alter and the development of new strategies to handle the employees successfully. The most significant benefit an employee gets from a job is the financial reward or remuneration. For a variety of reasons workers sometimes take up two positions or a company along with the current job which is known as Moonlighting. Nonetheless, from the perspective of both workers as well as employers it does suffer from certain drawbacks. Through constant moonlighting, the part-time job never becomes the predominant occupation while the employee has an intention to change professions in the case of transitory moonlighting. This paper discusses in detail about roadmap of moonlighting and the background of moonlighting in various sectors along with its issues.

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I. INTRODUCTION

Moonlighting takes on a second job, away from your main income stream. The custom is claimed to be common. In the "good old days" when 90 % of the workers were farmers, the first task was about everything anyone could handle growing with the sun and the chickens, and being ready to call it a day when they were. Then came technology and industrialisation with savings and money. A man could make a better living for five days a week, working 8 hours, than six 10 or 12-hour days had traditionally enjoyed. This gave him more time with his family every day at home, and a day once in a while for fishing, golfing, or other leisure activities. Of course, there were some, especially young

people and forceful and those with heavy obligations in the family, who preferred further income to even

more convenience. If that meant more money, they were ready to work more than 40 hours a week, and such positions were available in a wide range of industries.

The recession of the 1930's, with its strong inflation, helped popularize the false idea that the number of job openings was small and that among available employees should be shared in these jobs. The legislation acknowledged the 40-hour week, allowing employers to pay regular wages one-and-a-half times overtime hours. It, of course, has been an unnecessary cost of doing business and a deterrent to the laborer seeking additional employment and profits. While studies have emerged the short-day and week blessings, the main idea was to spread the research. The argument is that this compulsory spread-the-work concept is now being integrated into our economy; in most

instances, the person who prefers more money than leisure now needs to seek a second job instead of working more hours at his full time job — thus, moonlighting. And the less the week of service, the greater the moonlight [7].

II. MOTIVATION AND JUSTIFICATION

Most second jobs taken on by moonlighters are claimed to be in the category of contract work or self-employment, such as home painting, and thus are not subject to tax withholding. For example, the amount of this benefit that encroaches on taxes can not be measured accurately. Moonlighters also struggle to exercise appropriate corporate governance, although most moonlighting ventures have small scopes and budgets, and hence a high likelihood of litigation. Moonlighters might not have the expertise or necessary resources to assess a potential client or project's risks. These occupations often distribute with written contracts, or can require incredibly onerous contracts. This research attempts to review the background of moonlighting in various sectors.

The Main Contribution of this Paper is

1. Originated with the clear roadmap of moonlighting is discussed in detail.
2. Various sectors of moonlighting practices that were not discussed in any survey are described in different perspective.
3. Given an in depth analysis of impacts and issues in moonlighting.

The above-said points clearly distinguish this work from other works. It gives the detail in different way as earlier works. The paper is organized as follows: Section II reviews background study. Section III discusses various moonlighting sectors and Section IV discusses impacts and issues followed by conclusion in Section V.

III. BACKGROUND OF MOONLIGHTING

Sussman (1998) discussed an increasing lifestyle the study communicates that the reasons that differ due to each and every person over the past two years, as per the growing needs of individuals, women are more moonlighting. The paper suggested that different population groups, prospects for jobs, are attracted to moonlighting for a variety of monetary and non-monetary benefits in order to raise their salaries and also gain work experience. Averett et al. (2010) explains numerous motivations and gender differences that the research reflects on factors that lead women and men to moonlight and the willingness to work more than one job finding that both men and women are less likely to say that income motivation differs by gender.

Puja Khatri et al.(2014) attempted to explain employee perception regarding the value of institutional engagement and moonlighting practices. The study was performed in the Delhi-NCR area where multi-stage sampling (N=100) was used to select the respondents. Data were obtained using a self-created questionnaire (cronbach alpha =

.83).The male and female respondents also saw conflicting findings on perceptions of loyalty to their company and moonlighting activities. The paper aims to give an overview to SME administrators and corporate practitioners to handle the risks of staff turnover and decrease job stability.

Shweta Sangwan (2014) described employee moonlighting along with challenges and Implications. The study showed that where moonlighting has both drawbacks and advantages where legal issues are also involved, it is a difficult task for both workers and employers the study says that a good relationship should be preserved without any friction in the organization between employee and employer. Ara K et al.(2016) have explained the study of the impact of moonlighting practices on the university teachers ' job satisfaction. The author has investigated that moonlighting has an influence on

job satisfaction in which it comes from the salary scale; valuations / promotions, skills, all in this study are tested. The study concludes that due to lack of pay scale, qualifications, promotions, evaluation leading to a lower level of job satisfaction.

Ashwini et al.(2017) investigated the moonlighting motives and suggested an empirical model. And involving an employee in a second job for either financial or non- pecuniary reasons. The findings lead to a clearer picture of having multiple jobs. The authors also established multiple factors that drive workers toward moonlighting and identified the number of family members is a key driver via a correlation fit. The research also showed that moonlighting intentions differed considerably between single and married workers. It is implied that careful attention is needed to the demographic profile of the employee, as the motivations behind moonlighting depend on them. In order to motivate the experienced to stay with the organization, companies have to reinvent their HR initiatives in such a way that they treat experienced employees and fresher's differently. Similarly, family sizes of employees must be considered in decision-making on HR policy.

IV. MOONLIGHTING PRACTICING SECTORS

Most of the research is focused on creating the responsible factors that influence workers' decisions about moonlighting. Different variables were established in various studies as important reasons behind moonlighting. Most of the research found proof of the hour-constraint obligation to allow a worker to moonlight. Heterogeneous work

motivation describes the long run moonlighting trend. In particular, moonlighting in migration countries is clarified by employees ' hedging actions against the risk of future primary job termination. Other economic actions, such as inclination to resolve liquidity constraints, low wage rates etc.

have also played an important role in affecting moonlighting workers in some surveys. This needs to add separate theory to explain moonlighting Gayathri (2015). In this area the literature established the impact of moonlighting on efficiency and productivity in various sectors.

3.1 Moonlighting Categories

1. Blue Moonlighting

When an employee in the current job becomes dissatisfied with his / her salary, he/she starts searching for a part-time job. But when the employee cannot find a part-time job, his / her attempts to go in question.

2. Quarter Moonlighting

When an employee takes up part-time work along with his / her current job and spends some of his / her time on the part time job, it is called quarter moonlighting. This is normally done by the employee to augment his / her current salary and meet the basic desires.

3. Half Moonlighting

The employee dedicates half the time to the part-time job or the newly established company. The part-time job or company helps the employee to live a fulfilling life.

4. Full Moonlighting

The employee dedicates all of the time to part-time job or new company in complete moonlighting. The employee remains only as a shock absorber on first work Shweta Sangwan (2014).

3.2 Moonlighting Sectors

3.2.1 Home Moonlighting

Increased flexibility has led to the next form of moonlighting, often referred to as "do-it-yourself," including anything from furniture powder coating to real home construction. This is a turnaround in an emerging society of the long-term trend towards

differentiation and division of labor. One example of home moonlighting is the low, part-time farmer who works within driving distance at an industrial job. Although he could hardly be called a farmer, he could get some of his livelihood off the land and can have a part to market. Therefore, he's moonlighting extending his income as if he had two jobs.

Many wouldn't know of these things as moonlighting. The revenue expansion. Most would claim that they are painting their own residences as they have the leisure and just like to do it in this explicit way. Sure enough, a lot of the workers 'do - it-yourself' operation in their homes on weekends and on holidays is entertaining-work. Suppose this would take \$600 to hiring a house painting guy. Therefore, to get the \$600 for the painters, you need to raise about \$900 before taxes. So, moonlight or do - it-yourself is better.

Relaxation versus profit is a very private one and considerably varies among persons. The movement towards compulsory and permanent leisure at age 60 or 65 is involved, in addition to the duration of the workweek. Rather than pushing staff into a standardized template, making structures as flexible as possible would seem ideal. Employers and workers will benefit from this. Although there is nothing intrinsically wrong with moonlighting, a rather sloppy way to solve the man's dilemma that would choose additional income from additional work seems to be taken.

3.2.2 Psychiatric Moonlighting

To ensure outstanding psychiatric training and high-caliber controlled clinical care during practice, incentives for "moonlighting" are controlled to ensure that they do not conflict with these objectives. After-hours jobs for people in good standing are considered a privilege. People on probation are not liable for moonlighting or remediation. "Moonlighting" activities involving the resident taking a considerable amount of liability will not be approved as such activities are

considered to have too much capacity for substantial conflict with the educational and service duties of residents within the residence.

If any faculty member thinks that after-hours work disrupts the performance of a resident, it should first be made aware of the resident by the faculty member and, when necessary, by the Residency Administrator who will evaluate the performance of the resident. The matter will be referred to the Residency Education Committee if appropriate. Either the Program Director and/or the Committee can order the resident to reduce the duration or to terminate after-hours work. Engaging in After-hours employment by residents during normal working hours (8 a.m. – 5 p.m., Monday – Friday) or while fulfilling on-call obligations as a part of the residency is unacceptable. Residents are expected to spend all of their time during the regular training work week in training-sponsored activities, and to fulfill all training assignments and on-call obligations.

Residents are required to spend all their time in training-sponsored events during the regular work week of training, and to meet all training duties and on-call responsibilities. It is unethical for tenants to participate in after-hours work during normal working hours (8 a.m. – 5 p.m., Monday – Friday) or to meet on-call duties as part of their residency. Residents are also forced to spend a sufficient amount of non-training time on outdoor reading and ongoing medical education. Residents are told that the University does not provide security, supervision, or reimbursement for work behavior beyond specified rotations. Residents can perform clinical after-hours work in their specialist training as long as they portray themselves as psychiatrists in training.

3.2.3 Teaching Moonlighting

These teachers might be directly affected by the added desire to seek second job in addition to the first permanent job. Therefore they conduct valuable

work to build awareness, expertise and attitudes. Teachers affect the lives of thousands of children at each learning hour, so finding out how happy teachers are at work is important. As for the experience of teachers in their jobs, the time devoted to teachers ' work is significant. College educators are expected to do more than ever, considering cutting budgets, scarce resources, greater transparency and growing size of the class. Experience and qualifications go far beyond the classroom for the public sector university moonlighting teaching staff. Their working hours are mostly prolonged into evenings. So long as the higher education sector depends on hard work dedication, there is a great need to understand further how the teachers sustain the required standard expected from them.

Producing skilled and knowledgeable workers is the primary goal of the Accreditation faculty. This goal can only be accomplished by looking for reasons for the moonlighting of teachers and by constructing strategies for effective and efficient outcomes. The emphasis on quality has increased several folds due to the increasing pattern of competition in the national and international markets. In addition, greater emphasis is put on revenue generation and autonomy that is under pressure, and academics have less influence over their work. If educators believe that teaching at their departments is being valued, they feel more comfortable with their autonomy of

instruction Ara K et al.(2016).

3.2.4 Artists Moonlighting

A special type of moonlighting is the simultaneous employment of artists in some non-art ' business ' work in addition to their ' art ' job. Generally speaking, artists have working hours in a normal non-art ' financial ' job during normal business hours (usually at daytime) and hire other than normal business hours for creative performance. This is a

specific type of moonlighting by people belonging to the cluster of ' artists. 'Artists are people who take pride in their work of art and appreciate it; and they are committed to art production. Determinants responsible for manipulating an artist into moonlight may vary from the factors necessary for enticing a person into moonlight either through part-time work in the same profession or through informal and illegal work. Artists are people who take pride in their work of art and appreciate it; and they are committed to art production.

The artists are listed as full-time and part-time artists. In fact, full-time artists spend all their time working in a creative job while a part-time artist usually retains their investment income from a primary non-art job and spends their leisure time creating art and earning some money. Both artists love their work in ' art, ' and derive gratification from time devoted to works of art. The standard hour constraint theory of moonlighting cannot clarify the time allocation of part-time artists and the reactivity of artists ' art time to the incentives given by the market.

Common types of employment sectors of unreported jobs include the following:

- Domestic work, such as housekeeping, babysitting, or foodservice
- Construction work, landscaping, farm work
- Taxicab service (sometimes known as hacking)
- Various types of self-employment, such as plumbing, electrician, window cleaning, painting and decorating, street market trading, and gardening
- Short-term work and day laborers
- Short-term youth employment
- Barbacking and restaurant work
- Human trafficking
- Fixing cars, motorcycles, and mopeds

V. IMPACTS OF MOONLIGHTING AND ITS ISSUES

Many young firms refuse to report their first part-time hires. The difficulty of labor laws and enormous amounts of paperwork can discourage a new entrepreneur, especially when someone is required just for a few hours a week. The initial emerging early jobs can be a crucial step for a stable, accessible economy to grow. In some segments of the building and design industries, day workers fill the immediate gaps during labour shortages. Private sales, registration, paperwork required and government reporting can be prohibitive for a single day's work. That promotes undeclared short-term labourer work.

A large workload is unreported for a day or two only. While the laws of housekeepers make exceptions for the homeowner, it is extremely important for companies to carry out and file documentation worth many hours, even for a single hour. The sums for tax collection agencies are too low to seek and the legal stuff is too arduous to file and thus true nano-employment among businesses is uncommon. It is however a valuable resource for many small companies. Unrecognized work probably represents the first step towards starting a private business in career fields such as construction or advertising.

Once, for the limited amount of work done, paperwork, enforcement and knowledge of labor laws are unaffordable. While unauthorized, side business produces comparatively little income and so are seldom the tax enforcer's target. Eventually, enrolled employees have enough work to be able to avoid their employer and become self-employed. Then, documentation is usually filed, and self-employment taxes are reported. The practice then becomes a legal and competitive part of the economy. Those unable to find employment through the documented community, even those with past criminal records or current charges as well as undocumented immigrants, can be fairly successful

and self-sufficient. It stops them from doing less-wanted items such as theft and drug use.

In the cottage industries self-employment is often not reported at first. For example, a home cook may sell a couple of pies to friends and colleagues without filing the necessary sales taxes or self-employment taxes. Even though this is generally illegal, it can lead to a company that is legal and profitable, and is often how small companies start. The tax system in some countries is attempting to set minimum thresholds for the sums that are responsible. Nevertheless, the duty of dealing with the bookkeeping standards still remains to show one is excluded.

Short-term employment rate is often uninvestigated but can be very effective. For example, a youth hired to help build a shed or barn gets transferable skills and responsibilities. If work had to be published, most young people would not be working for short-term projects. Collectors of government revenues typically ignore regulation of such advantageous, unreported jobs. For example, youth-run lemonade stands which were shut down by police received a huge amount of bad media and public outrage.

It has been suggested that since undocumented immigrants are unable or unlikely to take advantage of jobs, welfare and pension benefits, they are less likely to live in poverty and are more likely to be related to a stable society. This view also suggests that in jurisdictions that rely mainly on sales tax as income rather than income tax, undocumented immigrants will add more to government revenue than the taxes they pay, thereby creating a positive net income stream for the ruling body. Unreported jobs will adversely affect country, company and employees. Unreported jobs affect government's ability to finance programs (state spending). It creates a tax gap due to a lower tax revenue from a government. A 2005 report by the University of California, Los Angeles, found that California's economy had been damaged by hiring more than two million jobs without paying income tax. It is

estimated that out of this alone last year over US\$ 214.6 billion went unreported to the IRS.

Anyone who is working under the ground, including undocumented immigrants, may be refused the privileges legally working employees have, such as minimum wage, various benefits (particularly social security), and equal treatment. Under the board workers who lose their jobs may not have the right to earn unemployment insurance. We also limited civil claims toward their employers for misconduct, on-job injury or lack of transaction. Employers have limited recourse of proceedings against employees who commit crimes like misappropriation, theft or harassment at work. Legal businesses can be challenged when behaviors are popular and have problems dealing with those who illegally employ workers. Government revenue authorities are searching for lifestyles which are out of line with reported income. There are tools that help the taxpayer determine unreported income, which can result in large fines or jail time [9].

VI. CONCLUSION

The discussions showed that the effect of moonlighting on job satisfaction has been significant. Additional income was found to be influential in calculating job satisfaction, which reflected workers were not happy with their pay packages and they felt that their salary was lower than their needs as a result of their job satisfaction decreasing. Empirically, it has been established that the pay rate provided by companies was a top priority and workers perceived the amount that their needs were addressed through the compensation they were given for the hours they gave their company. With regard to the promotion aspect, it has been noted that contexts such as income addition and diversity of skills have been found to have a significant impact on job satisfaction promotion. It is an established human factor that people working in different organizations, besides striving towards corporate purposes, have their personal goals to achieve. The work required that a person could take

on relied heavily on his or her efficiency and willingness to accept the extra responsibility. Findings of the present research show that moonlighting enhances the satisfaction level. Policies on human resource management may be further explored with respect to recruitment and hiring practices. Promotion, tenure and compensation decisions may be closely linked to institutional task.

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