



# IMPACT OF MOONLIGHTING ON ORGANISATIONAL ENGAGEMENT IN REFERENCE TO CHENNAI CITY

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## Abstract

Moonlighting is the practice of doing a second job in addition to one's normal job. Employees are increasingly moonlighting, or taking on additional paid work outside of their principal job, in recent years. While this practice has grown in popularity among employees, it has caused worries among employers, who believe it would have a negative influence on productivity, security, and morale. This phenomenon has the potential to have a substantial impact on an individual's degree of engagement with their primary employer as well as the organization as a whole. Through a thorough evaluation of relevant research, this abstract investigates the impact of moonlighting on organizational involvement. The review focuses on the potential negative effects of moonlighting, such as lower productivity, higher stress and burnout, and less devotion to principal employment. The review does, however, suggest that moonlighting can have a positive impact on organizational involvement, such as greater job satisfaction and skill development. The purpose of this study is to investigate the phenomenon of moonlighting, its causes, and its impact on organizations, as well as potential mitigation techniques. The findings of this analysis offer valuable insights for employers and employees considering moonlighting, indicating that, while there are hazards involved, moonlighting can also give chances for personal and professional advancement. The work is based on a thorough review of the pertinent literature, which includes scholarly publications, books, and reports.

**KEY WORDS:** Moonlighting, employee commitment, job satisfaction, work life balance, productivity, employee morale, conflict of interest, organisational policies.

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## INTRODUCTION

The practice of an employee doing a second job in addition to their normal job is known as moonlighting. With the growth of the gig economy and the rising demand for additional money among employees, this practice has grown more and more widespread. Even though working a second job can be advantageous for employees, employers worry that it could have a detrimental influence on staff morale,

productivity, and security. This essay looks at the problem of moonlighting, its causes, how it affects businesses, and potential solutions to lessen its damaging consequences.

Moonlighting refers to a side job in addition to one's primary employment. In moonlighting, often such side jobs are taken by employees in secret, without informing the employer.

Moonlighting can have an impact on organizational involvement in both positive and bad ways. On the one hand, moonlighting can give people extra revenue as well as abilities that they can apply to their principal employment. Moonlighting, on the other hand, might result in conflicts of interest, diminished productivity, and decreased organizational commitment.

Employee engagement is a workplace approach resulting in the right conditions for all members of an organisation to give of their best each day, committed to their organisation's goals and values, motivated to contribute to organisational success, with an enhanced sense of their own well-being.

Moonlighting can improve organizational engagement by offering employees extra cash and skills that they can apply to their primary job. For example, an employee who works as a freelance writer on the side may learn new writing styles and technologies that they might apply to their primary job as a marketer. Furthermore, by allowing individuals to follow their passions and interests outside of their regular employment, moonlighting might make them feel more engaged with their work.

Moonlighting, on the other hand, might have a detrimental impact on organizational involvement. Employees who are involved in various business initiatives may become distracted and less productive at their primary work. Furthermore, if an employee's side hustles interfere with their principal job, it can lead to conflicts of interest, decreased job satisfaction, and decreased commitment to the organization.

Overall, the influence of moonlighting on organizational engagement is determined by a number of elements, including the employee's motive for moonlighting, the nature of the moonlighting activity, and the organization's moonlighting policy and culture. While moonlighting can have both beneficial and negative consequences, organizations must carefully weigh the risks and rewards before determining whether to

allow or limit moonlighting among their staff.

### OBJECTIVES OF THE STUDY

- To analyse the factors that causes moonlighting in IT industry.
- To assess the moonlighting impact on job performance of the employees in the organization.
- To study the relationship between moonlighting and organizational commitment.

### REVIEW OF LITERATURE

This essay aims to investigate the effects of moonlighting practises on the job satisfaction of professors at public universities in Punjab and the Federal Capital. Four criteria, including additional money, blocked promotion, skill variety, and professional autonomy, were examined in order to pinpoint the causes of moonlighting among university professors. Overall, the study's main conclusions showed that moonlighting has a considerable impact on employment. (Ara, K., & Akbar, A. (2016). Moonlighting is seen as employees working numerous jobs or in two different careers. According to research, employees of public authorities frequently worked second jobs. However, the behavior component has little bearing on whether employees work more hours. (Md Sabron, M. Z., & Abu Hassim, A. (2018). This study was carried out to determine the effects of teachers' side jobs on their performance at work at secondary schools in the Dar es Salaam region. The survey also reveals that the factors that led to instructors moonlighting were low pay, a lack of incentives, extended family, the implementation of double sessions, and a significant demand for teachers. The study's findings also show that teachers' job performance in Dar es Salaam is impacted by doing second jobs. (Mulokozi, C. (2015). Using data from a statewide survey of US teachers performed in the middle of

the 1980s, the causes and effects of teacher moonlighting are examined. Moonlighting teachers don't seem to neglect their students when it comes to planning classes, marking papers, or giving assignments, though. (Ballou, D. (1995). This study addresses the moderating effects of demographic factors while examining the consequences of shift work on shift employees' employment, health, family, and social lives. The type of job and gender do appear to be mitigating factors. The type of job and gender do appear to be mitigating factors. Discussions also include the literary contributions and application implications. (Shen, J., & Dicker, B. (2008). This study seeks to understand how job happiness affects intentions to moonlight and how organisational commitment mediates this relationship. The findings revealed that organisational commitment mediates the association between job satisfaction and intentions to moonlight, and that organisational commitment is significantly influenced by job satisfaction. (Choudhary, V., & Saini, G. (2021). This study evaluated the effects of calling up reservists in the U.S. Army following the September 11, 2001, terrorist attacks. Particularly, upon activation and deployment to defend our nation, reservists require more predictability and the necessary organisational circumstances (i.e., appropriate workload levels and equipment). (Stetz, M. C., Castro, C. A., & Bliese, P. D. (2007). This study examines how job security affects moonlighting in Ghana in order to influence employment policy. The study indicated that people with a single job are less likely to moonlight (-0.03) as employment stability increases. This study clarifies the significance of employment security within the framework of numerous job holdings as a coping mechanism in Ghana, a crucial subject considering the challenging economic circumstances in the nation. (Nunoo, J., Darfor, K. N., Koomson, I., & Arthur, A. (2018). Data from nine OECD nations are combined to generate variation in overtime

rates. I discover that reducing the typical workday improves the likelihood of moonlighting. While the likelihood of moonlighting is uncertainly impacted by the overtime payment, this is not the case for working overtime. This is a sample of the content you may access by subscribing. (Renna, F. (2006). The Russian Longitudinal Monitoring Survey (RLMS) is used in this study to investigate the dynamics of part-time employment among people of working age. We discover that moonlighting is transient and that a past intention to change employment is positively correlated with moonlighting today and with real job transitions in the future. (Guariglia, A., & Kim, B. Y. (2006). The focus of this review article is mostly on employee moonlighting principles, trends, advantages and disadvantages of holding several jobs, and common motivations for employee moonlighting. After a theoretical assessment, the pertinent pieces of literature were condensed under correctly arranged headings and subheadings. Finally, this review paper suggests interesting research directions for the issue for interested scholars. (Misganu, G., Ayenew, Z., & Lemi, K. (2022).

## METHODOLOGY

### RESEARCH DESIGN:

In this study, the descriptive research design was employed. A qualitative research was conducted for analysing the impact of moonlighting in organisational engagement in IT industry Primary data was collected through an online structured questionnaire which contained closed-ended questions, prepared with the help of Google Forms. Sample size is 140 respondents. Statistical Package for the Social Sciences (SPSS) was used for the data examination and interpretation. Simple statistical tools are used WEIGHTED AVERAGE, ANOVA, REGRESSION and CORRELATION ANALYSIS.

**DEMOGRAPHIC VARIABLES:**

<b>VARIABLE</b>	<b>FREQUENCY</b>	<b>PERCENT</b>
<b>AGE</b>		
19-23 years	33	2.9
24-28 years	59	5.2
29-35 years	30	2.7
above 35	18	1.6
<b>GENDER</b>		
male	81	7.2
female	59	5.2
<b>MARITAL STATUS</b>		
unmarried	36	3.2
married	104	9.2
<b>EDUCATIONAL QUALIFICATION</b>		
diploma	4	.4
under graduate	55	4.9
post graduate	60	5.3
doctorate	21	1.9
<b>ANNUAL INCOME</b>		
3L-5L	56	5.0
5L-7L	35	3.1
7L-9L	19	1.7
10L & Above	30	2.7
<b>TYPE OF FAMILY</b>		
nuclear families	70	6.2
joint family	70	6.2
<b>FAMILY SIZE</b>		
1-4 members	65	5.8
4-8 members	34	3.0
more than 8 members	41	3.6

**HYPOTHESIS TESTED:**

H1: To study the factors affecting moonlighting in IT industry

H2: To analyze the relationship between Moonlighting and organizational commitment

H3: To analyze the relationship between Moonlighting and job performance

**DATA ANALYSIS AND INTERPRETATION:****Analysis using REGRESSION ANALYSIS:****Table 2.1**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.753 <sup>a</sup>	.566	.550	.862

**INTERPRETATION:**

In the above regression analysis, from the table of correlation it is found that the R value is 0.753 which indicates the highly

positive correlation existing between dependent and independent variables and the R<sup>2</sup> value is 56.6 and 56% the independent variable explains about the relationship between dependent variable.

**Analysis using ANOVA<sup>a</sup>****Table 3.1**

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	130.013	5	26.003	35.008	.000 <sup>b</sup>
Residual	99.530	134	.743		
Total	229.543	139			

**INTERPRETATION:**

From the above table it is found that the F

value is 35.008 and its associated p value is 0.000 which is less than 0.05 that indicates model is fit for analysis.

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.172	.207		.831	.407
How far will you agree that moonlighting has made any changes in the confidence level ?	.059	.127	.060	.466	.642
How far will you agree that your moonlighting has a negative impact on your personal relationships ?	.612	.128	.615	4.770	.000

I Have ever shared casual information belonging to this organization with your moonlighting clients/customers?	.120	.117	.122	1.020	.310
How far will you agree that moonlighting has affected your work life balance?	-.050	.153	-.052	-.326	.745
How far will you agree that moonlighting helps in improving my skill development?	.038	.124	.040	.310	.757

In this regression analysis, the independent variables taken for analysis are moonlighting has made any changes in the confidence level, moonlighting has a negative impact on your personal relationships, employees sharing

the casual information about their organization to the other clients and customers, moonlighting has affected your work life balance, and moonlighting helps in improving my skill development with the dependent variable moonlighting improves my organizational commitment

**Table 2.2**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.923 <sup>a</sup>	.851	.846	.513

**INTERPRETATION:**

In the above regression analysis, from the table of correlation it is found that the R value is .923 which indicates the highly positive

correlation between dependent and independent variables and the R<sup>2</sup> value is .851 and 85.1% the independent variable explains about the relationship between dependent variable.

**Table 3.2**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	201.841	5	40.368	153.232	.000 <sup>b</sup>
Residual	35.302	134	.263		
Total	237.143	139			

**INTERPRETATION:**

From the above table it is found that the F

value is 153.232 and its associated p value is 0.000 which is less than 0.05 that indicates model is fit for analysis.

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-.004	.123		-.036	.972
How far will you agree that moonlighting has made any changes in the confidence level ?	.254	.075	.254	3.361	.001
How far will you agree that your moonlighting has a negative impact on your personal relationships ?	.160	.076	.158	2.094	.038
I Have ever shared casual information belonging to this organization with your moonlighting clients/customers?	.355	.070	.355	5.081	.000
How far will you agree that moonlighting has affected your work life balance?	.011	.091	.011	.116	.908
How far will you agree that moonlighting helps in improving my skill development?	.216	.074	.222	2.930	.004

Dependent Variable: How far will you 4 that moonlighting improves my performance management?

In this regression analysis, the independent variables taken for analysis are moonlighting has made any changes in the confidence level, moonlighting has a

negative impact on your personal relationships, employees sharing the casual information about their organization to the other clients and customers, moonlighting has affected your work life balance, and moonlighting helps in improving my skill development with the dependent variable moonlighting improves my performance management.

**Table 2.3**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.925 <sup>a</sup>	.856	.851	.522

**INTERPRETATION:**

In the above regression analysis, from the table of correlation it is found that the R value is

.925 which indicates the highly positive

correlation between the dependent and independent variable and the R<sup>2</sup> value is .856 and 85.6% the independent variable explains about the relationship between dependent variable.

**Table 3.3**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	216.520	5	43.304	159.190	.000 <sup>b</sup>
	Residual	36.452	134	.272		
	Total	252.971	139			

**INTERPRETATION:**

From the above table it is found that the F value is 159.190 and its associated p value is 0.000 which is less than 0.05 that indicates model is fit for analysis.

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-.102	.125		-.815	.417
How far will you agree that moonlighting has made any changes in the confidence level ?	.638	.077	.620	8.320	.000
How far will you agree that your moonlighting has a negative impact on your personal relationships ?	-.227	.078	-.217	-2.919	.004
I Have ever shared casual information belonging to this organization with your moonlighting clients/customers?	.117	.071	.113	1.646	.102
How far will you agree that moonlighting has affected your work life balance?	-.046	.092	-.046	-.494	.622
How far will you agree that moonlighting helps in improving my skill development?	.074	.075	.074	.993	.322

a. Dependent Variable: How far will you agree that organizational commitment gets improved due to moonlighting ?

In this regression analysis, the independent variables taken for analysis are moonlighting has made any changes in the confidence level, moonlighting has a negative impact on your personal relationships, employees sharing the casual information about their organization to the other clients and customers, moonlighting has affected your work life balance, and moonlighting helps in improving my skill development with the dependent variable moonlighting improves my organizational commitment.

**CONCLUSION:**

Moonlighting, or having a second job while employed at a primary job, can have both positive and negative impacts on

organizations. On the positive side, moonlighting can provide employees with additional income and a sense of fulfillment, which can lead to increased motivation and productivity. Additionally, employees who are able to pursue their passions and interests outside of work may feel more engaged and committed to their primary job.

However, there are also potential negative impacts to consider. Moonlighting can lead to conflicts of interest and reduced loyalty to the organization, particularly if an employee's secondary job is in the same industry as their primary job. It can also lead to fatigue and reduced performance if the employee is not able to balance their workload effectively.

Ultimately, whether moonlighting is beneficial or detrimental to an organization will depend on a variety of factors, including the nature of the work being done, the individual employee's motivations and goals, and the policies and guidelines put in place by the organization to manage moonlighting. It is important for organizations to carefully consider the potential impacts of moonlighting and develop appropriate strategies to manage it in order to maximize the benefits while minimizing the risks.

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