Moonlighting Intentions of Middle Level Employees
of Selected IT Companies

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Abstract

Multiple-job holding is increased particularly in recent days. This phenomenon is more prevalent in IT companies because of the flexible working hours and work from home options offered by most of them. In this article, the authors examine drivers of multiple-job holding and its association with the demographic profile of IT professionals. The authors have examined the intentions for moonlighting and have suggested an empirical model. And an individual's engaged in a second job either for financial or for non-pecuniary motives. Our results contribute to a better understanding of multiple-job holding. We find that multiple-job holding is used by individuals as a way to deal with the financial problems or the increased financial obligations in their family and to satisfy the non-pecuniary priorities in their modern life. To test the significance, primary data has been collected by the reliability tested questionnaire is used as the instrument. Convenient sampling is the technique used to draw the samples from the population. This article finally resulted that the employees can spend time on their second job according to their free time but not under their motives. Finally their pecuniary and non-pecuniary motives and their total hours spend in their second job might be the deciding factor of moonlighting types and its extent.

Key Words: Moonlighting, multiple job holding, part time job, quarter moonlighting, half-moon lighting and full moon lighting.
1. Introduction

In the recent days the human resource management arena is emerging very fast and introducing customized working style in an organization and even in lifestyle. Due to flexible working hours and work from home options in IT field, the employee’s take initiatives to do the moonlighting for the various personal reasons and needs. The term “moonlighting” refers to a person who works a primary job but also works a secondary job on the side. People traditionally moonlight to earn extra money. It is an act of employee of doing more than one job, in the practice of moonlighting employee might separate his/ her interest from the main job. From this study the author attempts to identify the drivers of moonlighting, to analyze the association between these drivers and the demographic profile of IT employees and to assess the extent of moonlighting among IT employees.

Human activity is the foremost conventional factor and it is essential to run an organization in a smooth manner. Innovative concepts are evolving day by day so as the employee working style and culture has been changed. There is a hard-hitting competition for the survival of the fittest everywhere in the globe. Expenses of the human and their motives of earning are also have changed and we have to act in accordance to the personal needs. Those who refuse to change will remain in the same position and have to accept defeat. For most of us one job is enough. But for some others, it hardly pays the bills and people take hold of a second job or even a third job just to get the monetary and non-monetary benefits. According to the most recent figures available from past literatures and their data stated that the Women are more probable to be multiple jobholders than men. So, moonlighting or holding a second job parallel to one’s current job is an important feature that rolls from partly moonlighting to full moonlighting.

Moonlighting or multiple-job holding is an important labor market phenomenon in IT sector. The pecuniary and non-pecuniary things are indicative of multiple-job holdings. Some of the authors have studied the motives behind moonlighting and examine that family background plays a major role for moonlighting. The paper concludes that due to monetary problems in family and increased monetary commitments in the households which leads an individual to choose moonlighting or multiple jobs. Another author studied Moonlighting and its multiple motives and gender differences. the study focuses on factors that leads women and men to moonlight and the decision to work more than in one job the study founded that both men and women are less likely to say income the reasons for motivation to moonlighting varies according to gender to gender.

2. Theory

There are several drivers and its factors have been studied by the various author’s which is related to the moonlighting in the several sectors under the
various circumstances. In which the author has considered the important variables and their factors which leads to the different motives from this empirical work. In addition, the author has derived up with this innovative research model. Some of the literatures have been included in this study.

3. Framework of the Study

- Puja Khatri and Khushboo (2014), author has examined the Organizational Commitment and Moonlighting Practices of SME Employees in Delhi-NCR. This study examines the workers view on commitment to organization and its practices in moonlighting. complementary results to differentiate between female and male and also to manage attrition rate of employees the study found out that the workers who are working in SME division are aware of updating trends while SME’S are still lacking in finance and updating technology so the workers tends to be less committed to work which leads to moonlighting (second job).

- Arunavanarayannmukherjeesabyasachibasubushrafaizprasantasantapaul (2012), HRD in SME: a study in inculcation of the practice of conscious competence learning in moonlight engineering company. the study investigates about the skill and knowledge of the workers or human resource employed in moonlighting can be studied through conscious competence learning.

- Gordon Cohn Hershey H. Friedman (2002), Improving employer-employee relationships: a biblical and Talmudic perspective on human resource management. In this study author tries to explain the relationship between employee and employer and how employers control their employees in order to motivate them, paying wages according to the work done by them, providing benefits the study found out that the employers must treat their employees fairly in order to achieve the organizational goal and also to build strong relationship between employer and employee.

- KaukabAra and Aisha Akbar (2016), A Study of Impact of Moonlighting Practices on Job Satisfaction of the University Teachers the author have
examined that moonlighting have an impact on satisfaction of job where it comes from pay scale; appraisal/promotions, skills, all are tested in this study. The study concludes that because of lack of pay scale, skills, promotions, appraisal which lead to reduced level of satisfaction in job.

- Steven d. Culler, gloria i. Bazzoli(1985), the moonlighting decisions of resident physicians. This paper identifies the decisions of moonlighting determinants of doctors in their training periods the study reveals that family and personal background acts as an important factor which includes marital status, sex, age, gender and the time spent with children plays a major role which determines working hours. The study concluded that the above factors are all important to decision making whether to take a second job or not.

- Deborah Sussman (1998), Moonlighting: A growing way of life the study conveys that according to the growing needs of people the reasons may be varied according to each and every individuals over the past two years women moonlighting are more. The paper concluded that different age groups, employment opportunities, drawn to moonlighting for a number of monetary and non-monetary benefits in order to increase their salary and also gain experience in work.

- Heather Dickey, Verity Watson and Alexandros Zangelidis (2011), Is it all about money? An examination of the motives behind moonlighting. The author examines from the study that family background plays a major role for moonlighting. The paper concludes that the due to monetary problems in family and increased monetary commitments in the households which leads an individual to choose moonlighting or multiple jobs.

- Susan L. Averett (2010), Moonlighting: multiple motives and gender differences the study focuses on factors that leads women and men to moonlight and the decision to work more than in one job the study founded that both men and women are less likely to say income the reasons for motivation to moonlighting varies according to gender to gender.

- Alessandro Fedele, Paolo Naticchioni (2013), have conducted Moonlighting Politicians: Motivation Matters the study examines that there are best choices for choosing politicians and the commitment they have in that particular work politicians can also do moonlighting they can take part in market related activities as well as can be a member in the parliament. And concludes that opportunity cost plays an important role in politicians.

- Larry Buhl Moonlighting: Pros and Cons of a Second Job the study suggest that professionals in all fields and at all level income group are tend to get main income from moonlighting. The study says that money, security, freedom, skills are to be decided in prior, employer irritation, time and conflict which are disadvantages to moonlighting and want to overcome it select unrelated field, search with some part time jobs.
• Ritu Tiwari (2014), moonlighting and implementing policies that prevent it in this study the author tries to identify the moonlighting is done for the following reasons are as follows: more income, lack of motivation in the present organization, job testing in different profile Banerjee, 2012 classified moonlighting in to types are blue moon, quarter moon, half moon, and full moon.

• Shweta Sangwan (2014), Managing Employee Moonlighting: Issues And Implications the study says that where moonlighting has both limitations as well benefits where ethical issues are also involved it is a challenging task for both employees and employer the study says that without conflict in the organization between employee and employer should maintain good relationship.

• Karen Smith Conway, Jean Kimmel (1992), Moonlighting Behavior: Theory and Evidence. The study suggest that the employees choose moonlighting because of heterogeneous jobs these are considered to be primary motives for moonlighting the behavior in employees act as an major role in moonlighting.

• Laetitia C. Rispel, Duane Blaauw, Tobias Chirwa and katinka de wet (2013), factors influencing agency nursing and moonlighting among nurses in south Africa the study focuses on the factors influencing health care providers the best performance is dangerous for successful achievement of reforms of health sector the study found out that overtime of nurses and factors which influences them to moonlighting these all are common among African nurses these have received inadequate strategy notice.

• Gabriel Montes-Rojas Sarmistha Pal (2015), Public Pain and Private Gain: An Analysis of Moonlighting of Public Health Professionals the study concluded that the public health specialists are often hold private practices as well the paper founded that private practices may affect public health specialist system in private practice higher number of patients seen.

4. Methods

The method adopted by the researcher in this study is empirical method. Primary and secondary data has been used to analyze the drivers of moonlighting among the middle level employees of IT sector. Primary data has been collected by the reliability (cronbach’s alpha) tested questionnaire. And sample size was drawn from the population by the convenient sampling techniques. Actual total respondents are 126, but the relevant respondents are the 117. And the secondary data has been collected from the past literatures; under the procedure of reviewing, around thirty five academic and popular research papers/literature, journal, magazines, publications, etc., in the extent of moonlighting. The sample area is IT sector in and around Chennai. The researcher has identified several factors which drive the employees towards the second job or moonlighting. The factors are segregating by two main drivers as
a monetary benefits and non-pecuniary benefits. After testing the hypothesis, the author has come up with the findings.

To test the significance, with the help of questionnaire, the author has been derived the hypothesis. Hypothesis framed for this study is given below:

A. Hypothesis I: Ho: There is no association between the type of second job (moonlighting) and annual income, marital status, and number of members in the family.

B. Hypothesis II: Ho: There is no significant difference between moonlighting intentions of single and married employees.

C. Hypothesis III: Ho: there is no significant difference between employee intentions behind moonlighting and employee experience.

D. Hypothesis IV: Ho: there is no association between the number of hours spent in the second job and motives for moonlighting.

Tool used for this study is:
- Regression analysis.
- T- Test.
- Correlation.
- One way Anova.

5. Results and discussion

From this study, the moonlighting drivers are identified by the primary and secondary data. Primary data is collected through the questionnaire. The overall reliability score is good to proceed further and it helps to identify the relationship between the demographic profile of the IT employees and the choice of moonlighting in a current scenario. From the below analysis the author can analyze the drivers of moonlighting and its association between the employees and to know the extent of moonlighting.

Table 1: Reliability test for all the variables

<table>
<thead>
<tr>
<th>Reliability Statistics</th>
<th>Cronbach's Alpha Based on Standardized Items</th>
<th>N of Items</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cronbach's Alpha</td>
<td>.820</td>
<td>.808</td>
</tr>
<tr>
<td>N of Items</td>
<td>29</td>
<td></td>
</tr>
</tbody>
</table>

Source: Computed Using SPSS 16
Regression analysis: To identify the drivers of moonlighting among IT employees. Fig21: Regression analysis.

Table 2: Analysis between the type of second job (moonlighting) and annual income, marital status, and number of members in the family

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
<th>Durbin-Watson</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.383a</td>
<td>.147</td>
<td>.124</td>
<td>2.56557</td>
<td>2.195</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), family members, income, marital status

b. Dependent Variable: second job

Coefficientsa

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>1.203</td>
<td>.993</td>
<td>.711</td>
<td>1.211</td>
</tr>
<tr>
<td>income</td>
<td>.173</td>
<td>.264</td>
<td>.074</td>
<td>.657</td>
</tr>
<tr>
<td>Maritalstatus</td>
<td>.510</td>
<td>.690</td>
<td>.083</td>
<td>.739</td>
</tr>
<tr>
<td>Family members</td>
<td>1.357</td>
<td>.329</td>
<td>.359</td>
<td>4.124</td>
</tr>
</tbody>
</table>

a. Dependent Variable: second job

Source: Computed Using SPSS 16

The output of regression shows that there is no significant difference between the type of second job (moonlighting) and annual income, marital status, and except the number of members in the family. Hence R-square value is greater than adjusted R-square value; there is an association between the number of family members and the type of second job.

Independent sample t test: To identify the association between the drivers and demographic profile of IT employees. Fig 3: Independent sample t test.

Table 3: Analysis between moonlighting intentions of single and married employees

Source: Computed Using SPSS 16
The output of t-test shows that there is significant differences between moonlighting intentions of single and married employees which greater than p value, that is 0.222 and 0.161. So, it can be concluded that H0 is rejected and varies significantly.

**Correlation:** To identify the association between the drivers and demographic profile of IT employees.

Table 4: Analysis between employee intentions behind moonlighting and employee Experience

<table>
<thead>
<tr>
<th>Correlations</th>
<th>q16</th>
<th>q17</th>
<th>q18</th>
<th>years of experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson Correlation</td>
<td>.432**</td>
<td>.423**</td>
<td>.014</td>
<td></td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>.000</td>
<td>.000</td>
<td>.879</td>
<td></td>
</tr>
<tr>
<td>N</td>
<td>117</td>
<td>117</td>
<td>117</td>
<td>117</td>
</tr>
<tr>
<td>Pearson Correlation</td>
<td>.432**</td>
<td>1.507**</td>
<td>-.158</td>
<td></td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>.000</td>
<td>.000</td>
<td>.089</td>
<td></td>
</tr>
<tr>
<td>N</td>
<td>117</td>
<td>117</td>
<td>117</td>
<td>117</td>
</tr>
<tr>
<td>Pearson Correlation</td>
<td>.423**</td>
<td>.507**</td>
<td>.019</td>
<td></td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>.000</td>
<td>.000</td>
<td>.842</td>
<td></td>
</tr>
<tr>
<td>N</td>
<td>117</td>
<td>117</td>
<td>117</td>
<td>117</td>
</tr>
<tr>
<td>Pearson Correlation</td>
<td>.014</td>
<td>-.158</td>
<td>.019</td>
<td>1</td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>.879</td>
<td>.089</td>
<td>.842</td>
<td></td>
</tr>
<tr>
<td>N</td>
<td>117</td>
<td>117</td>
<td>117</td>
<td>117</td>
</tr>
</tbody>
</table>

**. Correlation is significant at the 0.01 level (2-tailed).**

Source: Computed Using SPSS 16

The output of correlation shows that there is a significant difference between employee intention behind moonlighting and employee experience. This is greater than p value. So, it can be concluded that H0 is rejected and varies significantly.

**Anova:** To assess the extent of moonlighting among the IT employees.

Fig 5: Anova:

Table 5: Analysis of association between the hours spent in the second job and motives for Moonlighting

<table>
<thead>
<tr>
<th>hourspent</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>6.579</td>
<td>4</td>
<td>1.645</td>
<td>4.805</td>
<td>.001</td>
</tr>
<tr>
<td></td>
<td>4.439</td>
<td>4</td>
<td>1.110</td>
<td>3.070</td>
<td>.019</td>
</tr>
<tr>
<td></td>
<td>10.158</td>
<td>4</td>
<td>2.540</td>
<td>8.182</td>
<td>.000</td>
</tr>
</tbody>
</table>

Source: Computed Using SPSS 16
The output of one way anova shows that there is a no significant difference between the hours spent in the second job and motives for Moonlighting. This is lesser than p value. So, it can be concluded that H0 is accepted and no need of setting alternate hypothesis.

From the above all inference, the authors has identified the main drivers of moonlighting and its association with the demographic profile of an individual employee and their extent of moonlighting.

6. Conclusion

The authors have identified several factors that drive employees towards moonlighting and through a regression fit found that number of family members is a major driver. The study also revealed that intention of moonlighting varied significantly between single and married employees. Similarly work experience is an important factor which influences intention to moonlight. It is suggested that the employee’s demographic profile needs serious attention as the motives behind moonlighting are dependent on them. Companies have to reinvent their HR initiatives in such a way that they treat experienced employees and fresher’s differently in order to motivate the experienced to stay with the organization. Similarly employee’s family sizes need to be considered in HR policy decision making.

This study has contributed to a small extent to create awareness among employers on moonlighting intentions. The research offers further scope to examine factors which will aggravate moonlighting phenomena.

References


[10] Larry Buhl, Moonlighting: Pros and Cons of a Second Job the study suggest that professionals in all fields and at all level income group are tend to get main income from moonlighting, Special to the Denver Post (2015).


