

A Systematic Literature Review on Moonlighting

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ABSTRACT

Purpose: The global environment and economy are changing quickly. Due to remote work and inflation, some employees have started doing second jobs to supplement their income or to supplement their spending money. The practices of human resource management (HRM) are evolving in addition to assuming new dimensions. The number of people working several jobs has risen in recent years. The widespread occurrence of this problem is ascribed to the availability of flexible work schedules and work-from-home possibilities at the majority of IT firms.

Design/Methodology/ Approach: The research proposed is descriptive. The literature reviews are collected from different sources which help to understand the concept more widely.

Findings: Employees are more focused on their financial security than their career growth at this point in the economy. They have been performing supplementary work with other employers in addition to their regular employment in order to earn additional money. Moonlighting has an impact on employers' compliance standards since it changes how employees work. The efficiency effects of moonlighting in the management of IT sectors are a subject of significant concern. The rate of moonlighting in the IT industry and the connection between employees' primary and secondary jobs were also compared in the study. Could the person be employed by two or more companies without the knowledge of their current employer? How can employers financially help employees to stop them from moonlighting? What if the employee completed all of the activities more quickly and efficiently without interfering with any of them? Employee moonlighting is a major worry as the blue moon turns into the full moon.

Originality/value: This paper will benefit all the managers in different sectors to understand the concept that might hamper the productivity of the organization. Primary job may not be sufficient for some employees and they are not able to perform well. Moonlighting helps to understand the needs of moonlighting and ways to deal with it positively.

Paper Type: Review of Literature

KEYWORDS: Moonlighting | Types of Moonlighting | Multiple Job Holding | Artistic Moonlighting
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Introduction

Due to the flexibility of the IT sector, there is now a greater threat of joblessness and rapider job tenancies. People must look for new techniques as a consequence of these changes in order to assure their service security and a stable source of higher revenue. The importance for enduring skill and updating with the quick pace of technology change have made industrial mobility more decisive in today's employment souks. Many workers have had to develop a dynamic strategy of working abundant jobs or moonlighting to cope with the above-mentioned volatility. In addition to enabling monetary concerns, holding many jobs can guarantee persistent employment and contemporary a chance for additional career growth by structuring up occupation-specific experience. Moonlighting has become one of the distinguishing aspects since the IT sector has been more flexible (Dr. A. Shaji George, 2022)

The accomplishment of the organization's target goals, mission, and vision hinge on the existence of a trustworthy rapport between the employee and the employer. Performance management energises the staff toward an effective and competent practice consisting of motivation, training and development, a system of perceptible and intangible rewards, quality of work life, etc. Moonlighting has developed into an intractable phenomenon for the labour and the business in this network of organisational intricacy. Although some intellectuals alleged that moonlighting is extremely draining, others preserved that reliant on the behaviour and moods of the other employment, moonlighting may possibly end up being gratifying in relations with gaining improved knowledge and skill (Georges, M.K. & Safary, WaMbaleka, 2017)

Since it suggestively contributes to a nation's economic development, moonlighting has become a mutual practice in the mainstream of labour markets. As a result of micro and macroeconomic causes, the monetary and business environment of a nation are at present changing quickly. The people's jobs and work preferences were strictly wedged by these quick changes. Therefore, moonlighting or holding multiple jobs instantaneously occurs when people perform multiple occupations at once, and it has suggestively expanded in transitional & industrialised countries over the past few decades. When associated with several other evolving or developed countries, Sri Lanka has inadequate statistical data on individuals working numerous jobs (Labour force survey annual report, 2016).

- **Defining multiple job holding**

Multiple job holding has been the subject of widespread research. Bancroft conversed about those who grasp many jobs in 1959. Despite the fact that the issue has not yet acknowledged significant research, numerous papers have been available since then. The phenomena of individuals

doing two or more jobs at once is pronounced in the scientific literature by means of a variety of terms, including multiple job holding, dual job holding, second job holding, and moonlighting. The latter phrase is often used in Anglo-Saxon nations. The phrase "moonlighting" refers to enchanting on another part-time work in the nights to supplement a paltry income from your primary employment (Averett, 2001).

The researcher has not yet discovered any studies that have been exclusively engrossed on the management of multiple job holding and the consequences for HRM. However, as having several jobs affects not just an employee's organisation but also them personally, this may also have an impact on the role of HRM. Therefore, this study's initial contribution is to investigate how much HRM can affect the outcomes of having several jobs. The second addition of this study is the fact that it was conducted in the Dutch public sector, a particular context. Most research on working multiple jobs has so far been done in the United States and the United Kingdom (Dr. Brenda Vermeeren, 2015). Financial stress is the most commonly claimed cause for moonlighting, even though non-financial objectives formed by contemporary lifestyles can also impact someone to take many jobs at once. In this essay, we will converse the consequence of two supplementary non-financial motivations for moonlighting, explicitly job satisfaction and organisational obligation, and we also guise into the mediating part of organisational commitment in the affiliation with job satisfaction and moonlighting intentions (Seema, 2021).

Considering the work done on moonlighting by other scholars, it had been observed that there are diverse categories of moonlighting:

- **Blue moonlighting**

It is typical for management to boost pay and perks in response to requirements made by workforces during performance reviews. However, some workers are not pleased with these benefits, and they want to work part-time for additional money. Though, because they lack the essential abilities, their efforts may not be efficacious.

- **Quarter Moonlighting**

Subsequently finalizing his or her academic degree, an employee begins their profession in a lower level managerial role. But as time goes on, he becomes married, and his family grows, making it occasionally challenging to make ends meet on his existing salary. He was unable to afford to pay for his child's schooling and other necessities. The employee then starts working a second job in accumulation to his first one. This leads to living comfortably, supporting his personal needs, and to live comfortably by supporting his personal needs. As a result of the workforce's rising need for money,

more labour is being done to support both the family and the individual. This is known as quarter moonlighting. Quarter moonlighting helps in adjusting growing expenses and daily requirements.

- **Half moonlighting**

Most workers spend more money than they make. Both luxury and putting money down for the future are significant to them. People invest 50% of their free time in earning extra money in order to obtain a sufficiently substantial additional amount. This is referred to as “half moonlighting. Entrepreneurs, professionals in trades, business owners, and industrialists can apply for loans and advances from employees at banks and other financial organisations. They monitor the project’s execution and assess its various stages of development. In the event that a project fails, the debtor is impotent to pay back the loan, and the repayment capacity converts red, bank officers put their best efforts into recovering the bank’s guiding principles, policies, and course of action. The shoes, suit, and mind will all be on them as a result. The entrepreneur’s proposal will be successful if he is smart and diplomatic, and if the circumstances are in his favour. He will continue to get payments from the bank as a result, and he will prosper. The bank employee is then pleased with himself for giving him the loan.

- **Full Moonlighting**

A context in which workers in precise professions have additional time, when they sense their salary cascades short of their potentials, or when friends with less skill or status than they do so. Due to tough circumstances, these people often launch their own establishment or industrial facility while holding onto their standard positions (Ritu Tiwari, 2014). However, as per the articles published in the MBA Skool team, the subsequent occupation affects their societal and fiscal standing. Full moonlighting is the word used to describe this situation. Furthermore, full moonlighting is dealing with two full time professions at once.

Review of Literature

According to **Dr. A. Shaji George, in 2022**, there will be a rapid growth in the economy, as a result employees have started working subordinate jobs to meet their requirements and receive spending little extra income, popularly known as moonlighting or secondary job. The flexibility of working a secondary job begun by work from home, introduced in the IT sector. This lays down the actual income of the employee and some extra hours to work. The author explains the reasons for moonlighting, the situation of moonlighting, motivations which lead to moonlighting, ethics of moonlighting, effect of moonlighting on human resources, how to deal with moonlighting in the IT sector. For persons with restricted

income or times at their primary employment, supplementary money from a side job can be a crucial cause of monetary security. A positive correlation between secondary jobs and career opportunity consequences from substantial human capital spillover effects between primary and secondary jobs. Secondary jobs give people a way to develop new knowledge and abilities that can be utilised as a springboard for various professional paths, including self-employment. People are more likely to entirely shift jobs and take a diverse category of employment in their successive major work if they select a different career for their subsequent job than for their first job.

According to **Dr. Brenda Vermeeren, in 2015**, discussed moonlighting as multiple job holding in public sector units, keeping in mind the outcomes, motivations and implications. In this study various work attitudes are examined such as organization commitment, internal and external employability, work engagement with multiple job holding (moonlighting). The primary data was collected from the employees of the Dutch ministry, and analysed that there is a positive effect of external employability on work engagement and a negative impact on internal employability and organizational commitment. The research focuses on the implications of multiple job holding on Human resource management.

According to **Senadheera Pathirannahalage Gayan Madusanka Abeyrathna, 2020**, explained the determining factor that persuaded the government employees for moonlighting in Sri Lanka. The inclusive consequences of the research, sustenance to the strategy developers and pertinent sponsors to frame policies that affect workforce’s choice and insolence to labour in the marketplace, exclusively allied to the government workforces. With this study, it has been observed that variables like income and Education level in primary job have a negative impact of being a moonlighter whereas other variables such as civil status and number of dependents have a positive affect of being a moonlighter. The research helps us to understand that if there is less income, less education and higher number of dependents in the family, are main determinants which lead to moonlighting, whether in Sri Lanka, or any other place.

As per the study conducted by **S.Kumaresh, in 2020**, an empirical research was undertaken on the practices of moonlighting with its implication. Through continual moonlighting, the part-time job does not ever turn out to be the prime occupation whereas the member of staff has an aim to modify professions in the instance of transitory moonlighting. The study confers features about the roadmap of moonlighting and the contextuality of moonlighting in numerous sectors along with its issues. There has been a noticeable impact of moonlighting on job happiness. It was shown that additional money had a significant impact on



determining job satisfaction, which indicated that employees were dissatisfied with their compensation and believed their wage to be below what they needed as a result of their job satisfaction declining. Empirically, it has been demonstrated that employers place a high premium on pay rates, and employees perceive how much their requirements are met by the income they receive in exchange for the hours they work for their business. Regarding the element of promotion, it has been noticed that factors like salary growth and skill diversity have been proven to significantly affect the promotion of job satisfaction.

According to **Dr. Geeta Sachdeva, in 2019**, In the era of Industrial Revolution 4.0, technology has become a requirement in every aspect of life. Digitalization has had an impact on both how organisations attract people and how employees respond to changing workplace trends. Due to the changes brought about by technology, every function in the company is becoming more strategic, and HRM (Human Resource Management) is no exception. The interaction of technology with new age recruiting practices, such as crowdsourcing, and their ramifications have been examined in this research. The use of crowdsourcing technology in hiring, typical crowdsourcing tasks, and the potential effects of crowdsourcing platforms on encouraging employees to work additional jobs are all covered in the conversation. The following observations make up the study's key conclusions. The way businesses are run in the future is being driven by crowdsourcing. It operates under the premise of the collective intelligence of the crowd, the majority of whom are strangers. Along with providing crowd workers with huge paychecks through the use of their highly specialised skills and side jobs, the practice has become ingrained in both developed and developing economies.

As per the study conducted by **Seema, in 2021**, In the past, WC have primarily been investigated in affiliation to job attitudes for the eventual significance of turnover, but in this digital age, it is correspondingly significant to investigate the relationship of job attitudes with this crucial understanding sequenced formerly turnover phase, i.e. moonlighting, which may ultimately lead to turnover. This study aims to bridge the gap in the literature by examining the bond between job satisfaction and intentions to moonlight and the mediating role of organisational commitment in this relationship. Since the development of the turnover model, researchers have looked at how job attitudes and employees' withdrawal cognitions affect turnover. A substantial amount of literature has also been written about the connection between moonlighting, another removal cognition, and turnover. However, the observed evidence of job attitudes toward moonlighting (more precisely, job satisfaction and organisational commitment) is scant, and in light of virtual work arrangements that make it possible for online moonlighting and platform working in industry 4.0, focused investigations are needed.

According to **Adelugba, Iyabode.A, in 2020**, The study found that while academic personnels moonlight more recurrently than medical professionals, it has a favourable and significant impact on job satisfaction. In the study's conclusion, it was recommended that administration of hospitals and universities build human resources management techniques that have the potential to satiate their staff members in order to uplift their obligation to their main responsibilities and assignments. In this approach, academic workers and medical professionals will be much less likely to moonlight. Based on the results, the study came to the conclusion that working a second job had a considerable negative impact on job satisfaction, with academic staff in Southwest Nigeria having a higher rate of moonlighters than medical practitioners.

On the basis of the review of literature. We have observed that there are the following contributions of this paper in further research.

1. Overall concept of moonlighting has been covered since its inception.
2. Different aspects of moonlighting techniques are detailed.
3. These aspects weren't covered in any surveys. Comprehensive analysis of the impacts and problems of moonlighting is provided.

Research Methodology

Different sectors of moonlighting

• Teaching moonlighting

The improved motivation to air for a second job in addition to the first eternal position may have an abrupt influence on these teachers. As a result, they carry out imperative work to advance knowledge, skills, and attitudes. Every erudition hour has an effect on thousands of pupils, hence it's perilous to comprehend how content teachers are at work. Concerning the amount of time consumed on their duties, instructors have substantial experience. With budget cuts, limited resources, enlarged transparency, and larger class sizes, college professors are beneath more compression than ever to deliver. For the adjunct faculty at public universities, skills and credentials encompass far beyond the classroom. The authorised faculty's main objective is to yield knowledgeable and skilled workers. In order to achieve the effective results, the objective of investigation will be met. Due to the increasing pattern of competition in the national and worldwide markets, the emphasis on quality has multiplied. Academics also have less control over their work and a greater emphasis is placed on money generation and autonomy, both of which are under threat. Teachers feel more at ease with their independence of instruction if they feel that teaching at their departments is valued.

- **Artists moonlighting**

The concurrent employment of artists in some non-art “business” labour in addition to their “art” profession is a specific kind of moonlighting. In general, artists work regular hours in a non-art “financial” job through consistent business hours (often during the day) and are hired outside of regular business hours for creative performance. This is a certain kind of side work achieved by those who fall under the term “artists.” Artists are people who are devoted to creating art, take pride in their work, and recognise its value. The variables essential to influence someone to moonlight either through part-time employment or through unauthorized and illegal labour may vary from those required to persuade somebody to moonlight concluded as regular employment.

- **Home moonlighting**

The third type of moonlighting—often stated to be “do-it-yourself”—amplified freedom has given rise to everything from furniture painting to actual home construction. This signifies a reverse of the long-term bent towards differentiation and the division of work in a growing society. The low-paying, part-time farmer who commutes to an industrial job is an example of a home side worker. Even though he hardly qualifies as a farmer, he does make some of his living from the land and can sell some of it. As a result, he is working a second job to supplement his income.

- **Psychiatric moonlighting**

Incentives for “moonlighting” are succeeded to ensure that they do not clash with these intentions in order to afford excellent psychiatric training and high calibre controlled clinical treatment during practice. People who are in good standing are granted the desire to work after hours. Moonlighting or remediation is not a crime for those on probation. Activities that entail a resident to undertake a noteworthy level of risk, known as “moonlighting,” will not be permitted since they are seen to position a significant menace to their ability to carry out their educational and other responsibilities as residents.

Motivations that Lead to Moonlighting

Observing the phenomenon of moonlighting, various causes had been observed. Such as:

People do not find the primary source of earning to fulfil their household needs. Laws leading to working hours, short-term employment agreements at times of low economic demand, or the absence of a minimum wage may have an influence on the total earnings in primary employment. Financial adversities for the person or his or her household, including paid workers who do not experience time restraints at work but whose pay falls short of their target income, may develop worse as a result of this circumstance. Hence

it is known as financial motivation (Pouliakas, Konstantinos, 2017).

Employees who are concerned about losing their primary position could take up a second job to hedge against that risk and provide themselves additional options for remaining in the labour market. When faced with unpleasant financial circumstances, some people decide to work a second job instead of setting aside money for a safety net. IT professionals may decide to take on a different position in order to develop new abilities that will help them go into a different line of employment. In order to increase people’s chances of shifting occupations, SJ can help them change jobs or act as a productive incubator for entrepreneurial activities. This concept places more emphasis on the investing than the consuming side of moonlighting.

According to the notion of hours restrictions, there will be a negative correlation between an employee’s primary job earnings and their desire to take on additional work. The varied employment motive, on the other hand, recognises that people could decide to start a side business for reasons unrelated to the hours or salary of their principal job. The early study on secondary job hours supported the hours-constraint motive since it was discovered that the number of hours worked and earnings in primary employment were inversely related to the number of hours worked and earnings in secondary occupations (Pouliakas, Konstantinos, 2017).

Employees who take on a second job because of time constraints at their primary work should moonlight for less time than those who do so for intrinsically fulfilling, non-financial reasons. In fact, the usual approach based on hourly restrictions is unable to take into account the fact that employees have the ability to move on from challenges in their primary job over time by looking for a new one. This casts doubt on the claim that the SJ can be explained solely in terms of time constraints. There is no proof to back up the notion that employees might moonlight to hedge against job insecurity at their primary occupation (Dr. A.Shaji George, 2022)

How To Deal With Moonlighting

For a variety of reasons, including overtime, layoffs, and moonlighting, an individual might covertly hold two jobs. This employee intentionally overcharged others in an effort to protect himself. However, occasionally the employer’s interests may be at odds with this (Anushruti, et al, 2022). For the reason that moonlighting causes high turnover rates, many businesses suffer. The biggest issue right now is catching and identifying the double agents. Businesses also encourage a trust- and distance-based workplace culture. Above all, business owners need to comprehend that in unpredictably turbulent times, moral standards shift and the workplace becomes chaotic. Or they could implement fresh aspects of



this culture at work. Incorporated is moonlighting as well. However, businesses must enhance their workplace cultures (Baker & Company, 2022).

To achieve this, policies or methods might be implemented in order to create positions that people desire to fill. Happy workers are more efficient. Additionally, many businesses deploy software to keep track of employee activities and find data breaches. This is yet another approach to get around the risks of moonlighting. For instance, some employers have a language in their employment contracts that states an employee may not, under any circumstances, engage in any honorific or other activity, profession, occupation, or employment, either personally or through his agent as a written approval from management. Additionally, prepare to conduct a number of assessments to spot warning signs regarding staff engagement and productivity. ensuring that all employees are engaged and motivated by using several evaluation platforms (Employment standard act, 2000).

On the other side, businesses frequently struggle to control their workers' actions, let alone enact laws that forbid moonlighting. A common misconception among workers is that if their boss doesn't like their employment, so be it. They'll carry it out elsewhere. There is no way to keep them in check (Dr.A.Shaji George, 2022). In order to bind their personnel, human resources create more policies. Organizations can be somewhat self-centred, which can be dangerous. Yes, HR regulations should set up strict rules for information disclosure and the disclosure of any trade secrets. More importantly, there should not be a law or policy that forbids moonlighting because it has become the new standard. The lack of IT talent will only increase productivity in this situation. Instead of just one company, it will help both. However, there are risks for part-time employees as well. They might be fired in specific circumstances, and businesses might file lawsuits against them. When an employee does two jobs at once, burnout is also more prone to happen. They frequently experience stress and exhaustion, which is not unusual. It might cause expensive errors and work less efficiently. When employees convert their desires into lucrative side gigs or side businesses, employers typically don't disagree. If things go worse, there can be a conflict of interest between the employer and the employee. It is crucial for companies to be open and honest with workers who engage in side businesses because they are becoming the norm. (Baker & Company, 2022)

Summary and Recommendations

For persons with restricted income or hours at their primary employment, additional money from a side job can be a crucial source of financial security. A positive correlation between SJ and later career opportunities results from significant human capital spillover effects between primary and secondary jobs. SJ gives people a way to develop new knowledge and abilities that can be utilised as a springboard for various professional paths, including self-employment.

People are more likely to entirely shift jobs and have a different sort of employment in their subsequent major job if they choose a different profession for their second job than for their first job. Having a second job may be associated with greater physical and mental stress or exposure to unsafe or unofficial working conditions, especially in less developed economies, even though SJ is probably a symptom of broader struggles for low-income IT workers to maintain a respectable standard of living with a single job. Generally speaking, policy intervention may not be required; but, in situations where market failures may call for some action, policy solutions must be carefully designed to take into consideration the SJ's underlying conditions and motivations. For instance, the government could concentrate on preventing unreported employment, defending lower-threshold wage levels, and ensuring that health and safety regulations are adhered to when SJ work is performed on the periphery of the IT sector (Pouliakas, Konstantinos, 2017).

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Reviewers Memorandum



Reviewer's Comment 1: Moonlighting is a fascinating and informative article that sheds light on a practice that is becoming increasingly common in today's workforce. Due to remote work and inflation, some employees have started doing second jobs to supplement their income or to supplement their spending money. The author presents a comprehensive analysis of the concept of moonlighting, its causes, types, effects, and implications.

Reviewer's Comment 2: What sets this article apart is its theme and balanced approach to the subject. The author acknowledges the inception and reasons behind Moonlighting. They also explained both the benefits and drawbacks of moonlighting, and provided a nuanced perspective on the practice. Additionally, the article is well-researched, drawing on a wide range of sources to provide a comprehensive overview of the topic.

Reviewer's Comment 3: The strengths of the article is its relevance to contemporary issues in the job market. With the rise of the gig economy and the prevalence of non-traditional work arrangements, moonlighting has become an increasingly common phenomenon. The author does an excellent job of contextualizing the practice within these broader trends.



Akanksha Bajpai and Nidhi Nirwan
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Conflict of Interest: Author of a Paper had no conflict neither financially nor academically.

Editorial Excerpt



The article has 03% of plagiarism which is the accepted percentage as per the norms and standards of the journal for publication. As per the editorial board's observations and blind reviewers' remarks the paper had some minor revisions which were communicated on a timely basis to the authors (Akanksha Bajpai and Nidhi Nirwan), and accordingly, all the corrections had been incorporated as and when directed and required to do so. The comments related to this manuscript are noticeably related to the theme "**A systematic literature review on moonlighting**" both subject-wise and research-wise. Moonlighting has become an increasingly common phenomenon in today's workforce, and this article provides an insightful analysis of its implications for both employees and employers. The author does an excellent job of exploring the reasons why individuals might choose to work multiple jobs, as well as the potential benefits and drawbacks of this practice. Overall, this article is a valuable contribution to the conversation around moonlighting. After comprehensive reviews and the editorial board's remarks, the manuscript has been categorized and decided to publish under the "**Review of Literature**" category.

Acknowledgement



The acknowledgment section is an essential part of all academic research papers. It provides appropriate recognition to all contributors for their hard work and effort taken while writing a paper. The data presented and analyzed in this paper by (Akanksha and Nidhi) were collected first handily and wherever it has been taken the proper acknowledgment and endorsement depicts. The authors are highly indebted to others who facilitated accomplishing the research. Last but not least, endorse all reviewers and editors of GJEIS in publishing in the present issue.

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