



EFFECT OF MOONLIGHTING ON WORK-LIFE BALANCE AND ITS IMPACT ON JOB PERFORMANCE

D Wilfred Jefferson¹, Dr.A.R.Nithya²

¹School of Management, Hindustan Institute of Technology and Science, Chennai.
jeffersonwilfred81@gmail.com

²Associate Professor, Hindustan Institute of Technology and Science, Chennai.
arnithya@hindustanuniv.ac.in

Article History: Received: 03.04.2023

Revised: 25.04.2023

Accepted: 15.05.2023

Abstract

Purpose

– The objective of the present study is to find out effect of moon lighting on work life balance and its impact on work performance

The study approaches Qualitative research using descriptive method.

Findings:

Four factors affecting moon lighting namely self, family, organization, job and its impact on job performance. It is noticed that job dedication, financial need satisfaction affects moonlighting and its impact on job satisfaction

Practical implications

– The practical implications are about giving information about the factors affecting moon lighting and its impact on job performance as career oriented as well as employee motivation oriented are discussed.

Originality/value: After initiating primary data collection and application of various tools the results of the study have been derived. Factors that need to be focused for the maintaining the relationship between moonlighting and work life balance and its impact on work performance.

Paper type: Empirical Research Paper

Key words: Moonlighting, Work-life balance, Multiple jobs, job performance.

INTRODUCTION:

In today's world Moonlighting, or engaging in additional employment outside of one's primary job, has become increasingly common. Many individuals take on second jobs to supplement their income or pursue their passion. Moonlighting refers to the practice of working a second job outside normal business hours. Therefore, an employee

may work a normal 9-to-5 job as a primary source of income but work nights at a different job in order to earn extra money. Moonlighters in Profile - These authors take into account not just the pure form of freelancing but also hybrid models where people have many occupations, combine freelancing with traditional work as an employee (moonlighters), or create their own firm with hired personnel

(entrepreneurs) (Divocky D 1978). However, moonlighting can also impact an individual's work-life balance, which refers to the equilibrium between personal and professional responsibilities. Who moonlights and why? Evidence from the SIPP - Limitations in the main job seem to be the most common of the possible motives, and side hustle alone is often not enough to raise household income to the level of the average household. (Kimmel J. & Conway S.K. 2001). Work-life balance refers to the level of prioritisation between personal and professional activities in an individual's life and the level to which activities related to their job are present in the home. Work-life balance teaches ways to manage both the different spheres of life by reducing the gap between professional and personal life so much that the dividing line almost disappears. This project aims to explore the effects of moonlighting on work-life balance. Specifically, it will analyse how moonlighting impacts an individual's ability to manage their time effectively, maintain relationships, and pursue hobbies or leisure activities. Additionally, the project will examine the potential benefits of moonlighting, such as increased financial stability and personal fulfilment. The study will conduct surveys and interviews with individuals who engage in moonlighting, and analyse existing research on the topic. The findings of this project will provide insights into the benefits and drawbacks of moonlighting and its impact on work-life balance. This information can be helpful for both individuals considering moonlighting and employers wanting to understand better how moonlighting affects their employees. Ultimately, the project aims to contribute to the ongoing discussion on work-life balance and provide recommendations for individuals and organizations to optimize their work-life balance.

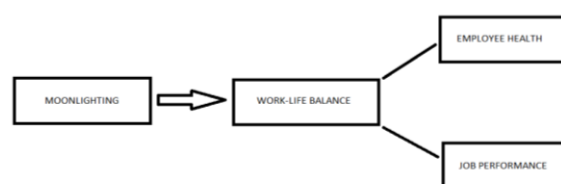
TRIGGER OF THE STUDY (Research Gap):

- While Previous studies have mostly focused on how a job impacts work-life balance. There is a need to study how moonlighting affects the work-life balance of the employees in an organization.
- Previous studies have mainly concentrated on the drawbacks of moonlighting, additional research is required to examine the effects of moonlighting on work-life balance in greater detail, taking into consideration both positive and negative results as well as identifying the potential influencing elements.

OBJECTIVES OF THE STUDY:

- To analyse the factors affecting moonlighting by the employees in the organisation.
- To examine the relationship between moonlighting and its influence on employee health and well-being.
- To analyse the relationship between moonlighting and work-life balance of the employees in the organisation.

RESEARCH MODEL:



REVIEW OF LITERATURE:

Ever more moonlighters - One way to look at moonlighting among educated individuals is to see how hard it is for them to land and hold good full-time jobs. On the other hand, educated individuals need to be better equipped to combine a number of part-time occupations into a full-time one (Cohen G.L. 1994). Teacher's moonlighting and its impact on their job performance in

Dares Salaam Region Secondary Schools - The literature showed that good and successful staff remaining in one job connotes job satisfaction of workers of a given organization. This was due to needs' satisfaction met by the employer (Consolata Mulokozi 2015). A study on the perception of moonlighting practices among the employees of public hospitals in Klang Valley - Based on the results of the quantitative technique, this study comes to the conclusion that integrating moonlighting in an organisation is a difficult issue for employers to comprehend and that it requires time. The findings of this study also demonstrate that personal and environmental factors had a favourable association and were crucial in influencing employees' participation in second jobs (Mohd. Zdikri Bin Md. Sahron & Aliza Binti Abu Hassim 2019). Urban, Male wage earners and moonlighting in Turkey - Because self-employed people have more flexibility in their work schedules than wage earners, the latter are less likely to maintain a second job. As a result, self-employed people are less likely to moonlight than those who make a living from wages (Nunoo J, Darfor KN, Koomson I, Arthur A 1995). Moonlighting: A harsh reality for many teachers - The fact that half of teachers may moonlight, or take a part-time job in addition to their primary position as instructors, has an impact on those occupations. Their capacity to work with other educators and their ability to teach on a regular basis are both hampered by moonlighting (Parham J. & Gorden S 2011). Characteristics of multiple jobholders - This study demonstrated that elite multiple jobholders were drawn to big, important employment that served larger goals or provided opportunities for self-realization and self-development, but they were suspicious of paid work organisations (Amirault, T 1997). Factors affecting residents' decisions to moonlight - The findings show that residents' primary motivation for moonlighting is economic, and that inhabitants moonlight more

frequently when given the chance. Furthermore, compared to residents with lower medical school debt, those with greater debt levels were considerably more likely to work a second job (Bazzoli, G. J., & Culler, S. D. 1986). Multiple Jobholding: An Integrative Systematic Review and Future Research Agenda - Motivation for skill development in MJH (i.e., opportunity) can protect against MJH's depleting components and ultimately lead to enrichment. Second, there has to be a great deal more research done on the MJH boundary conditions, especially with regard to the individual (e.g., gender, colour, and socioeconomic class) and the job (job type), as these are probably important determinants in the experiences and results of MJHers (Emily D Champion Brianna B Caza 2019). The corporate reaction to "moonlighting" - To maintain stability in upcoming professional encounters, it was stated that proper policies should be developed to integrate moonlighting practises with the mainstream (Davey, P. J., & Brown, J. K. 1970). An analysis of moonlighting in the IT industry and its effects- It is challenging to develop a single set of guidelines for dealing with employees who side gigs. Employees believe that the organisation has low morale and makes excessive profits (Shaji George, 2022). What is Moonlighting? What Are the Pros and Cons of Moonlighting? An individual who moonlights has unsolved ethical and legal problems in both fields. For example, Wipro and IBM view moonlighting as immoral, unlawful, and a grounds to fire an employee (Akshaya Daga 2022).

RESEARCH METHODOLOGY:

In this study, we have adopted a descriptive research design for exploring the effect of moonlighting on work-life balance and a sample size of 77 has been chosen by judgemental sampling have been adopted for the study. Sampling unit maximum number of samples have been selected from in and around Chennai area.

DEMOGRAPHIC VARIABLES:

Variables		Frequency	Percent
Gender	Male	47	61
	Female	30	39
Age	21-23	29	37.6
	24-27	20	26
	28-32	14	18.2
	More than 33	14	18.2
Employment status	Full-time employed + part-time employed	31	40.3
	Part-time employed + continuing college education.	18	23.4
	Family business + college goer.	13	16.9
	Business + private job.	15	19.5
Family type	Nuclear families	53	68.8
	Joint family	24	31.2

HYPOTHESIS TESTED:

H1: Factors affecting moonlighting of the employees in the organization.

H2: Effect of moonlighting on employee health condition in an organization.

H3: Effect of moonlighting on the work performance of the people in an organization.

DATA ANALYSIS AND INTERPRETATION:**RELIABILITY ANALYSIS:****Case Processing Summary**

	N	%
Valid	77	100.0
Cases Excluded ^a	0	.0
Total	77	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.868	26

INTERPRETATION:

In this reliability analysis we have used Cronbach's alpha method is used. The value of Cronbach's alpha value is 0.868 which is more than 0.5 which indicates the reliability of the instrument used in this study is reliable.

WEIGHTED AVERAGE ANALYSIS:Family factors**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
Family type	77	1	2	1.31	.466
Moonlighting affects my work-life balance.	77	1	5	2.18	1.010
How far does moonlighting affect your work-life balance?	77	1	4	2.29	.958
How satisfied are you with your overall work-life balance along with moonlighting?	77	1	5	2.32	.938
Moonlighting affects my family's quality time.	77	1	5	2.18	.956
I have noticed a decrease in the quality of interactions with my family and friends due to moonlighting.	77	1	5	2.12	1.013
Valid N (listwise)	77				

INTERPRETATION:

In the above analysis, the following factors were taken for weighted average analysis moonlighting affects my work-life balance, the level of moonlighting affecting work-life balance, how much they are satisfied with overall work-life balance along with moonlighting and the decrease in the quality of interactions with my family and friends due to moonlighting. These are all the factors that have been taken for family factors that affect moonlighting. In these family factors the most weighted variable is how much the respondents are satisfied with the overall work-life balance along

with moonlighting, the level of satisfaction about the respondent along with the moonlighting shows the highest mean value. So in this family factors the amount of satisfaction they are getting from their family life along with moonlighting is the most crucial factor in this weighted average analysis. In this analysis, the highest standard deviation value is contributed to decrease in the quality of interactions with my family and friends due to moonlighting it shows the highest deviating value, that is when moonlighting increases the quality of interaction is decreased with family, so when the quality of interaction is affected it also affects the employee well-being also.

Personal factors**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation	Variance
Moonlighting enhances my financial stability	77	1	4	1.91	.830	.689
Moonlighting enhances my economic status	77	1	5	1.94	.800	.640
Moonlighting affects my personal emotional well-being	77	1	5	2.26	1.105	1.221
Moonlighting leads to higher amount of stress	77	1	4	2.21	.964	.930
My mental well-being is affected due to moonlighting	77	1	5	2.16	1.065	1.133
Moonlighting affects my health condition	77	1	5	2.16	.974	.949
Lesser amount of attention paid to my personal life commitment due to moonlighting	77	1	5	2.03	.903	.815
Valid N (listwise)	77					

INTERPRETATION:

This analysis is to know the personal factors affecting moonlighting, the personal factors which respondents are affected by moonlighting are financial stability, economic status, personal emotional well-being, higher amount of stress, mental well-being, health condition and lesser amount of attention paid to my personal life commitment. In these family factors the

most weighted variable is 2.26 which is Moonlighting affects my personal emotional well-being, it says that their personal emotional well-being is affected due to moonlighting. The personal and emotional well-being also has the highest standard deviation, which means if there is even any small deviation it leads to the threat of the emotional well-being of the respondents.

Job factors**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
Moonlighting enhances the thirst for knowledge	77	1	5	2.39	1.041
Moonlighting helps to focus on career development	77	1	5	2.23	.916
I am enjoying moonlighting due to the extra monetary benefits.	77	1	5	2.08	1.097
Moonlighting makes my world green	77	1	5	2.52	.968
Overall, moonlighting enhances my social status	77	1	4	2.10	1.046
Valid N (listwise)	77				

INTERPRETATION:

In this weighted average analysis, the job factors which will be affected by moonlighting are thirst for knowledge, focus on career development, enjoying extra monetary benefits, making my world green and enhancing my social status, these are the variables taken for analysis. In these job factors, the most weighted variable is

moonlighting makes my world green, that is because along with moonlighting people might feel happy about their working life as they are getting extra monetary benefits due to moonlighting which makes their world green. The highest standard deviation value occurs with enhances the social status, that is supposed if there is any deviation in the moonlighting it leads to a severe impact on the social status of the respondents.

Organisational factors**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
How far do you agree moonlighting leads to an increase in workload?	77	1	5	1.97	.946
Moonlighting affects my primary job	77	1	4	2.25	1.015
Moonlighting affects my organizational commitment	77	1	5	2.39	1.137
Moonlighting affects my work dedication	77	1	5	2.47	1.095
Moonlighting affects my work engagement	77	1	5	2.34	1.021
Overall, moonlighting enhances my work performance	77	1	5	2.00	1.013
Valid N (listwise)	77				

INTERPRETATION:

In this weighted average analysis, sometimes due to moonlighting the organizational climate will be affected to the employees working in the organization. The factors used for analysis are moonlighting leads to an increase in workload, moonlighting affects my primary job, moonlighting affects my organizational commitment, moonlighting affects my work dedication, moonlighting affects my work engagement and moonlighting enhances my work performance, these are

all the factors used to measure the employee's efficiency in the organization climate. So in this analysis, the highest mean value falls on moonlighting affects the employee work dedication, that is when the moonlighting is getting increased by the employee it reflects on their work dedication. The highest standard deviation value is for moonlighting affects organizational commitment as the people are engaged with multiple numbers of jobs it leading to a decrease in organizational commitment.

REGRESSION ANALYSIS:**Model Summary^b**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.500 ^a	.250	.209	.901	1.757

a. Predictors: (Constant), Moonlighting affects my work dedication , How satisfied are you with your overall work-life balance along with moonlighting?, Moonlighting affects my personal emotional well-being , Moonlighting makes my world green

b. Dependent Variable: Overall, moonlighting enhances my work performance

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	19.517	4	4.879	6.007	.000 ^b
	Residual	58.483	72	.812		
	Total	78.000	76			

a. Dependent Variable: Overall, moonlighting enhances my work performance

b. Predictors: (Constant), Moonlighting affects my work dedication , How satisfied are you with your overall work-life balance along with moonlighting?, Moonlighting affects my personal emotional well-being , Moonlighting makes my world green

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.658	.427		1.540	.128
How satisfied are you with your overall work-life balance along with moonlighting?	-.017	.113	-.015	-.147	.883
Moonlighting affects my personal emotional well-being	-.140	.100	-.153	-1.400	.166
Moonlighting makes my world green	.367	.115	.351	3.205	.002
Moonlighting affects my work dedication	.313	.099	.339	3.149	.002

a. Dependent Variable: Overall, moonlighting enhances my work performance

INTERPRETATION:

In this regression analysis from the moral summary table, the “R” value denotes the relationship between the independent and dependent variables. Here the dependent variable is moonlighting enhances my work performance. The factors affecting the dependent variable are satisfaction level of overall work-life balance along with moonlighting, personal emotional well-being, moonlighting makes my world green and moonlighting affects my work dedication, these are the independent variables and the dependent variable is moonlighting enhances my work performance. The “R” value indicates the relationship between these two which is 0.5. It shows a positive correlation and the “R” square value is 25 %. The Independent

variable explains the relationship between the dependent variable it shows that the model of the summary is good, and the “F” value is significant so the model is fit for analysis. In the regression, we noticed that two variables had a significant inference on the dependent variable the variables are moonlighting makes people world green that is when people have a positive connotation about moonlighting and as well moonlighting affects their work dedication these variables have a considerable effect on employee work performance. Mahalanobis distance is calculated, the highest value of mahalanobis distance is 15 and the critical chi-square value is 9.236, so the mahalanobis value is higher than the chi-square value, and the normality condition of this variable is not higher.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.338 ^a	.114	.065	.942	1.919

a. Predictors: (Constant), Moonlighting affects my work dedication , How satisfied are you with your overall work-life balance along with moonlighting?, Moonlighting affects my personal emotional well-being , Moonlighting makes my world green

b. Dependent Variable: Moonlighting affects my health condition

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	8.258	4	2.064	2.327	.064 ^b
Residual	63.872	72	.887		
Total	72.130	76			

a. Dependent Variable: Moonlighting affects my health condition

b. Predictors: (Constant), Moonlighting affects my work dedication , How satisfied are you with your overall work-life balance along with moonlighting?, Moonlighting affects my personal emotional well-being , Moonlighting makes my world green

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.847	.447		4.137	.000
	How satisfied are you with your overall work-life balance along with moonlighting?	-.088	.118	-.084	-.742	.461
	Moonlighting affects my personal emotional well-being	-.084	.105	-.095	-.802	.425
	Moonlighting makes my world green	-.017	.120	-.017	-.140	.889
	Moonlighting affects my work dedication	.302	.104	.339	2.901	.005

a. Dependent Variable: Moonlighting affects my health condition

INTERPRETATION:

In this regression analysis, the “R” value is 0.3 which is a weak positive correlation existing between the dependent variable as well the independent variable. The independent variable that we have taken is the satisfaction level of overall work-life balance along with moonlighting, personal emotional well-being, moonlighting makes my world green and moonlighting affects my work dedication. The dependent variable is moonlighting affects their health condition. And the “R” square value is 11.4%, the independent variable explains the relationship and the “F” value is also not significant. Again only one variable is getting the influential relationship, that is moonlighting affects the work dedication. So when the work dedication is getting affected automatically it has an impact on employee health condition also that is the result we are getting out of this regression analysis.

PRACTICAL IMPLICATIONS:

In our study, we have taken factors affecting moonlighting and we have examined the relationship between moonlighting and work performance, moonlighting and the health condition of the employees. After doing the analysis we noticed that moonlighting has an influencing relationship with the variable moonlighting makes my world green and job performance. So when the employees are completely satisfied with their financial needs, they can improve their work performance without doing moonlighting. Again, when we are analyzing moonlighting with the health condition of the employee, work dedication is the influencing variable affecting the health condition of the employee. So when their financial need is not satisfied with the primary job, people are taking the secondary or second job for satisfying their financial need. Once the primary job is completely satisfied they will never ever go for moonlighting, they will avoid

moonlighting even if they are going for moonlighting that might be meant for their knowledge enrichment. So, the important point to be noted here is when the compensation packages are highly satisfied people might not think about going moonlighting. So, we are suggesting to the industries as well as to the people-oriented concern and the corporates by providing a suitable and sufficient amount of compensation it might reduce the work stress and we can improve the work dedication and the work performance also. In that way, we can save our employee's health condition also.

CONCLUSION:

The paper concludes that moonlighting, or working a second job in addition to a regular job, can have an effect on a person's work-life balance. The main factors affecting the moonlighting of employees in an organization are overall work-life balance along with moonlighting, personal emotional well-being, extra monetary benefits that make their world green and work dedication. When the employees are given good compensation by the organization the employees will be least considered about moonlighting, so even if they are going for moonlighting they will not do it for financial purposes they will do it only for knowledge enrichment. The paper suggests that people carefully consider the potential consequences of moonlighting and develop a strategy for balancing their personal and professional lives. This may involve setting limits, prioritizing self-care, and seeking help from family and friends. Overall, maintaining a healthy work-life balance is important for long-term success and well-being.

REFERENCES:

- Divocky D. Moonlighters in Profile. Learning. 1978;42-3.
- George AS, George AH. A Review of Moonlighting in the IT Sector And its Impact. Partners Universal International Research Journal. 2022 Sep 29;1(3):64-73.
- Cohen GL. Ever more moonlighters. Perspectives on labour and income. 1994;6(3):31-8.
- Mulokozi C. Teachers' Moonlighting and its Impact on their Job Performance in Dar es Salaam Region Secondary Schools (Doctoral dissertation, The Open University Of Tanzania).
- Kimmel J, Smith Conway K. Who moonlights and why? Evidence from the SIPP. Industrial Relations: A Journal of Economy and Society. 2001 Jan;40(1):89-120.
- Md Sabron MZ, Abu Hassim A. A study on the perception of moonlighting practices among the employees of public hospitals in Klang Valley. Journal of Administrative Science. 2018;15(3).
- Nunoo J, Darfor KN, Koomson I, Arthur A. Employment security and workers' moonlighting behavior in Ghana. Journal of Economic Studies. 2018 Jan 8;45(1):144-55.
- Timothy VL, Nkwama S. Moonlighting among teachers in urban Tanzania: A survey of public primary schools in Ilala District. Cogent Education. 2017 Jan 1;4(1):1334434.
- bin Md Sabron MZ, binti Ahmad Y. The Moderating Effect of Moonlighting on The Relationship between Self Efficacy and Job Performance Among Female Staff at Klang Valley Public Hospital. International Journal for Studies on Children, Women, Elderly and Disabled. 2017;2:100-7.
- Blair EJ, editor. By the light of the silvery moon: Teacher moonlighting and the dark side of teachers' work. Myers Education Press; 2018 Jun 13.
- Campion, Emily & Caza, Brianna & Moss, Sherry. (2019). Multiple Jobholding: An Integrative Systematic Review and Future Research Agenda. Journal of Management. 46. 014920631988275. 10.1177/0149206319882756.
- Davey PJ, Brown JK. CORPORATE REACTION TO MOONLIGHTING. Inconference Board Record 1970 Jan 1 (Vol. 7, No. 6, pp. 31-35). 845 THIRD AVE, NEW YORK, NY 10022: CONFERENCE BOARD INC.
- <https://www.tutorialspoint.com/what-is-moonlighting-what-are-the-pros-and-cons-of-moonlighting>