# MOONLIGHTING OF EMPLOYEES BASED IN HYDERABAD CITY- A DISCUSSION

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## Abstract

*This paper explores about theoritical concept of moonlighting and the purpose of moonlighting, studies says that it occurs for financial reasons such as better pay packs, good incomes , big bucks, etc., focus group discussion with employees of some companies based at Hyderabad has been conducted to understand the phenomenon of employees based at Hyderabad city. It is understood as an evasion method aligned with the uncertainty of the future, as a way to gasp the available opportunities, for networking, for improvement of their capacity, and for better performance and enrich. Apart from this it increases the risk of burnout and reduces the duration of quality time with the family. This study has impact on role of employe  and their quality of life as well.*

*Keywords: moonlighting, employees, pay packs, uncertainty quality of life*

## Introduction

Today employees have to be agile, multi-skilled, and ready to survive in the uncertain, complex, and ever-changing workplace climate. Earlier days getting a job ws little easy compared to the present day scenario where job needs qualifications, skill set, knowledge, hands on experience, good pay pack etc.,  When someone had a job, he or she was most likely expected to show loyalty through long-term commitment. Downsizing, restructuring, and laying off the employees have become the norm in the present day due to changes in the dynamic environment organizations need to sustain with resources( financial, technological human and natural) adjust with the external forces, competition and  take competitive advantage of the opportunities in the market.  HR plays a pivotal role. Sustaining human resources is an important task.

These days in the uncertain, complex, and ever-changing workplace climate, employees have to be agile, multi-skilled, and ready to survive. Earlier it was less competitive to get a job compared to the present day scenario where job needs qualifications, skill set, knowledge, hands on experience, good pay pack etc., When someone had a job, employee was most likely expected to show loyalty through long-term commitment. Downsizing, restructuring, and laying off the employees have become the norm in the present day due to dynamic environment of organizations need to sustain with resources( financial, technological human and natural) adjust with the external forces, competitiveness in the market. Dimension of HR plays a crucial role. Sustaining the human resources is an important task.

## Review of Literature

**Nunoo, Darfor, Koomson, and Arthur (2016)** explained the impact of employment security on the workers' moonlighting behavior in Ghana. They described that increased security of employment for people with a single job enhanced the likelihood of the decrease in moonlighting. However,  the people who had two or more jobs had an increased level of more moonlighting behavior.

**Husain (2014)** defined moonlighting as "having a second job, part time or full time in nature, in addition to a primary full-time job". The job may or may not have resemblance with the first one. It may be temporary or permanent.

**Sangwan (2014)** the authors mentioned that moonlighting refers specifically to a professor ( full time teaching position) teaching concurrently in more than one university. He conducted the study on professor at  Christian university, despite his or her highest academic degree or ranking.

**Banerjee (2012)** described Moonlighting is  an employee's tendency to work with two different companies at the same time. To work in both the companies, they divide their work on the basis of day and night.

**Patricia Lotich (2010) explained** there are many advantages and disadvantages of employee moonlighting for both the employee and the employer. Because of it distresses the performance of organization, employers need to prevent employee moonlighting. Due to moonlighting the number of employee sick leaves taken increases and also starts stealing confidential information.

**Betts (2006)** classifies them into economical approaches and dispositional approaches. Economic view point considers moonlighting mainly as a source of income. Dispositional approaches propose that there is more likeliness to moonlighting than financial necessity. The first dispositional framework was the theory of deprivation. Moonlighters are considered economically and socially deprived. The second dispositional framework is the aspiration theory. Moonlighters are considered as special people with higher aspirations and more energy.
It is a more positive view compared to the deprivation theory. Betts argues that it led to more support than the deprivation theory.

**Research Methodology**
In common pursuance research Methodology refers to a search for knowledge in a scientific and systematic way for pursuant information on a specified topic.

**Type of Study:** descriptive

**Secondary data**

It is the data already existing, which has gone through some standard analysis. Under the secondary data, the company's annual reports, broachers, pamphlets, newspapers, journals and internet were taken into consideration.

**Reasons for the growth of moonlighting**

- Desire for increased income
- Interest in different job profile
- Lack of recognition and motivation by the employer
- Spare time for newly start-up business.

**Types of moonlighting**

First of all we need to discuss different types of moonlighting. Banerjee, 2012 discussed about Moonlighting, he said that moonlighting is divided into four different moons, which are known as: Blue moon, Quarter moon, Half-moon and Full moon.

**Blue moonlighting**: Most of the organizations have different performance appraisal procedures and cycle. They implement them according to their prescribed schedule (annually or half yearly). Reason being that, some of the employees are satisfied with their increment and some of them are not.Dissatisfied Employees with their increment, start looking for additional jobs for increased pay. Such type of effort is called as blue moonlighting .

**Quarter moonlighting:** Basic reason for quarter moonlighting is when an employee is not satisfied with their current salary and they search a part time job in which they work after their regular job for an additional income (Banerjee, 2012).

**Half moonlighting:** Many employees spend more than what they earn, imagine a luxurious life where they tend to, for them half moonlighting is necessary. Banerjee, (2012) explained when employee also want to save a sufficient amount of money for future, or to start business. This unsatisfied need motivates Such type of employee to spends 50% of their time working in a part time job; their second job, rather than their regular job .This type of moonlighting is called half moonlighting.

**Full moonlighting:** Influence by certain factors like family, friends, culture, and society provoke for such type of moonlighting. Sometimes these factors create mental pressure on individual's regarding the disparity in their earning and then they start to look for alternate source of income. Such forces motivate them to generate extra income from a different source by their own new venture or a full time secondary job.This is called full moonlighting (Banerjee, 2012).

As employees want to earn increased income moonlighting is beneficial. To get the motivation, status and satisfaction with their current job employees opt moonlighting.

**Reasons for moonlighting**

Moonlighting can be beneficial for employees as they earn increased income, motivation, status and their satisfaction with their current job increases.

- More income: Single income source will not sufficient for fulfilling their needs as such employees prefer to join either part-time job apart from regular job, to establish a new business for gaining more income.
- Test a challenge in diverse profile: when the new skill set/ knowledge is added employees would like to test in a different profile. if demand is there for such skill set/knowledge, employee faces.
- Motivational and recognition issues from employer side: This is the most prevailing scenario in the organizations, where employees lack motivational and recognition issues by the employer.
- Time Spent for new venture: employees prefer to partner in one of the startups or establish their own and concentrate more on it and just for being safe side they refer to work for an organization.

**Conclusions:**

HR policies must enhance their satisfaction at their existing job such like performance appraisal, awards, incentives, flexible timings, shift system, flexibility of place as work from anywhere, providing great work spaces and great employee experience with enrichment by being agile though a integrated organizational culture apart from monetary benefits etc. It also helps organizations retain their talented resources and sustain. Organizations must understand and analyse the reasons behind moonlighting and work towards their ambitions and personal growth not only just providing fringe benefits so that they may avoid moonlight. With these techniques the employees can be motivated towards their work and to satisfy their extra income need, monetary benefits can be increased. Instead of just performance appraisal it must be on competency mapping which would help them elevate their talents, help them get trained whenever there is any requirement can prevent moonlighting by providing proper recognition to employees. Job rotation may be another tactics to improve skills of an employee. Increased pay & recognition may also fulfill employee's esteem needs.

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