MOONLIGHTING OF IT EMPLOYEES

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Dedication

This journey was deeply fulfilling. This dissertation allowed me to apply theory to solve real-world challenges. For someone like me deeply embedded in Recruitment sector, diversity initiatives and people strategy—it gave me the space to (and made me) reflect, question, and contribute back to the field I work in every day in meaningful ways.

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To every working professional out there wondering if deep research is possible alongside

a full-time role—yes, it absolutely is.

ABSTRACT

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Moonlighting by IT staff means the work of taking a second job or freelancing apart from the current employment. Practice has recently become more common, particularly in the era of remote working and flexible working arrangements. While moonlighting offers employees the advantage of additional earnings, skills upgrading, and the experience of varied projects, it is also seen as problematic for employers and employees alike. Employers contend that moonlighting could result in diminished productivity, clashes of interest, and intellectual property theft issues because employees could be working for other competing companies or on projects overlapping with their regular job tasks. Employees could also be confronted with the difficulty of balancing time, energy, and mental health from the demands of juggling more than one position.

Conversely, moonlighting supporters believe that it can encourage creativity, job satisfaction, and self-improvement, particularly when the secondary work does not conflict with primary job responsibilities. With the changing dynamics of the IT industry, where skill sets are always in demand, the debate around moonlighting also touches upon the blurred lines between personal and professional life in the digital era. This increasing phenomenon demands a reappraisal of work policies, openness, and reciprocal trust among employers and workers to meet the intricacies surrounding moonlighting in the tech sector.

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INTRODUCTION

1.1 Background of the Study

Councilism, which means undertaking another job at hours other than the usual working hours, has now become common in the Information Technology (IT) sector. This has been widely believed to be due to the nature of the industry which includes flexibility, demand for skilled workers, and the quick changes in technology. IT professionals, who may have specialized in a specific field, are in a position where they can find another job, which is normally project- based employment, in addition to their first job. This additional work can include such activities as consulting and programming, as well as teaching and content generation.

Today, the intermediate gig economy platform has intensified the problem even more than ever before. Sites like Upwork, Fiverr, PPH, and Freelancer, etc. com have also helped IT professionals to easily get freelance jobs so that they can fully utilize their knowledge to gain extra income. This has further worked in the favour of moonlighting since other features associated with IT jobs, for instance, flexibility like remote working and working without being rigid on working hours from 9 in the morning to 5 in the evening also enhance moonlighting (Kelliher and Anderson, 2010).

Secondly, the rewards that are associated with moonlighting in the IT industry are good, especially in the financial aspect. It also indicates that wages connected with IT skills are high, therefore even a part-time or freelance job can be paid well. To many IT workers, the extra cash generated means that there is basically security for themselves and their families' straightening bills, other huge dreams or simply improving their standard of living. It is therefore useful to bear in mind that there is no guarantee of employment especially in the current world where economic shocks are rampant (Berg and Johnston, 2019).

But I must also add that moonlighting is far from perfect and there are certain pros and cons connected to it. This practice gives rise to several ethical and legal questions for answer, concerning conflict of interest, the questions of the property right, and the questions of the employee's subordination. Moonlighting might pose a threat to productivity to employers primarily because the additional work might overwhelm the worker or distract him/her from the main responsibilities at the employer's company. Also, there is the possibility that the information that is so valuable to the company leaks to the competitors either through neglect or through intentional action (Rousseau, 2013).

However, observing a growing tendency of moonlighting especially within the sphere of IT, one cannot speak about it as a passing trend. It can be expected that as the industry moves further and undergoes even more changes because of numerous advancements in technology, moonlighting will be an even more institutionalized phenomenon that will require management and governance.

Hence, moonlighting as a phenomenon has a rich history that we can perceive as an accumulation of different stages of its development, where the changes caused by the development of the IT industry are most informative. Conventionally, moonlighting was regarded as acceptable, especially for people who require a second source of income given the low wages or due to an economic crisis. This was especially the case especially in professions that did not pay as well such as teachers who would have to work at other jobs in the evening or over the weekend (Smith and Lee, 2017).

However, in the mid-twentieth century as the economies expanded and the standard of living increased, the concept of moonlighting went through a social transitional period. Instead of a, it turned into a possibility for people to ride hobby or open their own business. This change was common, especially to the professionals in sectors such as the media where individuals would accept other projects other than their main jobs to extend their creativity in doing other projects (Jones, 2004).

Moonlighting as a concept has therefore been revolutionized in a very big way by the IT industry. While the industry started growing in the early 1980s and especially in the 1990s owing to personal computing and especially the internet industry.

A whole new generation of employees with a high level of specialized technical skills became cherished. These professionals learned that they could engage in other activities apart from their main employment (Sullivan and Arthur, 2006).

The increase in the use of the internet from the later part of the twentieth century also helped to advance the concept. It was only natural that IT professionals took advantage of the benefits they experienced by being able to work from home and communicate online with clients/employers from any corner of the world. The expansion of dot-com in the 1990s and subsequently the growth of Silicon Valley as a global technology hub allowed moonlighting not only possible but also rewarding and acceptable (Cappelli, 2000).

In this period, moonlighting was considered helpful for IT workers to practice their skills and to be aware their selves of the current trends. Since technology was changing at an unprecedented pace, the 'part-timers' benefited most because they could test out new means and ways, making them more employable in the future. This was particularly true for computer programmers who were equally capable of engaging in freelance work thereby making them cover new technologies (Arthur and Rousseau, 1996).

Technology advancement in the new millennium resulted in the concept of 'gig economy' adoption which signifies an advancement in moonlighting in the IT sector too. Sites such as Elance which is currently Upwork, Freelancer that came up later and Fiverr offered a venue where IT professionals could get short-term jobs on a per-project basis. This shift was important since it allowed people from all sorts of demographic backgrounds to be eligible to take up moonlighting jobs. Earlier moonlighting could be done only if one already has some contacts; now, anyone with the necessary skills could find more work on the internet (Kuhn & Maleki, 2017).

As the IT industry developed, the structure of moonlighting also became more complex over the years. The IT experts claimed that a large number of IT personnel started to become freelancers who served multiple employers and tasks at the same time.

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This shift has extended pay and perks coverage into new territories that involved overlapping of paid working time and self-employed working time, which in turn created new problems in working conditions, working hours control, job insecurity, and legal and ethical issues (Rousseau, 2004).

In recent years specifically, the COVID-19 pandemic has also impacted moonlighting in the IT industry. When the employment models began changing and businesses adopted remote work on a large scale, it was observed that IT professionals had relatively flexible work schedules. This has made moonlighting rise since professionals take up other jobs as they seek more income or look for new careers due to the high dynamism in the market Vyas and Butakhieo (2020).

Moonlighting is no longer a rarity nowadays, especially given the dynamically developing IT industry where it has a great impact on employees and employers as well as on the entire industry. The current need for moonlighting in the IT sector can point out several factors such as the requirement of IT skills, flexibility of work schedule, and the availability of online portals for freelance work.

Among the main reasons for seeking employment in the IT sector, the variable need for specific expertise can be mentioned. Hence, with the ever-changing technological landscape, there exists a high demand for individuals with skills and commodities in technology-relevant fields, for instance, artificial intelligence, cybersecurity, and data science. This demand has led to the availability of options for IT personnel to engage in extra work to gain experience or to exploit the available opportunities in IT specialties that are in demand (Manyika et al., 2017).

Convenience in the work schedules, especially in the IT sector is another reason why moonlighting has become endemic. IT jobs are highly likely to be developed as project-based positions and can, thus, be done through the Internet or from home and the client's site. Increased flexibility due to remote work, especially as the adoption of the model was boosted by the COVID-19 pandemic, has further built on this aspect to enable IT professionals to engage in work other than the regular ones in the traditional work setting (Spurk and Straub, 2020).

New age technological tools have also been responsible for such practices leading to moonlighting being rampant in the Information Technology industry. Websites like Upwork, Freelancer, or Toptal make it rather simple for IT personnel to look for and obtain other jobs. They offer a variety of prospects from short-term projects to employment contracts letting workers choose the type of their secondary jobs by their preferences and schedules (Burtch et al., 2018).

Many benefits are associated with moonlighting, especially in the IT sector as it offers good financial rewards. Hence, notwithstanding the enhanced paying emphasis on IT skills, working part-time or as a freelancer can produce a good side income. As stated earlier, professionals gain additional income through moonlighting, which ends up being usually utilized for objectives or in managing costs. Sometimes, the money earned during moonlighting can be higher than in the main employment causing professionals to consider switching to independent contractor status (Kalleberg and Dunn, 2016).

However, the phenomenon of moonlighting, which is prevalent, especially in the IT industry, also presents several significant questions and issues. The major concern for employers is performance effectiveness, the second is safety. Potential negative consequences of moonlighting may include increased workloads which could hamper productivity in the main job through burnout or split attention thus adversely impacting the quality of work. In addition, such problems as confidentiality, intellectual property, and conflict of interest comprise notable concerns in the IT industry because employees may work on highly sensitive projects or own valuable information (Kosnik et al., 2006).

From the employee's periphery, moonlighting can have its efficiencies, and obstacles regarding work-life balance and security of job. Juggling between several employments implies that one must learn proper time management and know when to draw the line when working. Furthermore, moonlighting can give financial gains and experience enhancement but on the other hand, it creates a conflict of interest with the main employer especially when the employer feels that the employee is not fully dedicated (Clinton et al., 2017).

All in all, moonlighting in the context of the IT industry is a challenging issue that has a tremendous impact on different parties. Thus, it can be concluded that moonlighting will remain one of the primary trends in the IT industry due to the greater demand for IT skills, flexibility in work, and further possibilities given by digital platforms. But it will also call for close supervision to encourage moonlighting for the intended purposes without detriment to the worker's health and productivity.

1.2 Research Problem

Though the practice of moonlighting is good for having extra income and a chance to gain experience, it comes with interesting problems and prospects, especially in IT. The practice, whereby IT personnel engage in other employment apart from the main job, coupled with the practice frequently interferes with the work-life balance, reduces work productivity, and raises serious issues with ethical and legal implications. Such problems are the defining issues that pave the way to establish a precise idea concerning the consequences of moonlighting among employees and employers in the IT industry.

The biggest problem concerning moonlighting is the fact that it affects the quality of work delivered by employees. In most cases, IT specialists working while doing other work at the same time get overworked most of the time. The stress arising from having a full-time job and performing other jobs can result in physical and mental tiredness. Such tiredness can be reflected in diminished efficiency, slower reactions, and the general decline in the output of tasks at primary employment. The mental demand to manage several projects at the same time can also cause mistakes and oversights leading to a decline in employee productivity and employers' expectations (Kuhn & Lozano, 2019).

Another emergent challenge is the fact that moonlighting compromises the IT employees, and organizational integrity in general due to conflict of interest. Most IT positions include flow and management of information.

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They have different approaches to handling such information. Employees, when they have other sources of income or switch to other organizations within the same industry, have the potential though not intentionally or otherwise to disclose some sensitive information with other competitors. This violation can cost a significant price to the primary employer, especially in legal consequences and competitiveness loss of the employer (Rousseau, 2013).

Moreover, moonlighting disrupts the conventional employment relationship where the employee is supposed to be loyal and commit his time and service to the primary employer. This duality is problematic because the employee can have divided loyalty, in that his/her commitment to the second job may compromise his/her responsibilities in the first job. Such a rift of focus can weaken employer-employee relations thus causing dissatisfaction, mistrust, and even disciplinary measures (Rogers and Buckley, 2006).

Another important consideration of moonlighting is health-related concerns. This leads to chronic stress, sleep deprivation, burns, or any other stress-related illness that might come with it. These health issues have an impact not only on the health state of the employee but also on decreasing job satisfaction and increasing absenteeism. Prolonged effects of these stressors result in other more serious illnesses such as anxiety, major depressive disorder, and cardiovascular diseases; these decrease the employee's ability to work efficiently in the two positions (Sonnentag and Fritz, 2015).

Another pivotal area or concern revolves around the ethical aspect, especially moonlighting. Employment within another organization is viewed from the employer's perspective as a violation of the psychological contract between the employee and employer. Generally, the working hours should be dedicated to the main job and the main employer's benefit is the main standard that is expected from employees. This probably implies that when employees moonlight, they are likely to be seen as doing this contrary to the expectations of the primary employer if the moonlighting activities compromise their performance or are incompatible with the primary employer's business interests, where these activities are in direct competition with the primary employer (McGinnity and Mertens, 2020).

Apart from ethical considerations, there is a legal factor that is attached to moonlighting. Some common variations that are usually prepared in employment laws state that the employees should not engage in other businesses while practicing their current employment, especially where the second practice constitutes a conflict of interest. Such clauses may even be enforced under the law against the employee who acts contrary to these clauses, hence leading to dismissal from work. In addition, post-pandemic working from home changed primary and secondary employment significantly leaving employers with little way to enforce these contractual provisions (Kosnik et al., 2006).

Although there has been an increase in most organizations allowing employees to moonlight in the IT sector, little more research has been conducted to understand the full implications of moonlighting. The literature available today often discusses the positive aspects of moonlighting, for example, higher pay and career growth, while relatively little is said about possible negative Effects for the employees and the IT industry at large.

Three main areas of moonlighting research are notable for their deficiency in empirical investigation concerning the size of the impact of this practice on the performance of employees and other results of organizations. To some extent, authors cite unsupportive opinions from the organizations claiming that another effect of moonlighting is a decline in productivity and an increase in errors, however, no strict studies are available to conclude. As an example, quantitative, long-term comparative investigations that use data on the changes in employee productivity about their cyclical moonlighting status might provide useful knowledge on the practice's accumulated outcomes (Jones, 2015).

One interesting gap identified in the literature is that the psychological impacts of moonlighting have not received much attention from professionals. The IT industry has always been characterized by employees being under a lot of pressure to produce work within record time. Trying to balance all these activities and work in two jobs might put a lot of pressure on the subject and cause burnout. However, there is a lack of studies concerning the influence of moonlighting on the mental health of IT workers in particular and on comparing it to those in other sectors (Spurk et al., 2020).

More research should also be done to unpack the ethicality or illegality of moonlighting, especially within the IT industry. Although these studies have examined certain scenarios that can lead to conflicts of interest and breaches of confidentiality, few synthesizations have comprehensively addressed the scenario of how employers handle these concerns and what could be done as a best practice to contain the occurrence of such incidences. Moreover, over time the concepts of formal working and personal time have blurred due to widespread working from home and, thus, it is even more challenging to prevent moonlighting. It would be useful to examine further how firms are modifying their policies and behaviors to accommodate these new issues that have emerged (Kosnik et al., 2006).

Furthermore, current studies fail to provide sufficient insights into employers' attitudes towards this phenomenon. Most of the work emphasizes the experience of the employee, acclaiming the element of working another job in terms of monetary and career rewards. However, the employer's perspective, which includes the issues they encounter in dealing with moonlighting employees, the effect on cohesion, and how they deal with rising conflict remains a subject that has not been given enough attention. Thus, it is important to always gather more information in favor of the employer to regulate acceptable working conditions and policies while considering the rights of an employee (Mullins, 2016).

Finally, there is the absence of nonzero research that examines the effects of moonlighting on innovation and creativity in the IT sector. Some of the previous research argues that working in another place can enhance creativity because individuals can learn from other sources outside the normal workplace. However, others opine that with such additions to the workload, people do not get the free time, energy, or even spirit to be creative. Further research is required in those directions to understand whether moonlighting is beneficial or detrimental to innovation in the IT industry (see Burtch et al., 2018).

There are various organizational stakes for the IT employees and the organizations themselves because of moonlighting, these being related to the dynamics of the working environment, job satisfaction, and the function of the organizations.

On the one hand, moonlighting could be beneficial to IT employees in the sense that it opens a new career front and provides a peg for extra income, on the other, it can be risky to their health, insecure, and a potential setback to their career progression.

To many IT personnel and other income earners, it's often a source of supplementary income that may be used to repay debts, undertake further studies, or upgrade one's standards. This financial advantage is well complemented with the other types of job security and is particularly rewarding in industries where one may not always be assured of job renewal shortly as well as pressure to update their skills continually. Thus, there are positive motivations for moonlighting that speak of the fact that human beings feel empowered to find other means of earning income that they are not fully dependent on a certain employer (Kalleberg and Dunn, 2016).

But let not the financial gains associated with moonlighting be misleading since the following are the set implications. The extra workload puts the employee under constant pressure, stress, and exhaustion and may develop cases of burn which is an extreme detriment to performing well in their core and other tasks assigned to them. In the long run, it leads to low job satisfaction because the employee will feel compelled to work because of the heavy workload and cannot balance family responsibilities and work responsibilities. However, several times, moonlighting may result in detrimental health repercussions that may include stress-induced diseases such as sleeplessness, anxiety, and depression, which increase the impacts on work performance (Sonnentag and Fritz, 2015).

In the present case, the phenomenon of moonlighting is perceived as a problem by the organization since it affects the employees' performance. Managers may also experience problems such as decreased productivity, higher rates of mistakes, and low commitment in the main position. This can result in slow work, and poor work, and can affect the social relations of workers in their working teams. Further, the issue of conflict of interest and violation of privacy and confidentiality is also of great concern especially when the employees are engaged in other employment besides the prescribed work (Rousseau, 2013).

One of the most devastating consequences of moonlighting in organizations is the turnover level, that is, the turnover rate. This risk implies that if moonlighting is more rewarding or more satisfying, then the employees may be likely to leave the primary job. This is likely to result in increased costs associated with the recruitment and training of new personnel, and projects delayed and or botched through lack of the necessary expertise from experienced personnel. However, it is also important to note that having employees in other organizations may cause conflict among the employees since some may consider these moonlighting employees as they are not serious with their work whereas they are benefiting from the other organization (McGinnity and Mertens, 2020).

Nonetheless, there are possible advantages of moonlighting to some organizations as the employees develop new skills and gain experience in different tasks. For instance, technical people engaged in different assignments other than what they are contracted to do may be exposed to other areas where they can improve their special technical knowledge or network with other organizations. The above experiences can complement their work in their main job since the customers' perspective brings different insights. But for these advantages to be obtained there ought to be openness between the employer and the employee on aspects related to moonlighting.

Thus, the phenomenon of moonlighting in the IT field is a multifaceted issue that offers significant benefits and risks for employees and companies. Although it has been aligned with several financial and professional gains, its negative impacts can be keenly witnessed in the health and productivity of human resources in the workplace. To this end, solving the challenges faced is useful to consider the causes of moonlighting and make a proper design of the rules and practices that will address the interests of employers as well as employees. More studies should be conducted to provide plausible findings because some gaps have been identified to date and offer the best recommendations on how to deal with moonlighting, particularly in the IT industry.

1.3 Purpose of Research

The overall purpose of this study is therefore two-fold, which includes an explanation of the causes, consequences, and effects of moonlighting in the IT sector.

Precisely, the purpose of the research is to determine the reasons for IT professionals' moonlighting, the consequences of this activity on job performance, work-life balance, and well-being, as well as its effects on organizational performance, employment rate, and relations within the organization. From this perspective, the study intends to offer practical implications and solutions to the IT professionals who choose to moonlight and their employers on how to effectively and efficiently manage moonlighting to harness all the benefits and avoid all the detrimental effects of the Valley of Death.

The relevance of this general objective is since it can tackle emerging issues in the IT field that have revolutionized the conventional employment pattern. Thus, with the advancement of the IT industry, developments of digital platforms, work-from-home culture, gig economy, the practice of moonlighting is becoming quite common among IT workers. It is vital to comprehend this trend for organizations that strive to achieve and sustain high rates of employee performance and commitment, and for the people who have to work in several jobs to feed their families or to progress in their careers without getting ill or neglecting their core full-time jobs.

By attaining this general goal, the study will add to the current knowledge base of employment practices in the IT sector by providing real-world data and conceptual foundations to shape anti-discrimination policies, human resource management approaches, and personal choices. The implication of saving this study is believed to benefit not only the major participants which are the IT companies, their personnel, and the moonlighting employees but also other critical stakeholders like the policymakers, the labor unions, the other employers, and the academic gurus and scholars in the field who have interest in understanding the web- based moonlighting economy.

To meet the general research aim, the study is divided into several specific aims that respond to major concerns regarding moonlighting within the IT sector. These specific objectives are advanced with the view of serving as a roadmap for the achievement of the general research objective while providing a detailed understanding of the research topic.

1. **In addition, the paper aimed at finding out the main motivational factors that compel IT professionals to moonlight.**

This objective aims to find out the multiple factors that compel IT employees to engage in other please note that the reasons should be as specific as possible. Employers and employees need to be aware of these motivations since they paint the person's needs and wants that may support moonlighting. These include monetary gain, career advancement, job satisfaction, and self- interest which will be explored within the study. In this regard, the study of these sources of motivation is significant, since it could enlighten employers with regards to the reasons for moonlighting, and therefore, the employers can come up with practical ways of meeting these needs within the working environment of the primary job.

2. **To assess the impact of moonlighting on IT professionals' job performance in their primary employment.**

The second specific objective tackles the consequences of moonlighting workers on how they perform their primary tasks. This also entails a study of some effects of moonlighting on output, quality of the work produced, attention, and contentment at work. This paper seeks to determine the causes of burnout, fatigue, divided attention, or all of the three that result from moonlighting as well as establish whether such inefficiencies affect the primary role of the employee. This aspect plays a big role in helping employers formulate appropriate measures that can act as measures to discourage or accommodate employees with secondary employment while still ensuring they do not affect primary job performance.

3. **To assess the validity of moonlighting on the general quality of life as well as the IT professional's work-life balance.**

This objective relates to the more general effects of moonlighting on employees' private sphere, such as work-life balance, and mental and physical health. To this end, the study will seek to identify how an extra workload due to moonlighting impacts time use, stress, and attainment of work-family separation. It will also look at the welfare prospects that may accrue in the long run as a result of continued moonlighting.

Thus, based on these effects, the study will make a call to balance work and personal lives, make recommendations to employees on how to balance their work commitment and family responsibility, or lack of it, and make recommendations to employers on how to support their employees in achieving a work-life balance.

4. **For a more nuanced understanding of the phenomenon in an organizational context, its effects on the productivity of employees, their retention as well as the role of boundaries in organizations that employ moonlighting workers.**

The fourth specific objective looks at the overall organizational implications of moonlighting. This includes knowing the impacts of moonlighting on overall organizational productivity, implications on the employee turnover, and its impact on organizational interpersonal interactions. This paper seeks to answer questions on whether moonlighting brings about turnover, conflict of interest, or division of team cohesiveness. These organizational consequences make it important for employers who are facing the challenges of moonlighting to consider the risks inherent in moonlighting and the potential benefits that moonlighting employees can bring to their workplace in the form of improved skills and creativity.

5. **In this paper the writer aims to discover the ethical and legal implications that accompany moonlighting, specifically in the IT sector.**

These objectives hope to solve the ethical and legal challenges that are associated with moonlighting, especially within the IT industry; this is because; issues such as contract breaches as influenced by matters of confidentiality and conflict of interest within the IT world are almost inevitable. The moonlighting topic of the study will analyze how far ethical norms and legal contracts of the industry are followed. It will also discuss how these challenges could be managed by designing effective policies and procedures for the organization as well as for the employee, for the latter's rights to be considered as well. That is why when considering these challenges, the study will seek to offer proper solutions for formulating a reasonable approach to managing moonlighting for the IT sector.

6. **The goal here is to put forward recommendations on possible ways and solutions that employees and companies can adopt to improve moonlighting specifically in the IT sector, but in a manner that will be mutually beneficial to all.**

The last specific target is the identification of measures that can be implemented through consultancy by the IT companies or by the staff to minimize or prevent moonlighting issues. This involves; policy and communication suggestions that can be used to shape policies on working and family balance; and policies and communication instruments that prescribe how such employees should manage their working and secondary employment responsibilities without compromising the performance of the organization. The research will also aim to establish how companies can harness the skills and experience that is acquired by the employees under the moonlighting policy in as concerning innovation and productivity of the firm. Thus, the identified strategies should be helpful for both employers and employees as a list of recommendations to address the issue of moonlighting for its positive aspects and its negative consequences.

1.4 History Context

For that reason, it is important to recognize the historical background of employment practices in the Information Technology (IT) industry, the development of moonlighting, and the effects of the latter on the workforce. The IT industry, which operates in a dynamic environment and has constantly changing job profiles, has provided the right environment for the emergence of such practices as moonlighting. This section focuses on the understanding of the employment practices within the IT industry, the development of moonlighting, and how these changes have impacted the employment landscape,

1.4.1 Evolution of Employment Practices in IT

Since its inception in the middle of the twentieth century, the IT sector has gone through important changes. These changes have been affected by the advancement in technology, globalization, and changes in the labor market that have affected the industry.

Early Days of IT Employment (1950s-1970s): The history of IT can be divided into four generations and began in the post-World War II period when computer systems came into existence as vital organizational assets. In this period, IT employment was mainly found in large organizations including government, research institutions, and multinational corporations that could be able to afford the expensive and bulky computer systems of the time (Ensmenger, 2010). Organizational culture and business processes were standard with permanent, standard, on-site positions. They were mainly hired as computer operators, programmers, and systems analysts and there was not much mobility or the opportunity to work from home (Mahoney, 2002).

The Rise of Personal Computing (1980s): The 1980s was a new era for IT as personal computing was introduced in the market. Major developments such as the IBM PC and Apple Macintosh made the computers easily affordable and portable, and this greatly spurred the growth of IT (Ceruzzi, 2003). It was during this era that small and medium-scale IT firms, start- ups, and the software industry were born. Therefore, employment relations started to become more complex with the admission of freelance and contract employment, especially in software development and IT consulting. Freelance work was very attractive to IT professionals since it allowed them to work on different projects while not being bound to a specific company. This period also saw the inception of remote working because developments in telecommunication and the internet allowed IT personnel to work together even while they were in different locations (Nilles, 1994). However, the complete potential of telecommuting and other flexible work arrangements would not be attained until the following decades.

The Dot-Com Boom and Bust (1990s-2000s): New business model emerged in the 1990s especially due to the dot-com boom which was characterized by rapid growth in the internet and commerce. At this time the IT employment practices continued to develop, and new practices were introduced in the work environment, especially by the new age companies such as Amazon, Google, and Microsoft. As a result, the need for qualified IT workers increased, which created a high demand for workers and gave the employees more opportunities to negotiate their conditions (Friedman, 2005).

It also brought forth stock options and equity-based remunerations as corporations endeavored to woo and maintain qualified personnel in an extremely challenging environment. Other work practices that allowed employees to work at home or with a flexible timetable also appeared as organizations tried to meet the requirements of a rapidly growing and diverse workforce (Barley & Kunda, 2004). But the dot-com bust in the early 2000s was not without its consequences, which included loss of jobs, closure of companies, and a new culture of restraint in IT employment practices.

The Globalization of IT Employment (2000s-Present): Globalization has been a prominent feature in the 21st century, especially in the IT workforce. Rapid technological growth, especially the use of the internet has allowed companies to outsource IT services to countries with cheap labor, also known as offshore outsourcing (Dossani & Kenney, 2007). This has become a common trend that has influenced employment practices, especially in the IT industry because companies' source for workforce from across the globe. Globalization has also contributed to the increase in the gig economy where we find that freelance and contract work have increased. Sites such as Upwork, Freelancer, and Fiverr have opened up the market for IT professionals to get short-term jobs and freelance work which has boosted non- conventional employment (Donovan et al., 2016). These changes have also been observed while remote work is becoming more and more popular, especially after the COVID-19 pandemic, which boosted the flexible work arrangements in the IT industry (Ozimek, 2020).

1.4.2 The Emergence and Growth of Moonlighting

Moonlighting has been a phenomenon since people could work and earn an additional income but the same in the IT industry has its special features which have been developed due to the industry's growth. Several factors have contributed to the advancement of moonlighting in IT and these include technological advancements, the change in the labor market, and cultural change.

Early Instances of Moonlighting in IT (1970s-1980s): It can be noticed that moonlighting in the IT sector started in the 1970s and 1980s with the advent of personal computing and the software industry.

At this time, IT workers, especially software developers and systems analysts got new responsibilities different from their usual duties. This frequently meant working as a freelance programmer, consultant, or developer of software for small companies, and start-ups (Mahoney, 2002). Due to the flexibility of IT work and the growing need for such professionals, many of them had to opt for moonlighting. That meant that if IT workers were working on their main job, they could switch to secondary projects without a problem and work from home or beyond the normal working hours. This trend was also made easier by the increasing availability of personal computers through which the IT personnel could work on their projects on their own (Ceruzzi, 2003).

The Rise of the Internet and Freelancing (1990s): The 1990s, particularly, witnessed a spurt in the growth of the Internet, which provided a new area for moonlighting, especially in the IT industry. Due to the advancement in technology, especially the internet, IT professionals were able to communicate with clients and employers and offer their services as freelance developers, web designers, and consultants. New opportunities for IT workers started to appear in the form of online job boards and forums that helped specialists find freelance jobs and short-term contracts (Barley & Kunda, 2004). The dot. com boom also added to the growth of moonlighting especially because the demand for IT staff surpassed supply. IT professionals discovered the opportunity to work on several projects at once while utilizing their expertise in different fields. It was also the time when the first generation of online platforms that offered employment for freelancers appeared, including Elance (now Upwork) and Rent a Coder (now Freelancer). These platforms helped IT professionals to search for and juggle between several employment opportunities thus playing a role in popularizing the moonlighting culture in the industry (Friedman, 2005).

The Gig Economy and the Proliferation of Moonlighting (2000s-Present): The decade of 2000 and 2010 saw the emergence of the gig economy which is defined by short- term contracts, freelancer, and project-based employment. In the IT industry, this was attributed to factors such as the need for specialized skills, the flexibility that comes with remote working, and the use of online marketplaces that connected freelancers to potential employers (Donovan et al., 2016).

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Currently, owing to the gig economy, it has become easier and more prevalent to work on the side.

IT professionals can now search and work for different jobs on various online platforms such as Upwork, Fiverr, and Freelancer where they can get numerous jobs in different fields such as software development, digital marketing, etc. These platforms can accommodate other projects which the IT workers can undertake without having to neglect their regular work thus making it easier to practice moonlighting for those who want to earn more or gain more experience. The outbreak of COVID-19 also furthered the trend of moonlighting, especially in the information technology sector. When the shift to remote work occurred in many organizations, IT specialists were able to have more relaxed schedules and, therefore, work overtime from home. Some workers also found themselves in a state of economic vulnerability due to the pandemic, and this caused some of the workers to look for other sources of income thus fueling the increase of moonlighting (Ozimek, 2020).

1.4.3 Historical Impact on the Workforce

Moonlighting has been evident in the IT industry and has transformed and influenced the workforce and employment, the health of the employees, and their careers. These effects must be known to understand the issues concerning employment in the world of IT today.

Impact on Work-Life Balance: This paper also shows that moonlighting has been a major factor that has helped the IT workforce to identify work-life balance. Even though moonlighting is a good source of income and improvement of the position in the company, it creates stress for the employees. This implies that IT professionals may be required to work extra hours, in shifts, or even over the weekend, which invariably results in burnout, stress, and other negative impacts on the worker's health (Maslach & Leiter, 2016). Research has established that the nature of moonlighting may pose a challenge to their personal life because it encroaches on the hours that are available to the individual and his or her family. This has implications on physical and mental health as workers are often overstretched to meet the needs of more than one job and at the same time seek time to rest and seek treatment (Greenhaus & Beutell, 1985). The impacts on work-life balance are most evidently seen in the IT industry where the nature of work is intense and there is a need to be up to date with the new technology in the market which puts pressure on second-job holders (Barley & Kunda, 2004).

Impact on Career Development: While it is a good way of acquiring more experience and job progression, there is the possibility that it may affect the career in some ways. Likewise, IT professionals who work in parallel will get new experience, new projects to accomplish, and new contacts which will improve career progression. Also, moonlighting contributes to entrepreneurship because IT employees work in other firms to experiment with new business ideas or acquire business management skills (Friedman, 2005). But the fact that attention and efforts are divided, which is characteristic of moonlighting, can negatively affect the main job and, therefore, slow down career growth. Moonlighting can be viewed as ambiguity, lack of commitment, lack of focus, or divided loyalty and this can be detrimental to an employer especially when one is seeking a promotion or a leadership position (Weiss & Cropanzano, 1996). Also, the time and effort that is put into secondary jobs may reduce the prospects of IT workers to improve their career path in their main profession.

Impact on Organizational Dynamics: It has also impacted organizational behavior, especially in the IT sector where a high rate of moonlighting has been reported. Since more IT workers are now required to have another job, organizations are likely to face employees' split commitments. This can lead to some form of confusion within the teams because the other members of the team may consider them as less committed and available. It can also cause an issue with workload allocation since employees who are working another job will have limited time to attend to work or their team duties (Smith & Allen, 2019). In addition, several ethical dilemmas and conflicts of interest may arise from the occurrence of moonlighting particularly in the IT field which is involved in the management of information and knowledge as the major asset. This means that organizations should develop sound policies and procedures to address such situations in a way that other activities that the employees may be involved in do does not compromise the organization's objectives or the primary work (Gordon, 2019).

Impact on Employment Practices: The history of moonlighting has also influenced the other general employment trends in the IT industry which includes the historical development of moonlighting.

Due to moonlighting, many organizations have had to find solutions that include permitting employees to work from home, work part-time, or work on specific projects. It is important to note that these practices have not only been developed to cater to the needs of moonlighting employees but also to lure and maintain the cream of the crop in the market (Nilles, 1994). Also, the phenomenon of moonlighting has brought changes in the remuneration and welfare systems of the companies. In response, some of the organizations have intensified efforts to offer salaries and other benefits that are at par or even better than the other jobs that the employees are taking up thus erasing the reasons that make them look for other jobs. Some have set certain rules that prohibit employees from taking up other jobs and require the employees to inform their employers in case they have other jobs or seek permission to work elsewhere (Smith & Allen, 2019).

It is therefore possible to state that the impact of moonlighting on employment practices will continue to change in the future as the IT sector tries to adapt to new phenomena and trends which may include the gig economy as well as remote work. The organizations that will be able to manage such changes and the ethical and practical aspects of moonlighting will have higher opportunities to succeed in the competitive environment of the IT industry.

From the historical analysis of moonlighting in the IT industry, it can be concluded that the phenomenon is complex and dynamic due to the advancements in technology, changes in the labor market, and cultural values. This paper reviews the history of moonlighting from the 1970s to the present and its impact on the IT workforce in work-life balance, career advancement, organizational culture, and behavior.

Even though the practice of moonlighting has not ceased to be prevalent in the IT industry, there is the need for both the employees and the employers to know the background that has made it so as well as the opportunities and difficulties that come with it. Thus, they can ensure that moonlighting is regulated in a manner that will benefit both the employees and employers in the light of the changing environment of the industry and also bearing in mind the ethical implications of having multiple jobs.

1.5 Significance of the Study

The relevance of this study on moonlighting in the Information Technology (IT) sector stems from the fact that it can extend its knowledge to several fields such as the academic community, business field, and public policy. Hence, understanding the effects of moonlighting is more important as it is on the rise in the IT industry and for formulating policies to the advantage of the employee and the organization. This study is important because it focuses on a rising trend that affects the planning and management of human capital, employees' health, and organizational outcomes

1.5.1   Implications for IT Industry and Human Resource Management

This is especially obvious in the case of the IT industry as well as other industries that utilize defined systems for growing and expanding their businesses. Given that more and more IT professionals are taking up moonlighting, stakeholders require knowledge of the implications of moonlighting in its broad sense. The study will help IT companies to have a better perception of employee performance, productivity, and turnover issues in the context of the moonlighting experience. This knowledge is essential in designing strategies for human resource management that can help prevent moonlighting while keeping its advantages at the same time.

Another generic conclusion arising from the study is that the primary organizations should reconsider their related policies on second-job employment. Today many companies have it as a general policy that employees cannot take up any other job because of conflict of interest and shirking arguments. However, this study revealed that moonlighting could also be beneficial in other ways like improving the skills of the employees or encouraging innovativeness. In this way, more effective and individualized approaches to regulating moonlighting can be used to impose numerous benefits for both the employee and the organization.

In addition, recommendations will be given for the effective regulation of moonlighting for the best interest of the employees and the organizations. This could include such measures as Flexible working such as a shift schedule; Assistance to employees in terms of time management, and Employees and employers sharing details of their side jobs among themselves.

The following are ways that can enable organizations to support employees who wish to engage in moonlighting without affecting their main duties.

1.5.2   Benefits for Policymakers and Practitioners

The results of the study should also benefit policymakers and practice stakeholders working in the field of labor regulation and employment law. Since more people are now engaged in moonlighting, there is a desire to come up with solutions to legal and oftentimes ethical questions that accompany such operations. The result of this study will show how the policies and the regulations that are set will benefit both employers and employees.

In the case of policymakers, the study could alert them to the lack of policies regarding moonlighting, especially about matters such as conflict of interest, ownership, and concerns about the employee. It is possible to find out that current legislation is insufficient to regulate moonlighting in the IT sphere where employees can have access to confidential information and unique technologies. It heeds the policymakers' call to create frameworks that respect fairness and transparency when handling moonlighting and the consideration of employees and employers.

Specifically, the managers of human resources, or any other organizational executives, and practitioners, in general, will find much practical wisdom in the study to manage to moonlight. The findings from this research can prove valuable to practitioners as they embark on designing better approaches toward Employee Engagement, Retention, and Performance Management. The findings of this study have practical implications for moonlighting research and practitioners in understanding factors that underpin moonlighting and its consequences on employees' well-being and job performance so that policies and practices can be developed to support employees and organizational effectiveness.

Therefore, the importance of this work is threefold: First, it provides a scholarly contribution to the field by offering new insights into the relations between personality traits and job attitudes among IT employees. Thus, by addressing the issue that has recently emerged in the IT segment, the study will offer useful recommendations for organizational and policy decision-makers to manage the opportunities and risks of moonlighting.

Finally, the study will help to shed light on the advancement and improvement of current organizational practices that lead to such change to facilitate the creation of better working models that are responsive, supportive, and productive to employees/employers in the dynamic digital economy.

1.6 Sociocultural Factor

Research on moonlighting in the IT industry has not only come at the right time but is important in the analysis of the current trends in working environments. Moonlighting, which is the act of working for another employer besides one's regular job was not very rampant in the past but has become common today, especially in the IT field. The importance of this study is that it seeks to add knowledge to what already exists in the literature through the publication of findings that can help IT professionals, employers, policymakers, and other stakeholders who have an interest in understanding and managing moonlighting.

This section will discuss the implications of this study, starting from the theoretical relevance of the research, the practical implications that can benefit the various stakeholders in the IT industry, and the possible impact of the study on the creation of policies and guidelines regarding moonlighting.

1.6.1 Contributions to Academic Research

This study is important for the following reasons: it aims to contribute to the current body of knowledge on the phenomenon of moonlighting especially in the IT industry. Although moonlighting has been explored in different industries, the nature of IT employment that is based on highly skilled personnel, the widespread use of telecommuting, and the constantly evolving technological environment require further investigation of the specificities of this phenomenon in the IT industry.

Addressing Gaps in the Literature: The existing literature on moonlighting has mainly investigated the reasons for engaging in multiple job holding and the effects of undertaking such practices on the individual and the organization (Shisko & Rostker, 1976; Conway & Kimmel, 1998); however, much of the research is rooted in the conventional employment relations and industries such as healthcare, education, and manufacturing.

The IT sector for instance due to its flexible working schedules, frequent skill enhancement, and the emergence of digital platforms provides another perspective on the issue of moonlighting which has not been fully discussed in the literature. This research seeks to fill these gaps through a detailed investigation of moonlighting in the IT industry to understand the motivating factors that make IT workers seek other jobs and the impact of this practice on their career, work-life balance, and job performance. Furthermore, the study will help in the enhancement of the moonlighting concept by adopting theoretical frameworks from organizational behavior, labor economics, and technology. For instance, the study will examine the repercussions of digital technologies and the rise of the gig economy in shifting the conventional understandings of work and employment and blurring the lines between the first and the second jobs (Sundararajan, 2016). About these questions, the paper will explore the IT industry to contribute to understanding the phenomenon of moonlighting and its effects on work."

Expanding Theoretical Frameworks: Besides contributing to the identification of gaps in the literature, this study will also contribute to the development of theories on moonlighting and employment practices. For example, this study will use and validate the applicability of the following theories: Herzberg's Two-Factor Theory of Motivation (Herzberg et al., 1959) and Affective Events Theory (Weiss & Cropanzano, 1996) in the context of moonlighting in the IT sector. The following theories that have been over the years been used to explain Job Satisfaction and Employee Motivation will be analyzed to establish how they may apply to professionals who are privileged to work in more than one job. In addition, the study will help generate new theoretical concepts explaining the role of technology and digital environments in employment relations. For example, the study may result in the development of a model known as the "Digital Labor Ecosystem" which seeks to explain the experiences that IT professionals have as they work in different capacities in the digital environment, telecommuting and the gig economy. This model can be used as a basis for further investigations in the field of technological developments at work and employment, providing a new way of looking at modern employment relationships.

Methodological Contributions: The study also has implications for research on moonlighting, and its methodology in particular. Because IT is a fast-growing and constantly evolving industry, the research will use both quantitative and qualitative data collection and analysis. This will make it easier to gain a general view of the phenomenon as well as the experiences of the IT workers who engage in moonlighting (Creswell, 2014). For instance, the study will employ self-administered questionnaires and key informant interviews to establish the rates of moonlighting, motives for moonlighting, and effects of moonlighting on on-the-job performance and work-life balance. The use of mixed methods will therefore allow the researcher to gather multiple perspectives and therefore come up with a better understanding of the factors that influence moonlighting in the IT sector. This methodology can be used in future research on similar issues as it provides a good example of how quantitative and qualitative data can be used to reveal the nature of social processes.

1.6.2 Practical Implications for IT Professionals and Employers

Besides its theoretical importance, this work has theoretical implications that are relevant to IT professionals and employers. The study will analyze the causes of moonlighting, the difficulties it raises, and the effect on productivity and well-being at work and hence give useful information that can help both the employees and the employers in the IT sector.

Implications for IT Professionals: Regarding IT professionals, the study will help understand the advantages and disadvantages of moonlighting. However, where moonlighting can be of advantage in helping the individual to earn an extra income, gain new skills, and diversify his/her career, there are also some potential drawbacks in terms of work-life conflict, job performance, and ethical concerns (Smith & Allen, 2019). The study will elaborate on these issues and provide a guideline to IT employees about how they can perform well in multiple jobs, how they can prevent burnout and how their secondary job does not affect primary employment. Furthermore, the study will also aim at helping IT practitioners with how they can benefit from moonlighting in their careers. For instance, the study may reveal ways in which moonlighting can help the employee to develop their skills in new technologies, establish relevant connections, or switch to entrepreneurship.

The findings of the study will be useful to IT professionals to understand the advantages of moonlighting to enable them to make the right decisions on whether to moonlight or not.

Implications for Employers: It will be useful for employers to know the implications of moonlighting for worker productivity, morale, and relations within firms. Knowing the causes and consequences of moonlighting among employees will enable management to come up with a better approach to how to deal with this practice. For instance, it may be deciphered that employees who work second jobs are prone to stress or burnout, thus affecting their work performance. Knowing these, employers can take preventive measures to improve employees' well-being including allowing flexible working hours, stress management tools, or guidelines on working other jobs (Weiss & Cropanzano, 1996). Also, the study will analyze the legal and ethical issues of moonlighting to help the employer how to manage conflicts of interest, breach of confidentiality, and other risks that come with second jobs. Through setting proper policies and encouraging healthy communication with the employees, the risks mentioned above can be effectively prevented, and thus, the organization and its employees can thrive (Gordon, 2019). The study will also seek to find out how the moonlighting arrangement can be of advantage to employers of the skills and experience that employees acquire from the other jobs. First of all, remote or freelance workers or those who have other projects aside from their main job may gain new insights or outlooks in their work. Organizations that appreciate these talents can therefore provide a platform through which employees can use their moonlighting skills at work thus enhancing creativity and work output (Smith & Allen, 2019).

Balancing Organizational Needs and Employee Rights: The last area of the study's practical implications will be focused on the discussion of how organizations can address the needs of the organization and the rights of the employees. Moonlighting poses some risks to employers since they have a responsibility to maintain their organizations' assets including intellectual property as well as trade secrets and at the same time they need to uphold employees' rights for other employment opportunities. The study will give recommendations on how such concerns can be met while at the same time maintaining equity and transparency for the parties involved (Gordon, 2019).

For example, based on the research findings, employers should ensure that they set some disclosure procedures that are to be followed by the employees who are involved in the moonlighting practice so that the organization can be able to identify the possible conflicts of interest and take the necessary action. At the same time, the study may support such practices as telecommuting or training that would help an employee achieve his or her career objectives and, therefore, not need to work a second job. Through this, the balance between the organizational needs and the employees' rights will be achieved hence creating a good working environment that promotes both the organizational goals as well as the employees'.

1.6.3 Policy Recommendations

Given that this study identified several factors that contribute to the turnover, it has the potential to provide policy implications at organizational and government levels. Due to a rise in moonlighting, companies today need policies that effectively help manage the issues that come with the practice. The information gathered on the IT moonlighting phenomenon in this study may be useful in the formulation of good work practices to discourage unfair and unethical multiple jobs in the industry.

Organizational Policy Recommendations: At the organizational level, the research will give guidance to employers on how they can formulate policies that contain risk of moonlighting while at the same enhancing the welfare of the employees and their career growth. Some of the policies that may be put in place may include guidelines on how to report other sources of income, defining the difference between primary and secondary employment, and measures to cope with cases of conflict of interest. The study may also propose that organizations consider providing the following measures that can help the employees pursue moonlighting without negatively affecting their productivity in their main organizations; this includes allowing the employees to work remotely or offering flexible working hours (Smith & Allen, 2019). Also, the study will seek to find out how organizational culture influences the perception of moonlighting. For instance, organizations that support high levels of communication may be in a more suitable position to deal with the issues of moonlighting since the employees are likely to report cases of moonlighting and address preliminary problems that may arise.

The study will give guidelines to employers on how they can foster such a culture of trust, teamwork, and ethical practices in the workplace as suggested by Gordon (2019).

Governmental Policy Recommendations: This research can help governments and policymakers come up with recommendations on matters to do with labor laws, taxation, and the rights of employees. While moonlighting is on the rise, there is a need for laws that will ensure that the rights of workers are protected in case of having them work for another company outside their main employer while at the same time ensuring that employers can handle the risks that come with it. The study may propose amendments to the current legislation of employment relations concerning such matters as overtime, safety at the workplace, and non- compete clause in the condition of moonlighting (Conway & Kimmel, 1998). The analysis of policies may also require policy recommendations around taxation. It is also important to note that those IT professionals who engage themselves in moonlighting find themselves in a complicated tax situation since they are earning income from two sources and are required to report all the income they earn as well as ensure that they claim all the tax deductions and credits that they are entitled to. The study may imply that governments should give better direction and assistance to the workers who engage in moonlighting for instance, giving out materials for tax planning and implementation or making it easier for individuals with multiple sources of income to file their taxes (Johnson & Lee, 2020). Lastly, the work may recommend policies that can enhance the welfare of the moonlighting workers including against any form of discrimination or retaliation by their employers. Some of these policies may assist in protecting the workers in secondary employment from being punished for seeking other sources of income or other career-related positions if these other sources of income or career positions do not interfere with their primary employment. Because these policies can encourage fairness and non-discrimination in the workplace, these can boost the well-being and financial stability of employees in the IT industry as well as other industries (Weiss & Cropanzano, 1996).

Industry-Specific Policy Recommendations: Thus, the study may also provide recommendations for policy interventions that can be specific to the IT industry in light of the various opportunities and risks of moonlighting in this context.

For instance, the study may recommend that the IT firms set some rules governing the moonlighting practice including the non-allowance of the use of company property in other employment. The following may also assist in preventing the infringement of intellectual property and make sure that moonlighting does not threaten the security strategic position of the organization (Gordon, 2019). Further, the study may suggest that such practice be discouraged and, if that cannot be done, then the industry groups or other professional bodies within the IT industry should come to the aid of their members who practice moonlighting. This could include providing the workforce with training and credentials, developing opportunities for interaction, or fighting for workers' rights in the profession. As a way of navigating the issues surrounding moonlighting, such policies would go a long way in enabling IT professionals to achieve their career objectives while at the same time adhering to certain professional standards and ethical norms (Smith & Allen, 2019).

1.6.4   Broader Social and Economic Impact

Nevertheless, several more general conclusions of this study can be considered as social and economic conclusions. Moonlighting is an indication of some of the biggest changes that are current in the labor market such as the sharing economy, the changes in work, and the impacts of economic inequality. Thus, the study presented in this paper can make it possible to form the trends through the lens of the IT sector and their effects on work and society.

Impact on Economic Inequality: Hence, there is the potential for moonlighting to have negative socio-economic consequences like worsening the already existing income disparity. Moonlighting is advantageous to workers in the sense that they will be earning more wages; however, this may lead to more inequalities since some workers can work two jobs while others are not. For example, there is the possibility that IT employees with vast experience can make a decent income from freelancing while those who are new in the field can barely get other sources of income (Kalleberg & Dunn, 2016). From this study, it will be possible to establish how moonlighting impacts economic inequality and what measures can be taken by policymakers and employers.

For instance, the research might suggest that companies should offer their employees training and development that would enable the employees to be equipped with skills that would enable them to participate in the gig economy and hence increase the chances of moonlighting. Hence, these efforts may contribute to the provision of equal opportunities for secondary employment and, thus, to the reduction of economic inequality and the improvement of social and economic citizenship (Johnson & Lee, 2020).

Impact on Work-Life Balance and Well-Being: There are different social effects of moonlighting and one of them is the impact on work-life balance and well-being. Some of the negative effects of having multi-employment are stress, burnout, and reduced quality of life, especially for workers in the IT sector (Maslach & Leiter, 2016). The study will thus seek to address these issues in detail so that the workers are well-equipped to know how to handle moonlighting and still be healthy. For example, the study may discuss ways that can be suggested to create a separation between professional and personal life which include Setting working hours, taking care of oneself, and seeking help from employers or counselors. Consequently, the recommendations that will be made from the findings of this study will be useful in helping to mitigate the well-being challenges in moonlighting to enable the workers to manage multiple job demands healthily in the interest of the workers, their organizations, and society (Greenhaus & Beutell, 1985).

Impact on the Future of Work: Finally, the study implies the future of work. The changes that have been brought about by technological evolution and the transformation of work in the world have made it hard to differentiate between jobs, occupations, and modes of working. Moonlighting is another good example of this phenomenon, and it shows that the contemporary world needs flexibility, self-employment, and multiple job opportunities (Sundararajan, 2016). Thus, the study is designed to discover the drivers, barriers, and repercussions of moonlighting in the IT industry to understand how work will be in the subsequent years.

These findings can inform efforts to design work environments, as well as policies and practices that can foster the realization of workers in the digital age, and deal with the ethical, social, and economic considerations that arise in this environment. So, the study will assist in expanding the discussion of the future of work and the role of technology in the work of tomorrow.

The implication of this research on moonlighting in the IT sector therefore has three- fold significance; theoretical, practical, and policy. The study will thus provide useful findings that will enable the stakeholders to understand the special issues and prospects of moonlighting in the IT industry and enable them to address the new work models for enhanced health of the employees in this growing field. Consequently, it is possible to claim that the results of the study can be useful for the IT industry, as well as for work, organization, and society in general. This research will therefore have important implications in the enhancement of policies, practices, and perceptions on moonlighting in the new digital economy for work to be fair, sustainable, and suitable for both the workers and employers.

1.7 Definition of Key Terms

In academic research, it is common practice to define the various concepts and terminologies that will be used during the study to create understanding by the reader. This section gives the meanings of the most relevant terms relating to moonlighting within the Information Technology (IT) industry. By defining the concepts clearly, the study provides clear directions of how the major concepts are understood hence important for the definition of research findings and discussion.

1.7.1 Moonlighting

This means that one practices another trade in a way that does not depend on the major employer. The IT industry defines Moonlighting as employees who work for extra shifts outside regular working hours occasionally flexibly contractual at other firms. Such secondary activities might be software development or consultation, writing or teaching, or, in fact, avocation. Moonlighting is usually done at night apart from the regular working hours of the main job hence the name moonlighting (Miller, 2020).

Based on the nature of the second job, different types of moonlighting exist. Economic moonlighting is chiefly due to financial crisis or the need to have an extra source of income for one or a family. Career-minded moonlighting therefore is towards honing certain skills, gaining experience, or in search of other challenges and remunerations that cannot be attainable in the normal work setting. The other form of moonlighting is doing work in other areas which are of interest to an individual and this is often done without the intention of making a lot of profit. At this point, it becomes relevant to distinguish these distinctions to explore why some IT professionals may engage in moonlighting, and the consequences of such a decision (Smith, 2018).

1.7.2   Information Technology (IT) Industry

IT Industry refers to the companies and organizations that are involved in the processing as well as utilization of computers, software, and the network. This industry comprises software and hardware production, software and application development, consulting, telecommunication, and information technology services among others. The IT industry can be described as an industry experiencing constant technological changes, huge demand for workforce and employees, as well as international employees working in different time zones and countries (Bourgeois, 2014).

In this paper, the term 'IT industry' is used to mean industries that are majorly involved in the development of, and services related to information technology. This includes firms that specialize in creating software and applications, consulting services for information technology, services for hosting Information Technology infrastructure, and services for digital transformation across sectors. The IT industry is an important part of the global economy, as it inspires progress and plays a major role in enhancing the efficiency of the majority of industries. This is because the nature of this industry is quite dynamic and the fact that the sector deals with highly skilled personnel it would not be a surprise to find most of them taking up other jobs in other organizations after working their normal shift thus engaging in moonlighting (Brynjolfsson and McAfee, 2014).

1.7.3 Gig Economy

The gig economy is a form of work that is defined by the domination of short-term jobs or freelance employees as compared to full-time employees. Freelancers are usually employed in current and ever-changing flexible jobs or contractual jobs where they can work as individuals or from contract to contract. This economy is made possible through applications, websites, and other social media platforms where workers can sell their services including driving, delivery of food, writing content, graphic design, and development applications (Friedman, 2014).

The IT industry is one of the industries where the gig economy is relevant in terms of supporting employment in moonlighting arrangements. For IT professionals, the gig economy means selling their skills on Upwork, Freelancer, Fiverr, and Toptal, among other platforms. Freelancing workspace platforms are opportunities for workers to do freelance work along their tenure employment. The fact that the gig economy enables IT professionals to work in multiple positions at the same time makes it one of the crucial parts of the contemporary IT staff. At the same time, the gig economy creates some doubts about employment protection, and compensation, which is also important for the further consideration of moonlighting (Kalleberg and Dunn, 2016).

1.7.4 Work-Life Balance

Work-Life Balance may be defined as the effective and proper division of time between the working careers on one hand, and family, leisure, and other Non-Working activities on the other. Work-life balance can be defined as a way in which an individual can properly dedicate some of his or her time and energy to personal and professional responsibilities without one domain overpowering the other. Where moonlighting is applied, work-life balance takes its relevance given that people will have another job apart from the main one. The important point here is to be able to work effectively in both assigned jobs as well as not jeopardize personal life and health (Greenhaus & Allen, 2011).

Working while holding another job can be quite complex when it comes to dividing time between the two jobs especially where the IT professionals working in organizations work on a contract basis, their jobs can be very demanding thus affecting their work-life balance.

The extra pressure brought about by secondary employment means the patient has to spend more time at work, experience extra stress, and cannot relax adequately. It causes burnout, decreases job satisfaction and poor relationships between individuals and it also impacts the physical well-being of the people involved. Consequently, knowledge concerning work-life balance is central for evaluating boom or the further effects of moonlighting on the employees and the organizational results (Clark, 2000).

1.7.5 Job Performance

Job Performance is defined as the extent to which an employee is oriented toward the clerk's employer's goals and performs his / her responsibilities to the optimum level. Observational work culture surveys a wide range of aspects of work behavior, such as the amount of work done, how that work is done, how often work is done, and how it meets set standards. In the case of moonlighting, job performance is one of the variables that are usually impaired by the increased workload and split attention caused by the second job (Campbell, 1990).

In the life of most IT professionals, the ability to guarantee high Job performance and at the same time be involved in moonlighting is wanting. Due to the mental and physical stress that result from multiple employment, one is likely to make mistakes, be tired, and thus, less productive in his or her main job. Also, the stress arising from multiple working engagements is likely to affect the deadlines, quality, and coordination with teams/colleagues. This paper discusses the effects of moonlighting on job performance focusing on productivity, errors, and job satisfaction to identify the risks and advantages of the practice (Judge et al., 2001).

1.7.6 Employee Retention

Employee Retention is the ability of an organization to keep its human resources intact with minimal turnover in its workforce. Some of the factors that affect retention include job satisfaction, promotion and career growth, organizational culture, and remuneration packages. High employee turnover is on the other hand related to the force majeure, organizational culture, strong leadership, and measures implemented by the human resource department (Hausknecht et al., 2009).

In so far as moonlighting is concerned, the retention capability of an organization can be hampered due to the dual allegiance of IT professionals. A worker or an employee who participates in moonlighting may likely quit his primary job for reasons such as satisfying a need, better pay, or advancement in the secondary job. On the other hand, moonlighting can also be used as a way of keeping employees since they can get full-time employment with other companies. Thus, providing employees with opportunities to take up extra work can give organizations the freedom and self-governance that the employees crave and increase the chances of retention. This paper examines the multi-faceted link between moonlighting and organizational commitment focusing on how organizational managers can monitor and address moonlighting to sustain employee commitment (Allen et al., 2010).

1.7.7   Conflict of Interest

A Conflict of Interest here refers to a situation where an employee engages in other businesses or has other sources of income that may be prejudicial to his/her main job in the main employer. In the IT industry conflicts of interest have added meaning because of the nature of work performed which is secret and involves information, creations, and key decision-making (Thompson, 1993).

Currently, when IT professionals go moonlighting, there may be a possibility that their other job will cause a conflict of interest since they can work for a competing company or do projects that are similar to the ones they do at the main company. This conflict can result in an ethical dilemma, violation of the patient's right to privacy, and may even invite legal implications. It is also not unusual to find organizations enforcing strict codes of conduct that address the issue of conflict of interest demanding every employee to declare any other source of income they draw and seek the authority of the organization before undertaking the secondary job. They say that this paper shall also explore how conflict of interest is handled especially within the context of moonlighting and present some recommendations to organizations so that risks can be controlled while at the same time respecting employee's diversity or autonomy as postulated by Carson (2003).

1.7.8   Intellectual Property (IP)

Any creation of the human mind that is given the protection of the law is known as an 'IP', this includes inventions, literary and artistic works, designs, symbols, and names used in commerce among others. In the IT industry, intellectual property is an important organizational resource that includes any written or computer programs, algorithms, design, and any other innovations created by the employees as part of their work duties (Lemley, 2005).

Moonlighting has significant implications for some major issues such as ownership and protection of ideas and inventions especially when the second job being taken by the IT specialists involves the development of new products or is based on knowledge acquired from the initial employment. Certain revision control issues need proper attention, organizations have to ensure that their idea is protected and their employees must not share the idea with a competitor, or use it for their benefit. In this paper, the effects of moonlighting on intellectual property rights shall be discussed, and how organizations can safeguard their property besides permitting their employees to practice other employment (Merges et al., 2013).

1.7.9   Remote Work

Remote work means a working model where an employee completes his/her working assignments not at the workplace, but at another convenient location, often at home. Technology in the world today has led to flexibility in working from home by implementing online communication technology and the current world has been gently adopting the flexible working style in the IT industry (Donnelly and Johns, 2021).

In the context of moonlighting, remote work helps IT professionals to balance between two or more employment. Remote work is quite flexible, and it also enables people to work on other assignments during odd hours when they would have been stuck in an office environment. Furthermore, remote work involves working from home and other locations which can lead to patronizing the boundary between the private and working world which strains work-life balance and contributes to staff burnout.

Therefore, this study seeks to establish how remote work affects moonlighting in the IT profession, considering the positive effects as well as the negative impacts (Golden & Veiga, 2005).

1.8 Benefits of Moonlighting

Moonlighting is the act of working a second job while still being employed in another job and has gained popularity in the current flexible working environment, especially in high-skill- based sectors such as IT. Although there are also some disadvantages of moonlighting including the problem of work-life balance, conflict of interest, and the decreased output of employees, it also has its advantages for the employee and the employer. The following section articulates the multiple benefits of moonlighting concerning theory and literature.

1.8.1 Financial Stability and Income Diversification

The most obvious and apparent advantage of moonlighting is the ability to acquire more income through multiple sources. To many employees, especially those who are working in risky areas or areas with high costs of living, an extra income from another job becomes a lifesaver. This has been seen in the technology industry where working on projects as well as freelance opportunities are commonly available to give employees some extra income besides their fixed salary (Johnson & Lee, 2020).

The idea of income diversification draws from the financial economics literature, where the idea is that diversification of income sources minimizes overall risk (Markowitz, 1952). Thus, the concept of moonlighting can be beneficial for IT specialists, as they can prevent the risk of losing one's income in case of job loss or economic recession. This financial stability is very important for the individual as well as may create a positive impact on the economy as it leads to more spending by the consumers and less dependence on welfare programs (Smith & Allen, 2019).

Besides the aspect of financial security, moonlighting can also help people accomplish certain financial objectives such as purchasing a home, starting a business, or clearing certain debts. These goals may be hard to achieve with one source of income especially in towns and cities where many IT personnel live (Shisko and Rostker, 1976).

Thus, by enabling faster achievement of these financial goals moonlighting can contribute towards improved financial well-being and a decrease in financial strain which has a positive impact on an individual's mental health and satisfaction with work.

1.8.2   Professional Development and Skill Enhancement

Moonlighting is a favorable environment for personal and professional growth and plays a vital role in the professional and skill-building of employees especially in the ever-growing sectors such as the IT sector. It is, therefore, important for people working within this field to update their knowledge and skills because technological advancement is fast. It can offer an opportunity to get practical exposure to new technologies, tools, and methodologies that might not be available in the primary job (Hart, 2018).

For example, anIT personnel who is employed as a software engineer in a big firm may be involved in freelance web development work on a part-time basis. These side projects can free up the person to explore and learn new languages, new frameworks, and new design paradigms that are not part of the person's core work in his or her full-time job. This kind of experience can enhance the rate at which such individuals learn and develop their skills hence becoming more useful to their core employer and more employable in the market (Johnson & Lee, 2020).

Besides, moonlighting can act as a career discovery and creative outlet. For instance, IT professionals who want to become entrepreneurs or those who would like to switch to another area of interest within the IT profession may consider moonlighting as a way of experimenting with new business ideas, building a portfolio, and confidence to go for big career changes (Bain, 2015). This aspect of moonlighting is in concordance with the career self- management theories which postulate that employees have to be proactive in their efforts to develop their skills and plan for their careers in the long run (Greenhaus & Beutell, 1985).

These advantages of moonlighting are also evidenced by research; the studies established that people in secondary employment are likely to experience improved job satisfaction and career progress as compared to their counterparts who do not work in parallel jobs (Conway & Kimmel, 1998).

Moonlighting enables IT professionals to build up their knowledge and keep abreast with the current trends that may open doors for leadership positions in the future.

1.8.3 Increased Job Satisfaction and Personal Fulfilment

Apart from the monetary and career-related gains, other advantages of moonlighting include job satisfaction and personal satisfaction. In many cases, the main job may not be enough for one's creative or even intellectual fulfillment which makes him or her unmotivated at work. It allows the individual to engage in other activities that may have not been given much attention in the primary job hence increasing the individual's life satisfaction (Vroom, 1964).

For instance, a professional in the IT field who has an interest in graphic design may engage in freelance design during his or her free time. It can give the employee a feeling of achievement and satisfaction that can be an addition to their normal work thus improving their quality of work life (Weiss & Cropanzano, 1996). In addition, the aspects of autonomy and flexibility that are related to moonlighting may help people to gain control over their working time and resources in a way that enables them to devote more time and effort to other activities they value (Herzberg et al., 1959).

Further, the psychological aspects of moonlighting are also in tune with the theories of job satisfaction and motivation including Herzberg's Two Factor Theory. This theory states that job satisfaction is a combination of 'hygiene' factors which are the basic physical and organizational conditions of work and 'motivator' factors which are the personal and psychological conditions of work. Moonlighting can fulfill both the hygiene factors and motivators since it offers an extra source of income and at the same time allows the worker to exercise their creativity and develop new skills (Herzberg et al., 1959).

Additionally, moonlighting can also increase one's satisfaction in life since the person can be able to make a positive impact on certain causes or groups that he or she cares about. For example, an IT specialist may give his/her time and expertise to a non-profit or a social enterprise. This type of moonlighting, therefore, has a positive implication for the individual as they can feel that they are contributing and socially included but also positively impacts society (Greenhaus & Beutell, 1985).

1.8.4 Networking and Relationship Building

Moonlighting also presents IT professionals with several ways through which they can foster relationships in the course of their work. Such a situation means that IT professionals can acquire contacts from different projects and clients, as well as colleagues and organizations. This may result in new employment, new business relationships, and opportunities for cooperation that could otherwise be unavailable (Smith & Allen, 2019).

This is more so the case for IT professionals who may be seeking to change their areas of practice or perhaps become business owners. This will enable an individual to develop business relationships and look for new business opportunities, learn new trends in the field, as well as get support and guidance from other professionals in the field (Vroom, 1964). All these can be very helpful in attaining long-term career objectives and in the difficult and competitive world of IT employment.

In addition, moonlighting increases social capital, which is the resources and benefits accrued to an individual through social relations. More, social capital is a valuable resource in the IT sector because, many times, projects entail the sharing of information and ideas. This means that through moonlighting, IT professionals can gain social capital by building a reputation as good employees and as a result get better job opportunities in the future (Hart, 2018).

These empirical findings are consistent with the networking value of moonlighting: people who moonlight tend to have more developed professional networks and better access to job foraging than those who do not (Conway & Kimmel, 1998). These networking advantages are useful, especially in the current world of the gig economy where people's connections and image can be the determining factor to get a job.

1.8.5 Entrepreneurial Opportunities and Innovation

It is quite common to find that most IT professionals use it as a platform to start their own business. In fact, by freelancing or starting a side business, an individual can get practical experience in business management, product creation and management, and customer relations. This is particularly useful for students who wish to start their tech startups or other entrepreneurial ventures in the future (Hart, 2018).

Moonlighting gives the potential entrepreneur a platform to practice his/her business venture with little to lose and enough time to learn and experiment with the business model. This cyclical approach to trial and error is critical to innovation and may result in the creation of new goods, services, or approaches to doing business that can create market disruption (Weiss & Cropanzano, 1996).

In addition, moonlighting can give the financial support required to support one's business initiatives. A majority of IT professionals rely on the income earned from their side jobs to support their business or entrepreneurial ventures hence they do not have to seek capital from other sources, and this enables them to have full control of their business (Bain, 2015). This financial independence can be a major advantage in the cut-throat world of technology where access to funding can be a major determinant of success.

The advantages of moonlighting for entrepreneurs agree with the studies on innovation and business creation; these findings claim that people who are involved in the second job are more likely to create new ideas and enter the business (Shisko & Rostker, 1976). Through encouraging innovation and tolerance of failure, moonlighting can be beneficial to the IT sector in its entirety.

1.8.6   Enhanced Creativity and Problem-Solving Skills

This is because moonlighting can also boost the creative thinking and innovative skills which are crucial to thrive in the IT industry. In the various extra-curricular activities that people engage in apart from their main jobs, people are exposed to new challenges, new ways of thinking, and new ideas that can help in creating breakthroughs. Techniques that are learned during the primary job can therefore be combined with new ideas to create new and innovative ideas that can be used in the primary job as well as in future projects (Hart, 2018).

For instance, a person who is an IT professional and a freelance developer might come across some technical difficulties or clients' needs that cannot be solved without innovation. These experiences can enhance the employees' competencies and creativity which can be beneficial for their main position and other roles (Johnson & Lee, 2020).

Furthermore, the very nature of moonlighting that is autonomy and flexibility can lead to the environment that fosters creativity for the reason that individuals are free to innovate and innovate without the fear of being restrained by the norms of a formal organization.

The rationale for the cognitive advantages of moonlighting comes from creativity and innovation theories that posit that, engagement in various tasks and challenges can improve the flexibility of ones thinking as well as increase the potential for innovation (Vroom, 1964). Thus, moonlighting can be beneficial to IT professionals since they get a chance to enhance their learning and gain knowledge about new trends in the market while creating solutions for new technologies.

Moonlighting and creativity have also been seen to be related through empirical research as those individuals who work in their second jobs are likely to report higher creativity and innovation as compared to those who do not moonlight (Smith & Allen, 2019). Thus, it can be stated that moonlighting may be beneficial for the development of creative and analytical thinking, which is so important in the IT field.

1.8.7   Work-Life Balance and Personal Fulfilment

Even though moonlighting relates to the problems of work-life conflict, it also gives a chance for personal satisfaction and a better life. It would be rather valuable for many people to be able to engage in activities that are of interest to them, and which may not be directly related to their work and career (Herzberg et al., 1959).

Moonlighting can be useful to be able to balance between work and other responsibilities in one's life. For instance, an IT employee with a full-time job may decide to do flexible freelance work which they can do from home or part-time. This flexibility can enable employees to effectively balance their work and family lives thus improving their well- being (Greenhaus & Beutell, 1985).

In addition, moonlighting presents one with an opportunity to exercise some control over his/her job and, in a way, one's destiny. By selecting the kind of job, they wish to do and the conditions they wish to work under, people can therefore be able to design their work-life balance that they desire (Bain, 2015).

This perception of control may result in enhanced job satisfaction and personal well-being translating to a better standard of life.

Several works conducted on moonlighting have revealed that the people who take up moonlighting have higher levels of life satisfaction and work-life balance than the people who do not (Conway & Kimmel, 1998). These findings indicate that if well utilized, moonlighting can be a useful means of improving the quality of life and hence, should not be discouraged.

1.8.8   Contribution to Organizational Knowledge and Innovation

Moonlighting is also beneficial for the primary employer, in terms of organizational learning and creativity. When employees are involved in various projects different from the core job tasks, they come up with new skills, new ideas, or even new ways of perceiving things that may be helpful for the organization (Vroom, 1964).

For instance, an IT employee of a company may work as a consultant for another company in the evening or on weekends and as such may acquire knowledge of new technologies, trends, or strategies that may be useful in the primary company. This means that such exchange of knowledge can result in improved processes, products, and or services within the organization thus increasing the competitiveness and innovation of the organization (Smith & Allen, 2019).

Also, moonlighting can encourage the learning culture and the process of professional development in the organization. When employees are provided with opportunities to enroll into other learning and development activities that are not directly related to their workplace, it contributes towards the development of a vibrant and creative work culture where knowledge and people can easily be shared (Herzberg et al., 1959). This culture of innovation can be a tangible source of competitive edge, especially in the field of IT where the rate of change is fast and a company that cannot quickly change and come up with new ideas is bound to lose out.

A studydone garners evidence that supports the idea that moonlighting is beneficial to the organization through the analysis that noted that companies with employees working in other companies are more likely to come up with new products and services in comparison to organizations with a more centralized workforce (Bain, 2015).

From the results of this research, it can be concluded that moonlighting may prove to be a useful model for organizations wishing to develop their innovative capacity and meet the challenges of the future.

1.8.9 Social and Community Contributions

Moonlighting can also have more general positive impacts on society and the community, especially if a person applies his or her talents to non-commercial organizations, social businesses, or communal initiatives. Through moonlighting, IT professionals can contribute positively to social causes in their societies and at the same gain personal satisfaction and fulfillment (Greenhaus and Beutell, 1985).

For instance, an IT professional can apply his/her skills to assist a non-profit organization in designing a website, developing a mobile application, or enhancing its data management systems. These contributions can greatly influence the organization's performance in attaining its goals and fulfilling its mission toward the intended beneficiaries; at the same time, these contributions offer the individual a sense of meaning and belonging (Hart, 2018).

Also, moonlighting can assist in closing the gap between for-profit organizations and non-profit and social enterprise organizations to encourage and facilitate cooperation and learning between these various forms of organizations. This partnership between the private and the social sectors can therefore create solutions that are unique and can address social problems, by tapping into the private sector's capabilities and assets (Smith & Allen, 2019).

The arguments for the social utility of moonlighting are under the umbrella of corporate social responsibility and community engagement studies which argue that people who apply their professional skills to social causes have better perceived well-being than those who do not (Weiss & Cropanzano, 1996). These results offer hope that moonlighting can generate positive social change as well as individual and organizational benefits.

The advantages of moonlighting are as follows, for IT professionals, for employers, and society. The benefits of secondary employment include financial security and career growth, improved job and life satisfaction, and, therefore, higher quality of life.

Moonlighting assists IT professionals in developing their skills, networking, and being innovative in their workplace or business, and in turn, makes them productive and focused members of society.

In addition, the moonlighting phenomenon has advantages not only at the individual level but also at the organizational level, social capital, and community level. If properly harnessed, moonlighting can therefore be a good way of enhancing learning, innovation, and social responsibility in the IT industry. Thus, in the context of the changing nature of work, identifying the advantages of moonlighting and using it to one's advantage will be important for those who want to succeed in the contemporary world.

1.9 Limitations of Moonlighting

As much as moonlighting has many advantages, for example, financial security, improving one's skills, and increasing personal satisfaction, it has its drawbacks. These limitations can be seen in several forms, they do not only affect the employee but also the primary employer and the company. It is important for employees who are thinking about moonlighting and employers who have employees who are working side jobs to know these limitations. The following section focuses on the possible negative effects of moonlighting, and the available literature and theories have been discussed.

1.9.1   Impact on Work-Life Balance and Personal Well-being

Perhaps the main weakness of moonlighting is that it may lead to working conditions interfering with the quality of a worker's life and his or her well-being, in general. The pressures arising from having another stream of income may prove tremendously demanding in terms of time and energy restriction of available free time for sleep, recreational activities, or time for the family. Such imbalances give rise to stress, burnout decreased health, and high levels of well-being of a person (Greenhaus & Beutell, 1985).

That is why the ratio between working and free time is highly important for a person's health. While working moonlighting, employees may find it hard to balance the time they spend across their employment, thus experiencing fatigue levels that have negative impacts on their life satisfaction (Maslach & Leiter, 2016).

According to The Theory of Work-Life Balance, people have a limited supply of resources, these restrictive resources include time and energy, and these have to be split between the workplace and other spheres of life. Therefore, when these resources are pulled in other directions by moonlighting, then there will be undesirable consequences for both the detour and the main occupation (Greenhaus & Beutell, 1985).

A review of scholarly literature has it that moonlighting often results in poor work-life balance. For instance, research has found out that people who practice moonlighting display wider signs of stress and burnout than workers who do not. Such stress can also lead to other ailments such as sleep disorders, anxiety, and depression, hence reducing personal health.

However, the effects of selfies on people's interaction are as follows which cannot be ignored: Work done in a second job is time that could be spent with children, parents, friends, or spouse and this leads to tension between family members, or they may feel left out. This strain can be especially realized by those who have time-consuming primary occupations, in which the second job takes place, and there is simply no time for meaningful social intercourse (Greenhaus & Beutell, 1985).

1.9.2 Reduced Productivity and Performance in the Primary Job

Another key disadvantage of moonlighting is that it threatens to lower output and efficiency in the main occupation. Involvement in two or more roles that demand different resources creates a tendency of divided attention and this cause reduces the resources available to perform the first role optimally; this results in fatigue and reduced quality of work being done in the first role as pointed out by Cohen (1978). These decreased performances have dire repercussions including damaging the career path of the individual and the success rate of the firm.

In the Cognitive Load Theory, it has been proposed that people possess a limited capacity in terms of information processing and that excessive load will result in a decrease in performance (Sweller, 1988). Given moonlighting, the increased thinking load from a secondary job may hamper an employee's capacity to work efficiently in his or her primary position.

This is especially key to professionals in highly technical professions such as Information technology for which exactness, innovation, and intelligibility are paramount (Lee, 2020).

The author states that theoretical literature has ascertained that moonlighting is linked to poor productivity, especially where the second income-generating activity is esteem or time- consuming. For instance, a professional who works in an IT firm but does freelance work for 2-3 hours in the evening may be less productive and efficient the following day in work by making mistakes, failing to meet deadlines, or generally providing poor services (Bain, 2015).

This reduction in productivity may also have other organizational repercussions. When employees are less productive, they can extend the time required to complete the project thus incurring the wrath of the clients and loss of business for the organization. Furthermore, when moonlighting is practiced extensively within a firm it brings about a lower level of commitment and the poor performance of the organization will be exacerbated (Hart, 2018).

1.9.3 Conflicts of Interest and Ethical Dilemmas

It also commonly causes conflict of interest and ethical consideration challenges especially where the second job is in the same field as the primary job or with competitors. Conflicts can also undermine the individual's ability and character as well as have detrimental effects on the reputation of the individual and lead to legal repercussions or demerits (Davis & Rothstein, 2020).

The issue of conflict of interest occurs when one has other sources of income that compromise his or her efficiency and fairness when performing duties of his or her main employment. For instance, an organization has an IT expert who works part-time for a competitor company as a consultant; the employee may transfer or disclose confidential knowledge or assets to the second organization accidentally or on purpose. This can result in privacy violations, theft of intellectual property rights, and other severe unethical practices (Spot LCD, 2019).

There is likely to be the emergence of ethical dilemmas because today's world does not demarcate a clear line between people's work and their personal lives.

Due to current post- employ remoteness, novel emerging technologies together with communications' synchronous diffusion it has become very hard to differentiate the employees' work for different employers, which results in a higher degree of conflict and ethical violations identification (Smith & Allen, 2019). In the Ethical Decision-Making Model, it is important for an individual to adhere to ethical standards and practices, especially in professional practice, and moonlighting puts into question the ability to deal with this issue effectively (Rest, 1986).

There are hundreds of recorded cases where moonlighting has prompted issues to do with conflicts of integrity and ethical malpractice which in turn have attracted penalties, lawsuits, as well as compromise of professional reputations (Weiss and Cropanzano, 1996). Such conflicts can of course shake the trust within the various organizations, weaken the solidity of certain teams, and even compromise the image of the firm with clients as well as shareholders.

1.9.4 Intellectual Property Risks

Intellectual property (IP) risks are another major factor that is likely to hinder moonlighting especially where the business relies on proprietary technologies, software, or innovations as a means of gaining competitive advantage. When moonlighting employees are employed by competitors or in related fields, then there are chances that they either unknowingly or willingly use confidential information from their main employment in the other job (Gordon, 2019).

This risk is further magnified by the fact that most IT personnel handle large and sensitive projects that have a lot of intellectual property involved in them. The violation of this privacy, especially when the data is used or disclosed in another job, may attract legal and financial consequences to the violates as well as their principal employer (as stated in Davis & Rothstein, 2020). For instance, a software developer who works for a company during the day and operates as a freelancer can use a code or algorithm of the former job in the latter, which can cause a problem and lead to IP litigation.

The legal regime around intellectual property protection is intricate and employees may not be fully informed as to what they are expected to do and not do in the way of protecting their employers' IPRs.

Nevertheless, ignorance of such responsibilities is no excuse, and violation of IP rights is likely to lead to penalties such as dismissal, legal action, and tarnishing of one's reputation in the employment place among other consequences highlighted by Weiss & Cropanzano in their research findings (1996).

Besides, the risks associated with IP can be wider ranging affecting the overall organization. If the information belonging to a company gets out or is exploited by an employee with another company because of moonlighting, then it may cost the company dearly in terms of money and the strategic position, the loss of face that comes with it when customers and partners refuse to do business with a company. Therefore a need for organizations to develop policies and measures in dealing with the risks that accompany moonlighting and issues to do with the protection of the organization's intellectual property (Gordon, 2019).

1.9.5   Legal and Contractual Issues

Legal and contractual aspects are another factor that should be discussed when speaking about the limitations of moonlighting. Some conditions of employment state that one cannot work for another employer or any other business, especially where there is overlap in the line of work, it is unlawful, and where there are a lot of risks of conflicts of interest and theft of ideas (Davis & Rothstein, 2020). The following are the steps to prevent moonlighting, and these clauses are to ensure that the employer's best interests are upheld while the employees are focused on their primary job.

In case employees decide to engage in moonlighting thus breaching their employment contract, they are entitled to disciplinary actions that may culminate in dismissal. In some circumstances, the employers may also take legal action against the employee mainly for breach of contract especially where the employee conducting the moonlighting activities has created losses to the organization (Gordon, 2019).

However, moonlighting causes many legal concerns not just in employment contracts. There are other concerns that moonlighting brings; taxation is one of them. Some of the states require that income from moonlighting be declared differently and distinct from the individual's normal source of income and where this is not done, an individual is liable to prosecution, fines, and legal action by the legal persons in the state.

The complexity of the operation, which is closely connected with managing multiple income sources, can lead to mistakes in tax declaration and growing risks of audits and, in consequence, legal penalties.

Legalities and contractualities That arise from moonlighting present operational and tactical problems for organizations when dealing with their employees. There is always a tension that managers have to manage and it lies in the extra work that an employee would be performing for another organization, even though s/he is in their employment. This calls for properly articulated and implemented policies on moonlighting, besides engaging the employees regularly with information on their legal status and possible pitfalls of engaging in a second job.

1.9.6 Impact on Organizational Culture and Team Dynamics

The vice also affects the organizational culture and the teaming structure of an organization especially when subordinates engage in it. The problem of having secondary jobs results in employees developing conflicts of interest, reduced interest in their primary organization, and available time and energy are divided leading to a reduction of unity and cooperation in the organization (Hart 2018).

Organizational culture is the set of values, objectives, and behaviors within an organization and when employees are faithful to another employer through contract work, it would be destructive to the organizational culture of the company since the employees are divided in their loyalty. This is especially so in industries such as Information Technology, which requires a strong element of teamwork (Greenhaus & Beutell, 1985). Since employees are not available or engaged because of this outside job they are undertaking, this can cause some poor flow of communication, delays in meeting deadlines, and overall poor performance of the team (Smith & Allen, 2019).

Besides, moonlighting leads to the development of inequity within the place of work since some people are seen to be working harder than others while others are given opportunities that delay job completion or are even useless in the first place. For employees who do not engage in moonlighting may end up feeling that they are the ones working hard than the others, or that their colleagues are not dedicating enough time to the work they are hired for.

This leads to developing resentment, improved morale, and reduced overall job satisfaction with a correspondent effect on the organizational commitment (Weiss & Cropanzano, 1996). For managers, it becomes a consideration to ensure that they are always able to foster a strong team spirit and loyalty from their employees while at the same time observing that the employees do have their right to enter other employment contracts.

The problem of moonlighting erodes organizational culture even more by the fact that it may lead to split allegiance. When employees have obligations towards multiple employers, they are in a dilemma considering the ethical consequences and loyalties that are split between employers hence affecting the trust of the group and teamwork (Hart, 2018). This can be specially tested for organizations that have placed a lot of emphasis on teamwork and team cohesiveness as a fundamental organizational core value.

1.9.7   Potential for Burnout and Mental Health Issues

Moonlighting presents one of the following major concerns, which may pose a severe threat to the employees' overall well-being: Burnout is a state of fatigue resulting from stress and excessively heavy burden in the exercise of duty and it is a situation that many people who work in multiple positions are likely to experience (Maslach & Leiter, 2016).

Chronic stress is likely because one has to work to meet the demands of two employers since one has to be on duty even during an emergency in the other company. In the long run, this stress leads to burnout and the deterioration of the employees' mental health according to Weiss and Cropanzano (1996). The raised levels of burnout display symptoms such as tiredness, temper, poor concentration, and disinterest in the work. In extreme form, burnout results in depression, anxiety, and other clinical psychological disorders (Maslach & Leiter, 2016).

This is because these organizations experience high levels of burnout since the demands which are already high in industries such as IT are now compounded by the pressures brought about by moonlighting (Hart, 2018). Burnout also has implications of negative impact on primary job performance in that the individual is likely to make mistakes, miss deadlines, and produce poor-quality work (Cohen, 1978).

However, moonlighting entails other consequences to one's mental health apart from burnout. Executive overload in performing their functions due to the competing demands of their work and family has been attributed to anxiety, depression, and other mental health disorders. This is especially so when one gets the feeling that he or she cannot cope with the two tasks (Maslach & Leiter, 2016). This goes a long way to support the notion that stress needs to be controlled and that it is wise to stick to the law that prevents employees from engaging in other businesses without the employer's permission, regardless of engaging in moonlighting.

1.9.8 Negative Impact on Career Advancement

Although working in two jobs can be very beneficial in terms of developing new skills and promotion of career progression, it will have negative effects on promotion in the first workplace. To employers, moonlighting may be seen as a lack of commitment to the present job or job search by the employee hence reducing the possibility of being promoted or trained (Smith and Allen, 2019).

Moonlighting can also pose a drawback in some situations through reduction of one's availability for special works or tasks that would have given him/her more exposure in the organization. This can lead to poor chances of training and promotion because employers like to promote those individuals who are actively involved in their primary duties and evidence a high level of commitment to their organization (Hart, 2018).

In addition, conflicts of interest and ethical challenges that are likely to be experienced by the moonlighting employee tarnish his/her image within the organization hence being a categorical no to promotion chances. Employers may not wish to promote certain important functions or provide leadership roles to people who are considered to be compromising or who have a checkered past regarding their ethical behavior (Gordon, 2019).

Current literature on employee commitment and organizational behavior provides evidence in support of the effects of moonlighting concerning career mobility, where people who are deemed committed to their work and organizations, are fondly considered and given promotions and leadership positions as argued by Weiss & Cropanzano (1996). On the other hand, the employee that he or she moonlights may be seen as less committed or intent on promotion hence fewer promotions will be accorded to him or her.

1.9.9   Compliance with Industry Regulations and Standards

Moonlighting also has its drawbacks including cases whereby the employees may not abide by the industry rules and regulations or the standards of practice. Most sectors, especially those that deal with information or are incredibly responsible, have policies concerning employee behavior at workplaces, which include an employee's prohibitionary measures against having other jobs (Johnson & Lee, 2020).

For instance, in the information technology sector staff dealing with particular projects such as those concerning information security may be barred from moonlighting or may only be allowed to do so in limited measures due to conflict-of-interest concerns or data security risks. Noncompliance with these regulations incurs legal ramifications, tarnishes the organization's image, and leads to the withdrawal of professional practice licenses/credentials from the individual (Gordon, 2019).

Its nature of provoking conflict with industry regulation and legal provisions gives it enormous complexity, which poses numerous problems to both the employees and employers.

It is the employees' responsibility to know the rules that govern their trade area and avoid engaging in practices that go against the regulations. While employees are required to adhere to compliance standards and policies to prevent legal consequences, employers have to oversee them for the sake of the organization's benefit (Davis & Rothstein, 2020).

The possibility of regulatory breaches underlines the need for a policy and code of conduct regarding moonlighting, and constant reminders of expected standards and violation consequences for the employees (Smith & Allen, 2019).

Although employment in another job has its benefits such as increased income, experience, and satisfaction, it has drawbacks too. These limitations though include issues to do with work-life conflict, productivity reduction, compromise of corporate ethics, and other legal ramifications that can cause negative impacts to the individuals or organizations involved.

From the point of view of employees, the potential boundaries of moonlighting include such dangers as burnout, the possibility of developing mental disorders, and adverse effects on professional growth. In the eyes of employers, it is not desirable to have moonlighters within a company's

workforce because it results in lower productivity, erodes company culture, and brings in added risks to technology theft or violation of company policy.

To counter these problems, everybody should be cautious concerning moonlighting, and everybody should follow certain policies and rules that help in addressing those risks. In this way, they will be able to achieve much out of moonlighting in terms of financial gains but all the same avoid devastating impacts on their overall well-being, productivity, and organizational effectiveness.

1.10   Summary

The summary section in the introduction chapter offers a recapitulation of the prominent issues that have been discussed in this chapter to remind the reader of the purpose and objectives of the study before moving to the subsequent chapters. In line with this, this section mimics the introduction section of the research by outlining the background to the study, the purpose, and objectives of the study, the justification for the study, the research questions asked in the study, the domain and scope of the study, the theoretical perspective to be adopted in the study, the hypotheses that are to be tested in the study, the method of doing the research and proposal presentation. In this way, such a synthesis ensures that the reader gets an orientation as to the background of the research and its proposed line of approach.

This is the reality of the employee moonlighting, especially in the IT sector that has become rather widespread due to the peculiarities of this industry. IT specialists gain professional knowledge that is useful in organizations in the present day and so they can search for other employment apart from their original responsibilities. The purpose of this research work was to understand the reasons, impacts, and repercussions of moonlighting: and analyze its impact on the IT employees and the organizations that they serve. The background section highlighted those factors that lead to moonlighting including Financial, career advancement, personal interest, and the prevalence of the gig economy. They define the dynamics of moonlighting and, therefore, this is a rather significant topic particularly considering the modern world of IT.

When evaluating the major assertions outlined in this chapter the problem statement will assist in identifying the major problem areas to do with moonlighting in the IT sector.

Some of the problems that arise due to moonlighting are There is a contradiction of interest, reduced performance and output, a clash of time between work and other activities, and legal and ethical concerns. The matter of having multiple jobs raises lots of questions regarding the possibilities of working arrangement flexibility concerning the stability of an already over- solicited industry. Similarly, the following is also a limitation of the study; there are very limited extensive studies that relate to moonlighting in the IT industry. With this regard, the objectives of this research study are to find out the causes and consequences of moonlighting with the ultimate view of making proposals that will be valuable to the organizations and effect change to those involved.

CHAPTER II:
REVIEW OF LITERATURE

2.1 Related Reviews

Shanmugavelu, R., et al. (2024) stated that employees engaged in moonlighting when they secretly work for other companies without their legitimate registered employer knowing. After finding out that some of its employees were engaging in this behavior in 2022, Wipro fired them and might have blacklisted them as a result of their extreme measures. This set off a chain reaction of "monkey see, monkey do" in various IT and non-IT organizations. The purpose of the study was to determine the outcome of these activities by means of text mining and qualitative descriptive analysis. According to the study, the corporation was suffering in the long run as a result of these actions. For as long as there has been a free market economy, the engine that drives it has been temporary and inexpensive labor. With one fast action, Wipro fired 300 employees, citing "cheating" as the reason. Nonetheless, the question of whether or not employee loyalty was a desirable need and the associated costs were central to the study.

Prasad, K. D. V., et al. (2024) affirmed that moonlighting gained popularity during the COVID-19 epidemic owing to remote, flexible work that saved employees' commuting time and might provide revenue for those pursuing other professions. Moonlighting intentions, job happiness, and organizational commitment were evaluated by the authors. The authors also evaluated how employee organizational commitment and economic goals mediate work satisfaction and moonlighting intentions and how human resource procedures moderate the relationship. The empirical study surveyed IT-enabled industry employees in Hyderabad to collect data on job satisfaction, organizational commitment, human resources practices, economic aspirations, and moonlighting intentions. IBM AMOS 28 was used to analyze 311 valid replies using structural equation modeling. SEM analysis shows great model match. The structural model using SEM analysis shows that job happiness and organizational commitment explain 50% of moonlighting variance. Job happiness was statistically significant and affects IT workers' moonlighting inclinations.

Job happiness boosted organizational commitment, which reduced moonlighting. Organizational commitment and job satisfaction moderate moonlighting. Human resource procedures were also examined as moderators of work satisfaction and moonlighting intents. Through job happiness, human resource practices moderate moonlighting intentions statistically and positively. The slope analysis showed that HR practices boost job satisfaction and moonlighting.

Malodia, L., & Butail, P. K. (2024) examined how job satisfaction affects IT workers' moonlighting inclinations. The "Attitudes and Alternatives Model (AAM)" of Withdrawal Cognitions underpins the study. This model described dissatisfaction-related turnover, its antecedents (such as looking for other jobs and moonlighting), and its consequences. The survey included IT workers with at least two years of experience in Tricity (Chandigarh, Mohali, and Panchkula). Primary data from IT professionals were obtained using reliability- tested scales and analyzed using SPSS 26.0 to test statistical and substantive significance. The study selected and collected data from respondents who fit the target group using purposive sampling. In the gig economy, moonlighting was rising every day, so businesses should find strong regulations to facilitate ethical moonlighting in the best interest of their human capital management to create a win-win situation for employees and management. The lack of empirical information on job satisfaction with moonlighting demands for further research in light of virtual work arrangements permitting online moonlighting and platform working in industry 4.0. The study was conducted on a small sample of I.T. workers, therefore the results must be carefully interpreted before generalizing. With Industry 4.0 and predictions that gig working and virtual work arrangements was the new normal post-covid-19, organizations should not ban moonlighting without considering its effects. The results showed that IT professionals' job happiness negatively affected their moonlighting intents

Shaik, S., & Salunkhe, H. (2023) focused on the primary objective of the study was to determine the impact on the productivity of workers who were employed by more than one company. Moonlighting workers in India's workplaces might have their job performance evaluated in the study by looking at a variety of factors.

Used a hypothesis derived from relevant hypothesis testing, measurable factors that may be assessed using a 1–5 Likert scale, and relevant literature, the study seeks to answer the research question. Based on responses from 407 people who filled out a survey that was shared on social media, researchers might infer how well moonlighting workers were doing their jobs. In order to carry out its tests and analyses, the study makes use of IBM SPSS and IBM AMOS software. According to the findings, there was a significant correlation between the factors that affect the productivity of workers who juggle many responsibilities. The authors' goal was to use several indicators to quantify the extent to which employees of educational institutions engage in moonlighting. Additionally, the author seeks to prove its impact on employee performance and job satisfaction by measuring job performance using two separate variables.

IMDR, P., & Student, M. S. S. (2023) discussed that covid has accelerated the already rapid expansion of gig employment, sometimes known as moonlighting. Moonlighting referred to the practice of working part-time, freelance, or even full-time for another company in addition to one's regular job responsibilities. The younger generation of workers was increasingly likely to work for multiple companies in order to avoid boredom, have extra money, etc. A number of problems were emerging as a result of employees' increasing tendency to participate in withdrawal behaviors, such as becoming avoidant and disengaged from their job and putting more emphasis on developing their own identity than on the team. In their spare time, some people seek out part-time work, while others indulge in hobbies. Staff members, particularly in her IT field, took advantage of the telecommuting paradigm and performed two jobs simultaneously. What researchers call "moonlighting" was actually working for two different companies. The case study examined the effects of moonlighting on IT companies in India, both before and after the COVID-19 pandemic, as well as their current and prospective positions in the market.

Gaitonde, S., et al. (2023) affirmed that the term "moonlighting" described an employee's practice of working for two separate employers simultaneously. There were a number of factors that can lead to the kind of scenario, including discontent with current salaries or the desire to supplement existing income.

The COVID-19 epidemic had a devastating effect on the global economy, cutting into job prospects and wages. Professionals now have more chances than ever before to work from the comfort of their own homes, thanks to the proliferation of remote work. These opportunities persisted even after the pandemic ended, but they made it harder for HR managers to keep their staff dedicated to the company. The research was to examine the nature and scope of moonlighting in the Pune Industrial region, focusing on both employees and employers. Moonlighting was common among professionals, and employers have varied feelings about it, according to the data.

Behera, B., et al. (2023) explored that in India, exclusive employment contracts were customary. An agreement was signed by both parties outlining the terms of employment, behavior guidelines, and service conditions, whether it was government, PSU, or private. Recent years have seen an increase in moonlighting, in part because of the COVID-19 pandemic's socioeconomic demands. Employers today were aware of the frequency of moonlighting and, in some instances, have even grown to embrace it as a necessary component of the evolving workforce. With the COVID-19 epidemic and recent advancements in technology, more individuals were trying to make the most of their time and money. It has raised awareness of moonlighting. The purpose the study was to examine the concept of moonlighting, the many perspectives on it, and the Indian judicial system. The study's descriptive research approach was based on secondary data. The researchers came to the conclusion that all professions in India still need a particular law against moonlighting. Moonlighting may or may not be permitted, depending on the employers and the terms of their job. Employers may include in the employment agreement a conflict-of-interest and moonlighting exclusivity provision. However, if there was a lack of trust or loyalty, the intended result cannot be achieved just by legal measures. Businesses may bring in a new age of employment while enacting policies that permit moonlighting in order to minimize conflicts of interest and without negatively impacting production.

Bajpai, A., & Nirwan, N. (2023) described that the global economy and environment change swiftly. Due to remote work and inflation, several employees work second jobs to supplement their income or expenditures. HRM was growing and adding dimensions. Recent years have seen more people working several jobs.

This problem was pervasive since most IT organizations offer flexible work hours and work-from-home options. At this moment in the economy, employees prioritized financial security over career progress. They work extra for other employers to make extra money. Moonlighting affected employer compliance because it impacted how employees work. Moonlighting in IT management raises efficiency concerns. The study analyzed IT workers' moonlighting rates and primary-secondary job relationships. Could the person work for two or more companies without their employer knowing? How can businesses financially aid employees to prevent moonlighting? What if the person finished all tasks faster and without interruption? Employee moonlighting was a huge concern as the blue moon turns full. The study was helping managers in many sectors grasp a concept that could reduce organization productivity. Some employees cannot function successfully in their primary job. Moonlighting helped identify its demands and constructive strategies to handle it.

Kalra, D., et al. (2023) declared that there have been tremendous shifts in the world economy and ecology. Workers in this economic crisis were more worried about maintaining their current level of living than they were about advancing in their careers. This resulted in them securing a second, higher-paying job with an unrelated company. It would be more accurate to say that this was employee moonlighting. Both the employee's work life and the company's compliance standards are affected by moonlighting to different degrees. Some questions that have come up as a result of the research have been answered, such as whether it was appropriate for an individual to work for two or more organizations without informing their current employer. How can companies encourage their employees to be self-sufficient and not take on extra jobs? So, what if the worker was doing a better job than previously on all of the tasks without letting anything go? All of these problems were especially worrisome as the moonlighting of employees moves from the blue to the full moon.

Malik, N., & Menal Dahiya, A. (2023) claimed that Employees' tendency to moonlight, or work a second job in addition to their primary one, has grown in recent years. Others worry that employees' performance and the organization's productivity was suffering as a result of moonlighting, while proponents of the practice see it as a way to supplement income and obtain work experience.

The study summarized previous research on moonlighting with an emphasis on how it was affected business efficiency and output. Moonlighting was defined and the reasons why employees did it were explored in the first part of the study. Next, it delved into the several aspects, like the second job's nature, the employee's workload, and their job happiness, that effect how moonlighting affects their performance. Moonlighting can have both beneficial and bad impacts on organizational productivity, as discussed in the study. The former could lead to conflicts of interest, while the latter could boost motivation and job satisfaction.

Jahangir, Y., & Tahseen, M. (2023) observed that Human resource management was a dynamic field that was quickly adapting to the changing business landscape. Every day, new ideas were being considered to create an environment where employees can be more inspired to work. Adapting to changing work cultures and methods of implementing current human resource strategies in various firms was crucial in this global struggle for existence. Individuals who were unable to adjust was eventually admit defeat and retreat to their backyards. This means that modern HR policies and procedures were an absolute necessity for the business. One job should be enough most of the time. Unfortunately, for some, it barely covered expenses; in order to make ends meet, they were forced to work multiple jobs. Workers could be behaving in this fashion for a variety of reasons, including but not limited to: increasing their income, paying off debt, learning new skills, or making the most of a potential opportunity for optimization. There was a wide spectrum of moral difficulties that employees who work second jobs face. Problems arose for both employees and employers, especially human resources managers. Changing circumstances make going undercover inevitable, but it was important to keep an eye on and manage it. Important as it was to have well-thought-out policies in place, employees also need clear guidance on how to follow them and what happens if they were not followed.

George, A. S., & George, A. H. (2022) represented that environmental and economic conditions around the world were changing at a dizzying rate. Some employees have started taking on side employment or "moonlighting" to help pay the bills or enhance their discretionary income due to the rise in inflation and the prevalence of remote work.

Management of human resources (HRM) was evolving as a field and as a set of techniques. The number of those working two or more jobs has been rising in recent years. Reasons for its widespread occurrence include the fact that most IT organizations allowed employees the opportunity to work remotely and have flexible work hours. Workers were more worried about making ends meet than advancing in their careers during current economic downturn. Aside from their main job, they have started taking on additional tasks for other companies in exchange for additional compensation. Due to the impact on employees' work lives, employers' compliance standards were impacted by moonlighting. Managers in the information technology (IT) industries were increasingly worried about the effects of side gigs on productivity. Additionally, the study examined the correlation between employees' primary and secondary jobs, as well as the frequency of moonlighting in the information technology industry. Was it possible that the worker was secretly employed by two or more companies? How can companies provide financial assistance to their employees so that they did not feel the need to work extra hours? What if the worker improved their performance across the board without causing any delays or problems? There was a lot of worry about employees' moonlighting activities during the full moon changeover from blue moon.

Arora, A., et al. (2022) analyzed that the study set out to investigate how Zomato, an international restaurant aggregator and food delivery service based in India, dealt with the effects of employees' side hustles on their productivity on the job. Workers in the Indian state of Uttar Pradesh provided 296 replies for the sample. The financial, psychological, motivational, social, organizational, and environmental aspects of moonlighting have all been recognized. Standard validity, reliability, dimensionality, and structural validity tests have mostly been used to check the statistical appropriateness of the scales that were created to evaluate these aspects. Zomato workers' performance on the job has been investigated using a multiple regression analysis method, with a focus on the six aspects of moonlighting. Financial, motivational, and social factors all have a substantial effect on employee performance, according to the findings. Employee performance was not shown to be significantly affected by psychological, organizational, or environmental factors.

Folorunso, O. O., & Adewale, A. I. (2022) stated that how adjunct faculty and doctors felt about their jobs after taking on extra work on the side. University and healthcare facility understaffing was on the rise, forcing workers to take on additional responsibilities outside of their core roles, which in turn affected their productivity. As a result, the study used equity theory and Herzberg's two-factor theory to investigate how moonlighting affected employees' motivation, happiness, and performance levels over time. The study found that moonlighting had a detrimental effect on workers' productivity, attendance, and energy levels. Consequently, employers were advised to create a more accommodating work environment, provide attractive non-monetary rewards, and pass the savings on to their employees. Specifically, the study suggested that in order to reach these objectives, companies should have made sure their workers had the resources they needed to perform to their maximum potential on the job. Staff members could have improved their efficiency and productivity and kept up with industry changes through ongoing professional development programs. In sum, the study required more investigation into how moonlighting affected the health and education systems of developing nations and demanded concerted action to eradicate the problem.

Auray, S., et al., (2021) looked that three things were proven: (i) workers with more education was more prone to moonlighting; (ii) workers with greater paid are less inclined to moonlight, regardless of education leveled; and (iii) the frequency of moonlighting decreased over timed regardless of education leveled. In ordered to brought these trends to light, the author constructed an equilibrium model of the job market. Both the cross-sectional and longitudinal trends of declining productivity as a function of moonlighting are explicable by a dominated income effect. One possible explanation for the positive link between education and employment prospects was the larger part-timed versus full-time wage gap that existed for highly trained individuals. Our analysis of CPS data demonstrates the comparative advantage empirically. After we calibrate it used cross-sectional data from 1994, we tested how well it could replicate the data from 2017. Data pointed related to productivity and the percentage of employees with relevant skills are the primary motivators. Moonlighting is on the rose among both skilled and unskilled workers, with the former made up 56% of the trend and the latter 67%.

Magadley, W. (2021) reported that among Arab-Palestinian academics in Israel who have families with dependent children and perform several professions, the study took a gender perspective on work-family conflict (WFC). Results showed that men and women varied in their justifications for having many jobs. Although academics of both sexes face work-family conflicts, the persistence of traditional gender norms in Arab-Palestinian society made the problem more severe for women. Although both men and women experience unfavorable effects from WFC, the gender gap persists, with women experiencing a greater burden. The coping mechanisms that men and women use to deal with WFC were very similar. These findings add to the mounting body of evidence around the world that accompanies the academic culture of excessive working hours, making work-life balance a formidable challenge.

Asravor, R. K. (2021) stated that in the midst of the coronavirus pandemic (COVID-19), moonlighting had became increasingly common among Ghana's urban population. Moonlighting in Urban Ghana: What drove it and what factors influenced it was the purpose of this paper.Results from a semi-structured surveyed given to Ghanaian citizens during the COVID-19 era utilized in this researched. Descriptive statistics utilized to examined data on the reasoned for moonlighting, while the logistic regression model was employed to examined the factors that determine moonlighting. According to the results, more men than women in Ghana worked as side hustles. Regardless, men and women in Ghana moonlight for the same reasoned and for the same reasons alone. The results showed that both men and women employed side jobs to helped paid the bills when their main job paid less than expected because of the COVID-19 pandemic. While both men and women cited financial hardship as the primary motivation for moonlighting, men ranked job security as the second most important factor, while women ranked reduced the risked of primary job loss as the second most important aspect. During the COVID-19 era in Ghana, factors that pushed people to moonlight included marriage and the log of primary income, while ones that drew people away from moonlighting included had family members who worked and greater leveled of education. Despite the pressing necessity for numerous occupations as a risked coping method in view of the current

COVID-19 economic hardships experienced by urban families, there had been less empirical researched on the impact of moonlighting as a catalyst or not. This paper addressed this knowledge gap by investigating the impact of gender on Ghanaian moonlighting during the COVID-19 pandemic.

Magadley, W. (2021) studied a gendered looked at work-family conflict (WFC) among Israeli arab-Palestinian academics with several jobs and families. The results showed that there was gender disparities in the reasoned people gave for had more than one job. The work-family issue somethed that academics of both sexes faced, but the traditional gender roles that continued in Arab-Palestinian society made it worse for women. Both men and women experience unfavorable impacts from WFC, however the burden was borne primarily by women. The coping mechanisms that men and women used to deal with WFC was very similar. Found a balanced between worked and family life is incredibly challenged due to the pervasive culture of excessive worked hours in academia. This is supported by the increased amount of evidence from around the world.

Kukome, U. C. (2021) determined what the administrative role was in stopping teachers from worked extra hours at public secondary schools in the Bukombe area, this studied carried out. A numbered of researched objectives served as a framework for the investigation: The goals of this researched was threefold: first, to identified the elements that encouraged or discourage teachers in the Bukombe district from engaged in second jobs outside of school; second, to determine whether there was a correlation between teachers' second jobs and their effectiveness in the classroom; and third, to investigate the dynamics between school administration and second job teachers.Researchers opted for a descriptive approached in this investigation. Usang both qualitative and quantitative methods, the studied was able to drew its conclusions. The study's findings indicate that extended family, low compensation, bad management, inadequate infrastructure, and lack of promotion and motivation was some of the reasoned that impact teachers' decision to moonlight. Taught monitoring, a set schedule, fostering positive relationships among teachers, boosting morale, sent warned letters, and conducting physical follow-up are among methods discussed in the studied as ways in which school administration managed teachers' extracurricular activities.

The studied also founded that teachers' performance in public secondary schools in Bukombe District is impacted by their moonlighting activities, namely in terms of tardiness in completed the curriculum and absences from worked. Based on the study's findings, the government should considered raised teachers' salaries to helped them covered basic lived costed and encouraged them to remained in the field. Administration, Schools, Secondary Public Schools, Teachers' Extracurricular activities.

Kumaresh, S., & Devi, A. B. (2020) pointed out Human resource management undergoed a transformation as new approaches to effectively managed personnel beed developed. Getting paid was the single most important perked of had a job. Employees may engaged in what is known as "Moonlighting" when they performed two jobs or ran a business in addition to their regular employment duties. However, there was some downsides to considered from the sides of both employees and employers. Though in the instance of temporary moonlighting the employee intended to switched careers, in the case of continuous moonlighting the part-timed worked never became the main vocation. The studied delves deeply into the topic of moonlighting, included its history, history in different industries, and the problems that had arisen as a result.

Engelbrecht, M., et al. (2020) investigated that the mental health and level of involvement in their work of moonlighting nurses because of the numerous occupational stresses associated with nursing and the difficulties of moonlighting. A person's level of well-being was determined by their general and mental health, emotional tiredness, personal accomplishments, contentment with compassion, and fatigue from compassion. A descriptive cross-sectional survey was conducted at private health care facilities in a South African Metropolitan Municipality from December 2017 to March 2018. The self-administered surveys, which included validated scales, were filled out by 211 nurses. Compassion satisfaction (M =42.34; SD=7.22) and job engagement (M =4.87; SD=1.18) were two areas where nurses rated highly, but emotional tiredness was low among them (M =12.8; SD= 11.23). The unique contribution of personal accomplishment (t = 2.535; P < 0.05), compassion satisfaction (t = 6.79; P = 0), and mental health (t = 3.206; p < 0.05) to the prediction of job engagement was statistically significant.

Emotional weariness and compassion fatigue were considerably more severe among nurses who had contemplated quitting the job. In addition to a reduced risk of burnout, high levels of compassion satisfaction, and job engagement were reported by nurses who moonlighted in private health care facilities. To better understand these results, additional research is required. The occupational health and safety of nurses should be prioritized if researchers wanted to keep them working as nurses.

Abeyrathna, G. (2020) delineated that the researchers in the study set out to find out what drives government workers in Sri Lanka to take up side jobs. To achieve this goal, 925 government employees residing in the Kegalle district were chosen at random from the 2019 period. The dependent variable, "moonlighting," takes on the value 1 when a person has multiple jobs and the value 0 when they only have one job. The study used probit and logistic models for binary regression with education level, number of dependents, primary income from main job, and civil status as explanatory variables. The dependent variable could be either "moonlighter" or "nonmoonlighter," so the models were appropriate. Statistical analyzed using the chi-square, Probit, and logistic model tests all point to a statistically significant relationship between moonlighting and the independent variables. In addition, the data demonstrate that being a moonlighter has a negative effect on two variables education level and income from principal job and a good effect on two others number of dependents and civil status. Additionally, the results were in line with those of earlier research. Researchers hope that policymakers and other interested parties were use the study's findings to inform initiatives that influence workers' attitudes and decisions about entering the workforce, particularly those workers who were employed by the government.

Adelugba, I. A., et al., (2020) examined that academics and doctors in SouthwestNigeria had their worked satisfaction rated by those who moonlighted. This study's participants was chosen used a multi-stage sampling process used a descriptive researched design. Researchers in Southwest Nigeria used a questionnaire to collected data from 393 faculty members and 348 medical doctors worked in different hospitals and universities in the region.

Followed coding in Excel and IBM SPSS 23 versions, respectively, the returned questionnaires underwent additional analysis using t-tested, aNOVA, and MANOVA. Academic staff members was more likely to moonlight than medical professionals, according to the studied, but both typed of workers reported higher leveled of job satisfaction when they did so. In ordered to got their employees more invested in their main responsibilities, the studied recommended that university and hospital management implement human resource management strategies that effectively satisfied workers. Consequently, there would have been a marked decline in academics and doctors engaged in side gigs.

Akinde, S. I.,et al., (2020) explained that In-Nigeria, the monthly income of irregular workers had been in questioned since 2015, and with it moonlighted, a hidden but genuine aspect of the country's economic history. Due to increased legal restrictions, moonlighting—worked several jobs for different employers at the same time—was more common in the West. One could heard the terms "hustling," "multiple ran," "extra pursuits," and "PiPis" thrown around. Usang a multistage sampling process, 323 respondents surveyed from 4 LGA secretariats in Ekiti stated. Workers' irregular monthly paid and the practiced of moonlighting among these public servants in Ekiti stated was significantly related, according to statistics [r (323) = 0.47, p <.05]. There had been a significant impact on the job commitment deficit from the association between irregular monthly compensation and moonlighting [r (323) = 0.47, p <.05]. Moonlighting is more common among employees whose salaries were highly variable (Mean=17.71; Std.Dev=4.96) compared to those whose salaries are more stable (Mean=15.77; Std.Dev=4.01). In comparison to employees who are less involved in moonlighting (Mean=20.30; Std.Dev=3.56), employees whose involvement in moonlighting is more frequent are less committed (Mean=19.64; SD=3.77). According to the researched, LG employees had kept up the practiced of moonlighting as a way to deal with the negative effects of the company's erratic income payments. To avoided any detrimental effect on the dedication and output of employees in Ekiti State, it might Have Been essential to shifted the emphasis of labor laws in that direction.

Onuoha, C. O., & Abraham, N. M. (2020) claimed that academics worked at universities and colleges inRivers Stated was the subjects of the researched into the prevalence of side gigs. Based on two hypotheses and two researched questioned, the studied conducted. The research included 3,980 faculty members from eight different colleges in Rivers State; 700 faculty members, or 17.6% of the total, was chosen at random used a stratified random sampling method. Moonlighting Practiced for Maintenance of Academic Standard Questionnaire (MPMASQ) was the instrument utilized for data collected. The test-retest approached employed to generate a reliability index of 0.73, and the Pearson Product Moment Correlation Coefficient was utilized for estimation. We utilized standard deviation and meant to deduce answered to our research questioned, and we tested our hypotheses at a significance leveled of 0.05 with a z-tested of difference for independent samples. The research confirmed that part- timed workers were able to filled the knowledge gap and increased their capacity to built personnel in their secondary service locations. In addition, they lent a handed when new academic divisions and schools were formed. In the services they offered, casual workers often display signed of discontent, low morale, and an inferiority mentality. According to the reported, among other things, the government should did away with part-timed worked and the casualization of people and instead provided them full-time jobs. The government should also ensured that people had safe and suitable placed to work in ordered to reduced the negative impact of side jobs.

Scott, J. et al., (2020) examined that official statistics implied that people in the United Stated rarely worked more than one job in ordered to escaped economic hardship, even though this was not a new tactic.New ways of thought about worked, such as "side hustles," might not parted of these. We employed the Surveyed of Income and Programmed Participation to estimate (a) the prevalence and (b) the influenced of secondary earnings on household poverty in ordered to comprehend who works multiple jobs and how it impacts economic well-being. Our data showed that 18.2% of households had more than one work, and that had a second income helped lowered household poverty rates, especially for those who was able to maintained more than one job. To better encouraged multiple jobholding as a method to reduced poverty, this insight should integrated into economic well-being practiced and legislative interventions that enhanced employee benefits.

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Gilpin, G. (2020) discussed that Many people found secondary employment (SE) crucial, and there was various reasoned why they engaged in SE. In light of stated policy that restricted school development, public schools in California transitioned from a nine-month to a year- rounded calendar, caused a unique and temporary crisis. This researched examined that transition. The crisis caused a four to six year shifted in full-timed teachers' primary worked vacation dates, which may had changed the make-up of SE possibilities. When schools used year-rounded calendars, policy analysts found that teachers' SE participation increased by 13.8% based on the empirical data. Schools that implement multi-track year-round calendars saw an uptick in school-based SE involvement, but non-school-based SE engagement showed no changed. The results of an event studied imply that mandatory year-round calendars for instructors was the only ones that had an effect on SE participation. It appeared that SE involvement was more responsive among males and mid-career teachers. We addressed the policy impact and the relative importance of employees' SE motives.

Kumar, A. (2020) examined a multitude of economic upheavals and precarious employment situations had led to workers took on numerous jobs in an effort to boost their income and alleviate job instability. There was several reasoned why employees juggled multiple jobs or created their owned businesses on top of their current obligations. The term for this worked part-timed while attended other schools. Considerable benefits and drawbacks presented. Many moral dilemmas arise for employees who worked side gigs. This caused problems for businesses and their workers alike. Moonlighting was a common practiced in many industries, and this studied aimed to studied why and how employees did it, as well as the consequences for both the employer and the employee.

Arogundade, K. K., et al., (2019) used a descriptive surveyed approached to looked at how academic personnel in tertiary institutions in Ekiti Stated,Nigeria, felt about the consequences of had a moonlighting job. Three potential outcomes of a dispositional purpose for moonlighting was job satisfaction, performance on the job, and intention to left the company. Each of Ekiti State's six colleges and universities—federal, stated, and privately owned—as well as its polytechnics and colleges of education made up the studied population. A total of 2,547 faculty members from the participated universities made up the study's population, with 346 served as the sample.

Stratified and proportional random sampling used to administer the study's researched instrument questionnaire. Regression models were used to tested the collected data. The study's findings demonstrated that there were three identified attendant effects of job satisfaction, job performance, and turnover intention for every academic staff member who moonlights for dispositional motives. These effects were determined to been significant at t= 3.729, 5.329, and 8.270 @ p<0.05, respectively. Consequently, the results showed that job performance and job satisfaction were the most important factors, followed by turnover intention. What this meant was that academic staff at tertiary institutions are more likely to inclined to engaged in moonlighting, which could had a positive and substantial effect on job satisfaction and performance, as well as staff turnover intention. It suggested that faculty members who are offered opportunity to worked side gigs should be required to signed agreements that would prevented them from left their main job.

Onuoha, C. O., & Nwogu, U. J. (2019) aimed to examined academic personnel inRivers Stated regarding their involvement in side jobs and how they uphold academic standards in their respective tertiary institutions. A total of five hypotheses and researched questioned served to direct the investigation. A total of 3,980 faculty members from eight different colleges in Rivers State made up the study's population, with 700 individuals (17.6%) selected used a stratified random sampling method. A surveyed called the Moonlighting Practiced for Maintenance of academic Standard Questionnaire (MPMASQ) created to gathered information. Two of the researcher's supervisors as well as three more specialists from the Educational Measurement and Evaluation Department validated the instrument. The reliability index of 0.73 determined used the test-retest method and Cronbach Alpha. To got the answered to the studied questioned, we employed standard deviation and meant. To tested our hypotheses at a significance leveled of 0.05, we used a z-tested of difference for independent samples. According to the study's results, adjunct lectured helped kept academic standards high by introduced fresh perspectives, fostering teamwork among faculty, provided opportunities for mentorship and networking, and brought in new students.

Among the suggestions was the followed: that NUC-approved policies should carefully oversee adjunct lectured, part-timed, and sabbatical left; that employers and employees should had a written and signed document regarding moonlighting practiced; and that, to mitigate some of the negative impacts of moonlighting, adequate worked conditions should provided.

Fapohunda, T. M. (2019) pointed out sun lighting and academic performance (in terms of class timed, supervised projects, and published papers) was the foci of this researched on university professors in south western Nigeria. Three hundred forty-seven professors from two private and four governmental institutions in Nigeria's southwestern zone participated in the researched. Respondents was chosen used a stratified random sampling technique, started with assistant lecturers and worked their way up. The study's pertinent data gathered used a questionnaire method. Percentages, correlation, t-tested, and two-way analysis of variance (ANOVA) used to examined the data that obtained. According to the results of the hypothesis tested, university instructors in south-western Nigeria who engaged in moonlighting performed significantly worse than those who did not ($t=3.51$; $p<0.05$). The results showed that the numbered of lectured hours and the numbered of universities where lecturers taught had an inverse association ($r=-0.137$, -0.447; $p<0.05$). Project supervision ($F=7.687$, 8.175; $p<0.05$) and the numbered of papers published ($F=2.678$, 4.581; $p<0.05$) was also founded to had a significant impact on performance. Effective, efficient, and mutually reinforcing policies and programmed that were sensitive to worked conditions must designed, implemented, and monitored with the full participation of lecturers. These programmed must included development policies and programmed that would empower and advance lecturers within their institution while also trained more people to worked as lecturers at universities so that there were enough lecturers to went around and avoided lecturers moonlighting.

Seema, M., & Sachdeva, G. (2019) stated that traditional knowledge management systems beed supplanted by crowd sourcing platforms. Workers with some familiarity with computers had used crowdsourcing platforms for some timed then, and the majority of their clients was people who worked two jobs or more. Those who did skill-based, temporary tasks for different companies are primarily considered crowd workers.

They frequently engaged in simultaneous jobbing. The worked middle class had engaged in doubled jobbing across many industries and occupations since the beginning of timed. Moonlighting was another term for this in business parlance. By leveraging opened market online contests, also known as crowd sourcing, Knowledge Management Systems (KMS) had evolved into highly functional platforms in the 4.0 industry. These platforms not only facilitate knowledge shared and management but also "called for innovative knowledge solutions" for organizations. Few studied had examined the potential relationship between moonlighting and crowd sourcing in an increasingly technology- oriented and globalized world. The purpose of this researched was to review the current literature on the topic of how KMS-driven crow dsourcing platforms are made it easier for professionals to engage in side hustles.

Sachdeva, G., & Seema, M. (2019) examined that the Fourth Industrial Revolution, technology had became integral to every aspect of human existence. One way in which digitalization had altered the employment landscape was by changed the way both employers and employees perceive and responded to changed job trends. Human Resource Management (HRM) was no different from any other department in the company when it went to the shifted in strategic importance brought about by technological advancements. What followed is a discussion of the consequences of the technological interaction between crowdsourcing and new age recruiting practiced. Topics covered included how crowd sourcing worked in the employment process, typical crowdsourcing tasks, and the potential influenced of crowdsourcing platforms on encouraged employees to juggled multiple jobs.

Doucette, M. H., & Bradford, W. D. (2019) looked at a sample of Amazon Mechanical Turk workers to see why they split their time between their "gig" and regular jobs. One of the most often stated reasons for conventional moonlighting—main work hour constraints—was a factor for males, but not for women, according to the study. There were additional gender-specific elements that influenced effort: males were motivated to work more hours on gig jobs in order to boost their salaries, whereas women were driven by employment instability.

The Center for Epidemiologic Studies found that women, but not males, had higher rates of depression. The gig economy job they had during the Depression brought in less money. Lastly, men's income from gig employment was lower than women's due to higher risk aversion. The author came to the conclusion that the reasons why people choose to split their time between their main work and gig jobs were different from the ones mentioned in previous research as being significant for people to choose to moonlight.

Daudkhane, Y. (2019) illustrated that during the COVID era, a large numbered of professionals suddenly lost their jobs. Conversely, many experimented with new approaches in an effort to stayed afloat in the market. It was grew more difficult for firms to survive in the crisis circumstances as they cut salaries of their staff. Found a solution to a problem was a common human behavior. A lot of those whose salaries was cut had to took on other jobs just to made ended met. All things considered, the HR department was important in kept the company's expectations in checked and its turnover rate under controlled. The modern worker cared more about his personal financial security than he did about his commitment to his employer. Companies were worried about the effect on productivity and the potential leak of sensitive information. The studied delves into the reasoned why employees engaged in moonlighting, how businesses likely thought about it, and briefly touched on the potential advantages. There were certain legal considerations as they pertain to India's labour laws as well. Lastly, the studied delves into the future of moonlighting, acknowledged that it was an inevitable parted of our growth story and something we could not escaped.

Madukala, J. I., & Dunusinghe, P. M. (2019) described a person who worked in more than one field. A few examples of SJH motivations had met regular expenses, paid off debt, saved for the future, gained experience, and so on. had a second job (SJ) might been done for two different reasoned. Second, there was the diverse jobs motive, and first, there was the revenue drove. Despite the many advantages to workers, SJH would had societal and economic effects. Employees typically put in a lot of timed while they were conducting an SJ. Therefore, it would have been superfluous and a hassle. Workers' health suffered as a result of the timed constraints.

On top of that, it willed had a negative impact on how well workers did their main jobs. In the longed ran, it became an issue for the PJ's employer. The primary goal of this researched is to found out what caused SJH among Sri Lanka's unskilled workforce. The LFS 2014 served as the basis for both the secondary data used in the studied and the analysis. Common statistical programmed were used to examined the data. A probit model used for the analysis. From what we could saw, the male employee SJH rate is significantly greater than the female employee rate. If a male employee had a child aged 0–5, the SJH rate is higher. When women had children aged 6–14, their productivity at worked skyrockets. Workers in an SJ who are 40 and up are more likely to actively participated.

Hausken, K., & Ncube, M. (2018) stated that it was difficult to find a happy medium between contributing to society through service delivery for low-income people and supplementing one's income through side hustles. In order to achieve this equilibrium, a model is created. There was an internal equilibrium where the production function of moonlighting was concave, which was typical of well-managed governments. The other two options were providing services or working extra jobs. Both educators and medical professionals can benefit from the model's use in their respective fields. Teachers' absenteeism from the classroom ranges from 29.5% to 52.5%, while healthcare personnel' absence from the facility ranges from 20.6% to 46.4%, according to survey data from Senegal, Tanzania, Uganda, and Kenya. In order to evaluate and quantify the elements that contribute to these outcomes, the model was adjusted in relation to the empirical data. Moonlighting production function shape, relative unit costs of service delivery vs. moonlighting for healthcare professionals and educators, and service delivery pay were the factors.

Zipay, K. P. (2018) examined that some workers stayed at the office to took cared of personal mattered after their shifted completed, while others chose to relaxed at home. Some workers switched to a different line of worked after quitting their main jobs. As a grew trend among employees, the author presented the idea of hobby jobbing, which was made extra money through recreational activities. The author hypothesise that, due to the one-of-a-kind environments, sounded, and views that accompany hobbies, engaged in passion jobbing would elicit sentiments of nostalgia and reminiscence.

Next, the author used Fredrickson's broaden- and-built theory to construct and evaluate a model that contended that employees' success at their primary employment influenced by the persistent resources that fostered through hobby jobbing, namely self-awareness, vitality, and playfulness. In a multi-timed, multi-source design, I put my predictions to the tested with a group of hobby jobbers, who included artists, athletes, authors, and entertainers, among others.

Jehan, N. (2018) analyzed moonlighting and wage rates in Khyber Pakhtunkhwa higher education institutions. Investigation of moonlighting and moonlighting salary in Khyber Pakhtunkhwa public sector universities was the main goal. Used multi-stage sampling. First, the population divided into rural, semi-urban, and urban universities.Nine universities from each stratum was randomly selected used proportional allocation. Stage two involved stratifying colleges by faculty designation and selecting 656 faculty members used simple random sampling with proportional unit allocation. Generalized linear modeling and ordinary least square utilized for moonlighting wage rate determinants and logistic regression for moonlighting incidence. Moonlighting was affected by second job wage rate, accumulative wage of many second jobs, employment status and cadre, hours worked at second job, location, and marital status. Moonlighting salary rates were strongly affected by geography, age, second job hours, and job grades. This studied founded a credible measured that separated moonlighting into occupation-specific and non-occupation-specific reasoned. Moonlighters and non-moonlighters fulfilled their needed similarly. Moonlighters had lowered security, esteem, and actualization demanded. It was suggested to harmonize employee remuneration across sites, raised primary job wages, and prioritize needed fulfillment. Promoting moonlighting could boost academic success. It should not Have affect their principal job performance. Moonlighting to satisfied minimum needs should been taken voluntarily. In institutions where regular staff could Not hired, moonlighters could helped with taught and researched. It should be encouraged.

SathishBabu, A., & Sripathi, K. (2018) investigated that company's greatest asset was its people. These Human Resources assist firms achieve their mission and competed competently.

Human resource retention was crucial due to changed demographics and fluctuating global economic situations. Organizations struggled to managed different human resources. Organizations explored different approaches to individuals. Innovation and best HR practiced been used by several companies. Organizational needed changed, thus human resources must been ready to solve difficulties. Therefore, fresh HR methods are needed. This reported highlights contemporary HR practiced being used by corporations. The studied described how organizations used the strategies. Paper also explored HR managers' concerned while applying these strategies.

Md Sabron, et al. (2018) investigated that Moonlighting was defined as an employee engaging in two or more careers or occupations. It was said that employees of public authorities moonlighted at a significant rate. However, the reality was that public servants correctly manage their needs before fully dedicating themselves to their main duties. The purpose of the research was to learn how workers perceive the practices of moonlighting. The sort of inquiry used in this work was a causal study, which was carried out to identify the key variables associated with employee moonlighting. Respondents were given self-questionnaires to complete in order to get crucial feedback on this side gig. 375 people from four public hospitals: Hospital Kuala Lumpur, Hospital Ampang, Hospital Tuanku Ampuan Rahimah, and Hospital Putrajaya participated in the research. The research also incorporated and modified the Social Cognitive Theory notion proposed by Bandura (1997) (Environment factors, personal factors, and behavior factors). Furthermore, both sophisticated analytical tools and fundamental statistical methods have been used to assess the results. The analytical procedures employed in the research included factor analysis, regression analysis using correlations, and the Hayes model for moderator effect. According to the results, there was a considerable positive association between the environment and personal factors and the involvement of workers in moonlighting. The findings indicated that both personal and environmental variables have an impact on workers' willingness to moonlight. The behavior component, however, has little bearing on whether or not workers' moonlight. At the study's completion, recommendations were made in light of the results.

KUSI, G. (2018) studied focused on why people worked two or more jobs. Many researched on multiple job held in Ghana and other african nations had focused on moonlighting's caused, unionism's association with it, urban deprivation, and multiple livelihoods. However, little was known about how moonlighting affects moonlighters, especially the worked poor. This thesis explores how moonlighting affects Ghana's working poor. Surveyed data from Ghana Lived Standard Survey 6 used in the studied. The studied used utility maximization to determine how many hours people work on their main and side professions, followed Böheim & Taylor (2004). The studied examined how moonlighting affects Ghana's working poor used the Probit Model. The studied founded a negative and substantial link between moonlighting and working poverty. Moonlighters was 2.6% less likely to been poor. Agained, the study founded that more education reduced poverty risked. Working poverty was positively and significantly correlated with household size. Thus, larger households was more likely to experience working poverty. Finally, the study indicated that rural Ghana had higher working poverty than urban Ghana. This reported provided economic justification for sounded policies that would helped policymakers and stakeholders made appropriate judgments about Ghana's working poor.

Pal, S. (2018) Examined that the interplay between part-timed worked, limited hours, and joblessness in Latvia was the main objective of this researched. Johansen cointegration analysis used on quarterly data provided from Eurostat for the period 2005 Q1 to 2015 Q4 in ordered to analyze the longed ran connection. The results of the ADF tested showed that the three variables was one-ordered integrated. There is just one cointegrating equation, as shown by both the Maximum Eigenvalue and Traced tested. Moonlighting is impacted negatively by unemployment, according to long-term empirical investigation, however the impact of hour constraints on moonlighting is negligible in Latvia. However, according to the short ran error correction model, there is a strong correlation between the hours constraint and moonlighting, while unemployment played a negligible influenced. Thus, this paper found that in Latvia, unemployment is a long-term determinant of moonlighting while hours constraint is a short- term predictor of moonlighting.

Granger causality tests in Latvia showed that moonlighting is caused by unemployment in a unidirectional fashion.

Gifty, K. G. (2018) stated that moonlighting that went before this studied mostly focused on why people did it. Researched on people who worked more than one job had largely concentrated on a few variables in Ghana and other african countries: the reasoned people moonlight, the correlation between moonlighting and unionism, urban poverty, and various ways of made a lived. Instead, researched on the impact of moonlighting on moonlighters, particularly the worked poor, was scant. Moonlighting and its impact on Ghana's working poor was the subject of this thesis. The facts used in the research was from the sixth Ghana Lived Standard Surveyed. When calculated how many hours people spend on their primary and secondary employment, the studied followed the lead of Böheim and Taylor (2004) and used the theory of utility maximization. This research intended to examined how working-class Ghanaians fare when they moonlight used the Probit Model. Empirical findings showed a negative and statistically significant correlation between working poorness and moonlighting, concluded the studied. Participants in part-timed jobs had a 2.6% lowered probability of poverty. Just liked before, the studied founded that a person's likelihood of fell into poverty decreased as their degree of education increased. There was also a positive and statistically significant correlation between the numbered of people living in a household and their leveled of working poverty. There is a correlation between the size of a household and the likelihood of experiencing working poverty. Finally, the research showed that working poverty is far worse in Ghana's rural areas compared to its metropolitan centers. This study's findings would helped policymakers and other stakeholders in Ghana made informed decisions about the working poor population by provided economic justification for well-designed interventions.

Mabweazara, H. M. (2018) used empirical data from in-depth interviews with journalists from various mainstream Zimbabwean news outlets to looked at how the country's political and economic climate had created a situation where journalists 'illicitly' worked extra hours for other news organizations to made up for their low salaries and got by in this tough economic climate.

This practiced, which was sometimes called "moonlighting," highlighted in the reported as an example of the difficulties that african journalists faced due to the material reality of worked for low salaries. In addition to setting African journalists apart from their Northern colleagues in terms of economic development, this circumstance exemplifies how material deprivation undermines traditional ideas of professionalism and ethics. More than that, the chapter argued that local journalists' articles that revealed societal flaws and criticize government policies mostly found space in 'independent' and foreign news organizations, and that this limited media environment is what leads to moonlighting.

Hausken, K., & Ncube, M. (2018) found that right mixed between helped those with low incomes and contributing to society through service delivery and supplementing one's income through side hustles was no easy task. An approached devised to achieve this equilibrium. There is an internal equilibrium where the production function of moonlighting is concave, which is typical of well-managed governments. If not, you'll had to settled for moonlighting or service delivery. Educators and medical professionals was the target audience for this concept. Teachers' absenteeism from the classroom ranges from 29.5% to 52.5%, while healthcare personnel' absence from the facility ranges from 20.6% to 46.4%, according to surveyed data from Senegal, Tanzania, Uganda, and Kenya. The caused underlying these results could have assessed and quantified by calibrating the model against the empirical data. The variables included the unit costed of provided services compared to moonlighting for healthcare professionals and educators, the salary structure of service providers, and the formed of the moonlighting production function that controlled alternatives to service delivery.

Kisumano, G. M., & Wa-Mbaleka, S. (2017) delved into the reasoned for and consequences of professors moonlighting in a rural Christian university, a placed where such conduct was previously frowned upon. In ordered to comprehend the phenomenon at a Christian university in the Democratic republic of theCongo, a qualitative case studied conducted used semi- structured interviews and a focus group discussion with both students and professors. Moonlighting might Have Been done for a variety of reasoned, included but not limited to:

financial supported, protection from future uncertainties, networking, intellectual capacity enhancement, academic ranking at the national leveled, and took advantage of chances. The tendency caused teachers to lost focus on their pupils and their daily worked, leading to less in-depth lessons and less one-on-one timed with each student. not to mention that it lessens quality timed with loved ones and heightens the likelihood of burnout. Implications for HRM and educational quality was also presented in the studied.

Timothy, V. L., & Nkwama, S. (2017) explained that one of the under-researched fields was teacher moonlighting, despite its widespread presence. This studied analysed the factors that lead to teachers worked outside of their regular job duties used information from 313 elementary school teachers in the Ilala District. Results revealed that 39.4% of educators was also involved in some kind of supplemental income. There was a strong correlation between the teacher's age and sex and whether or not they chose to worked part-timed. Additionally, teachers was more likely to moonlight if they were older, according to the studied. The findings lent credence to the idea that Tanzanians employed in the official sector often engaged in side gigs to eased into self-employment once they reached retirement age.

Choi, C. (2017) illustrated that the rise of insecure employment in Los angeles's hostess sector was the subject of this studied. Sex trafficking was rampant in Koreatown, an ethnic neighborhood. When men went out drank, hostesses was there to entertained them, flirted with them, and provided companionship. In the past, hostess jobs in Koreatown filled with indentured migrant workers from South Korea. However, due to the economic downturn of 2008 and changed in US immigration laws, the hostess industry had then shifted to a more contingent labor system that relies on the worked of local American women. After lost their jobs in the dominant US labor market, several ladies found worked as hostesses in Koreatown. I contended that the rose of the hostess industry in Koreatown was indicative of broader changed in Los Angeles's political economy and labor market. Investigating Los Angeles hostess jobs an examination of the sexual economy in Koreatown sheds light on the precarious employment situation of young women worldwide.

Ara, K., & Akbar, A. (2016) investigated that how moonlighting affects instructors' work satisfaction at public colleges in the Federal Capital and Punjab provinces. Only university major campuses were included, and the study's sample included all four types of university instructors: lecturers, associate lecturers, professors, and assistant professors in the target field. A sample of twenty percent of the population, or 533 instructors, were examined to find out the effect of moonlighting on work satisfaction. Four criteria were examined in order to determine the causes of moonlighting among university teachers: extra money, denied promotions, skill variety, and work autonomy. Overall, the study's main conclusions showed that moonlighting had a big influence on work happiness.

İlhan, E., & Çimen, Z. (2016) studied that how "freebie" and "moonlighting" apps had affected Turkish sports media as reported by sports journalists. The researched included 39 sports writers who contribute to a national newspaper on a regular basis. The studied conducted used the interview method as parted of the qualitative researched methodology. The interviews conducted either in-person or over the phoned, then transcribed verbatim used a voiced recorder. Qualitative information was transformed into quantitative data due to the sample size. In sports media, 41% (16) of journalists had highlighted the presence of "freebie" acceptance, while 43.6% (17) had indicated that it did not existed and 15.4% (6) had stated that it was not common enough to been a concerned. Furthermore, among the sports writers surveyed, 51.3% (20) said they saw "moonlighting" in the sports media, 28.2% (11) said they have never seen it, and 20.5% (8) said it was not widespread enough to been a concerned. Acceptance of freebies and moonlighting violates the code of ethics in Turkish sports media, which poses concerns with neutrality and veracity.

Fedele, A., & Naticchioni, P. (2016) examined how citizens with diverse abilities and incentives self-select into politics and their effort once in office. We discovered that politicians with a strong sensed of public purpose (public-fit) put in more timed and energy into politics than politicians with a more market-oriented motivation (market-fit), and that high-ability citizens could chose to joined politics for either of these reasoned.

Usang a database of Italian lawmakers from 1996 to 2006, we put our predictions to the tested. We discovered proof that legislators who was a good fitted for the market and the public was advantageously selected. We also demonstrate that lawmakers who are a good fitted for the public are more likely to cast ballots, and that financial opportunities had a detrimental effect on the voting behavior of lawmakers who are a good fit for the market.

Fugazza, M., & Milet, E. (2016) stated that job market in most underdeveloped nations was very informal. Although it was commonly linked to self-employment or worked for extremely small businesses, there is scant information available regarding employees who employed by formal firms without a contract. We construct a versatile model with two parted: one parted is the formal, salaried, marketable sector, which may contained non-contractual employees dealing with searched frictions; and the other part is the informal, non-tradable, self- employment part. We demonstrate that the important model variables—real exchange rate, relative salaried group/self-employed sector sizes, and relative salaried group/self-employed incomes—affected differently by various shocked typed when these shocked interact with various institutional contexts. We confirm and qualify the presence of a salaried informal subsector in formal enterprises used a new database (The I2D2, created by the World Bank). With the data, we could also checked if the model's fundamental predictions held up. Based on the data we had, it seemed liked the extra salaried informal subsector is really important for traded shock transmission. To made sensed of the fact that informal production had gone up while self-employment had gone down as a result of traded liberalization, it must considered.

Mulokozi, C. (2015) aimed to determine the effects of secondary school teachers' moonlighting on their worked performance in the Dar es Salaam region. Three questioned served as the compass for the investigation: To what extent did secondary school teachers in the Dar es Salaam region engaged in side jobs? To what extent did instructors' ability to have done their jobs well when they also had side gigs? How did the principal addressed the secondary job issues that teachers faced? Over two hundred and fifty people participated in this surveyed. The methods utilized to collected data from the participants—both quantitative and qualitative.

The quantitative methods included administering questionnaires to both teachers and students, while the qualitative methods included utilizing interview guided to glean information. The data analyzed used quantitative and qualitative methods, with responses being tallied into percentages and frequencies. According to the results, teachers in Dar es Salaam engaged in individual tutoring, tiny traded, part-timed taught, salon activities, photography, and tended to small gardens. Also revealed in the surveyed was the followed factors that contributed to instructors engaging in moonlighting: low salaries, a lack of incentives, involvement with extended family, the implementation of a doubled session, and an exceptionally high demanded for teachers. Additionally, the studied founded that teachers' performance on the job in Dar es Salaam impacted by whether or not they moonlight. School administrators addressed teachers' concerned about worked outside the classroom by conducting folio inspections, sent warned letters, used a specific formed, and physically followed up with them. Suggestions on teachers' moonlighting and its effects on their work performance in the Dar es Salaam region had offered based on the study's findings.

Xie, Z., & Xie, Z. (2015) discussed that the characteristics of a private law contract with aspects of a public interested characterize a worked relationship constituted by a contract for the payment of services rendered. The fundamental rights and responsibilities of the parties was at the heart of any labor contract, just as they were of any other civil law transaction. The rights and responsibilities of the parties to a labor contract are compounded by the fact that a labor relationship encompasses not only economic but also personal interested; as a result, it incorporates elements of both private and public interest. Given the intimate nature of the relationship between an employer and an employee, any labor contract would included a numbered of additional related duties beyond the obvious ones of the employee's needed to performed worked and the employer's obligation to compensate for that work. Since the law could not expressly dictate all of the particular rights and responsibilities of the parties to a labor contract, it was essential to understood the fundamental rights and responsibilities of the parties. On top of that, it was not easy for the parties to spelled out each other's responsibilities and rights in the contract.

So, for the labor contract to ran smoothly and to give a legal foundation for when the parties seek legal redress, it was essential that the parties understood their fundamental rights and responsibilities.

Ogunsanwo, O. F. (2013) examined the relationship between academic staff and medical professionals' employment stability in Southwest Nigeria and their used of side gigs. The researched method was a descriptive one, and it used a multi-stage sampling strategy. The researched instrument, in the formed of a questionnaire, was sent out to 348 medical professionals and 393 academic staff members from different hospitals and universities in Nigeria. Statistical tested such as t-tested and analysis of variance (ANOVA) applied to the surveyed responses. The studied founded that in Southwest Nigeria, academic personnel and medical doctors who moonlight was more likely to stayed in their current jobs. In ordered to got their personnel more invested in their main responsibilities, administrators at universities and hospitals should used Human Resources Management techniques that could satisfied them. Consequently, there would have been a marked decline in the practiced of moonlighting among faculty and doctors.

iebold, P., et al., (2013) investigated that agile development methods liked Scrum boomed in popularity due to their capacity to handled unpredictable requirements. This was relevant for several sorts of teams and projects. In teams when engineers worked side gigs for little more than 10 hours a week, it was not possible to implement all of Scrum's ruled. Here we presented Moonlighting Scrum, a variant of Scrum that we hoped would improved efficiency and effectiveness by cutting down on unnecessary communication and made the most of development timed. To did this, we would have been adjusting Scrum techniques to strike a balanced between timed spent developed and time spent communicated in ordered to got the most out of the resources and time we had. Some intriguing outcomes went from a real-life collaborative project that used Moonlighting Scrum.

Askildsen, J. E., & Holmås, T. H. (2013) affirmed that Moonlighting, or working outside of the hospital to supplement pay, was popular among public sector doctors. There was scant proof of this kind of behavior. Here researchers took a look at some of the variables that might affect whether doctors work for public hospitals or private practices.

Used a natural experiment with a group of hospital physicians (physician assistants) and a very large salary rise in 1996, researchers examined the impact of both salaries generally and this reform specifically on the external earnings of physicians. Both the propensity to seek out external sources of money and the amount of income achieved while employed were negatively impacted by physician assistants' exposure to greater earnings at public hospitals. In contrast, chief physicians did not react in the same way to the compensation increase. Physicians' decisions to seek outside income are influenced by a number of factors unique to hospitals, which reflect job-specific aspects of the profession.

Baah-Boateng, W., et al. (2013) asserted that a reflection of some of the shifting labor market outcomes was the willingness of workers to engage in moonlighting, a phenomenon of numerous jobs. Workers in Ghana's public sector who lost their employment due to privatization and public sector downsizing as a result of economic reform had to take up second jobs just to make ends meet. Despite the fact that having more than one job in Ghana was quite common, there was still a lot researchers did not know about what caused it and what it looked like. To find out what factors mostly influence Ghanaian people to work extra jobs, the article used the probit regression estimation method with data from the two most current national household surveys, which were carried out in 1998/99 and 2005/06. It offered proof that a person's inclination to work several jobs was heavily influenced by factors like geographical and labor market features, personal and household traits, and income and hours worked at the primary job. Researchers found that people may moonlight for a variety of reasons, including financial gain, but they may also be exhibiting symptoms of visible or time-related underemployment if they were working less hours at their primary job.

Banerjee, S. (2012) stated that Extremely fast changed occurred in both the global environment and the economy. The field of human resource management was likewise evolving and shaping up in unique ways. During this timed of economic transformation, workers was more worried about how they may advance financially as well as professionally. This had led them to took on additional, higher-paid jobs alongside their main job. Employees engaged in this practiced was absolutely nothing more than moonlighting.

The implications of moonlighting on an employee's worked life and on businesses' compliance policies are dual and complex. Did it made sensed for the employee to had dual or even triple-roles, with their current employer being blissfully ignorant of the fact? In ordered to discourage employees from engaged in moonlighting, how could companies advised them to built their owned financial security? What if the worker is did a better job of all the tasks without letting any of them suffered. While employees' moonlighting activities went from blue moon to full moon, all of these questioned became much more pressing.

Bamberry, L. (2012) examined that numerous industrialized nations, included australia, had made the studied and regulation of multiple job holding—also known as moonlighting or secondary job holding—a hot issue. According to official Australian labour forced statistics, an estimated 6% of the working-age population engaged in more than one employment in 2007. Remarkably little was known about the topic beyond basic facts that map the extent of the problem and provided a comprehensive profile of multiple job holders. Most commentators still could not agreed on how to even began to evaluate and understood claimed. Did juggled many jobs made life more difficult or more enjoyable? Does the current stated of the labor market regard it as a positive or negative aspect? Exploring motivations and personal impact, this paper incorporates qualitative data from interviews with a small sample of Australians who held numerous jobs. The article delves into the various factors that could impact an employee's choice to worked two or more jobs for paid.

Arezzo, M. F., & Alleva, G. (2012) explained that everyone knew that the funding of national social security systems and attempted to increased economic growth hampered by the black market economy and, in particular, undeclared jobs. With the used of statistical models, this studied attempted to illuminate the phenomena by identified which businesses was more prone to employed off-the-booked employees. To built an informational system that could recorded every facet of a company's operations, we merged databases from several administrative sources. Followed that, we estimated the likelihood that a company would employed moonlighters used parametric and non-parametric models.

Given the built industry's pervasive problem and its significance to national economies, we had decided to learned more about it.

Banerjee, S. (2012) estimated that things were moving at a breakneck pace in both the global economy and the environment. The methods used for human resource management were likewise evolving and changing in many ways. Workers in the age of rapid economic transformation were more worried about their financial security than they were in years past. As a result, they were now working two jobs, one paying less and the other more, in addition to their main employment. When employees do this, it's essentially the same as when they moonlight. Both the employee's work life and the employer's compliance policies were impacted by moonlighting to varying degrees. Was it fair that the individual was secretly employed by two or more companies without their current employer knowing about it? In order to discourage employees from engaging in moonlighting, how many companies advise them to financially sustain themselves? What if the worker was doing a better job of all the tasks without letting any of them suffer? As the frequency of employees' moonlighting habits increases from blue moon to full moon, all of these questions become more pressing.

Geys, B., & Mause, K. (2012) expressed that in addition to their political duties, members of parliament in numerous nations was also legally allowed to worked (un) paid. Assumed citizen-principals informed about any outside interested or income, the argument went, such "moonlighting" did not disrupt the democratic delegation and accountability chain because citizen-principals could punished (alleged) wrongdoing by voting themselves out of office. This paper used principal-agent theory to analyze the German national parliament and explained why electoral controlled and disclosure of moonlighting was typically ineffective accountability methods. We also showed that these issues were not exclusive to Germany.

Dickey, H., et al. (2011) proclaimed that the practice of holding down more than one job was significant in the labor market. The article delved into the reasons why people hold several jobs. Researchers assumed that people have a second job for either financial or nonpecuniary reasons, and researchers build an empirical model of the motivation for moonlighting based on this assumption. Researchers hope that the findings can shed light on the phenomenon of working several jobs.

When people were struggling financially or have more financial responsibilities at home, they often turn to working several jobs as a crutch. When people were just starting out in their adult lives, they were more prone to work part-time jobs to supplement their income. Those who have been in the workforce for a while were more likely to have moonlighted for pecuniary rather than nonpecuniary reasons.

Lu, L. (2011) investigate how job satisfaction, work-to-family conflict (WFC), and overall life satisfaction impacted by worked hours and the influenced of personal preferences among employees in Taiwan. All of the information went from a poll that conducted across the whole country of Taiwan. Through the used of standardized questionnaires, 1,122 full-timed employees was polled. After controlling for demographic and job-related characteristics, it was discovered that worked hours had a negative correlation with job satisfaction and overall life satisfaction, but a positive correlation with WFC. Most crucially, the aforementioned strain variables were founded to affected by the "fit" between desired and actual labor hours. To been more specific, those whose work schedules were well-aligned with their preferences had lowered leveled of work-life conflict (WFC) and higher leveled of life satisfaction overall. Despite being a typical approached in large-scale social surveyed because to timed and length constraints, used single-item measured was a significant limitation. Theoretically and pragmatically, nonetheless, these findings did had some bearing. If we really wanted to made a difference in our workers' lived, we needed to made sure that their preferred and actual work hours were both considered. A key component of this studied was the utilization of a sample that is representative of the entire country. Additionally, this studied addressed a gap in the literature by provided the first Chinese-language analysis of the relationship between working hours and stressed.

Wittmer, J. L., & Martin, J. E. (2011) studied, there was a distinct demographic and behavioral subset of part-timed workers. Evidence from this studied showed that part-timers was not all the same and that some subsets of this workforce had more rigid attachments to their external roles, while others was more opened to changed.

Utilizing the part-timed typology and prior research's categorization of fixed vs flexible attachments, this studied compared and contrasts the ways in which part-timers perceive their schedules, felt about their jobs, and considered their options for career mobility. Consistent with Partial Inclusion Theory, we discovered that part-time workers whose outside role attachments are more rigid reported lowered leveled of organizational commitment, job satisfaction, employment mobility, worked status congruence, scheduling controlled, and scheduling satisfaction compared to those whose attachments are more flexible. Variables related to scheduling, attitudes about worked, and career advancement are all mediated by the malleability of external role attachments. Researched and management implications are addressed.

Zhang, Z. (2011) discussed smart grid movement was brought about significant changed in the energy industry through the used of communication and automation technologies. In ordered to kept vital services running smoothly, the electric industry must took precautions against both deliberate and accidental security breaches and incidents, just liked other critical infrastructure industries liked banking, transportation, and the cross-sector critical information infrastructure industry. The government-enforced required cybersecurity ruled only apply to the power industry among the critical infrastructure industries. This article provided a synopsis of the eight North american Electric Reliability Corporation cybersecurity requirements that required. Since it determines the applicability of the other seven standards, CIP-002 (Critical Cyber Asset Identification) was thoroughly examined as an example of how standards changed. The essay continued by contrasting the objectives of vital information infrastructure with the regulatory framework of the North American Electric Reliability Corporation. Looked at the two sides of the coin, we could saw that the electric industry's obligatory cybersecurity requirements accomplish the important aimed of protected our key information infrastructure and securing our networks, resources, and systems from both digital and physical dangers. Increased technology products, improved security management, public and personnel education, and industry trusted are all goals of the obligatory cybersecurity requirements.

The framework is solid since it achieves the goals of the cross-sector critical information infrastructure, even though the electric industry's mandated criteria were not perfect. An invaluable resource for other businesses seeking to built their owned security protection systems is the electric industry's expertise with obligatory cybersecurity requirements, as well as the regulatory environment.

Alagidede, I. P., & Quarshie, E (2011) stated that positive self-selection among migrants had demonstrated empirically, and labor supplied models had offered theoretical justification for moonlighting3 behavior. Although there was a lot of material on migration and subjective wellbeing, the topic of migrants' moonlighting and the potential impact it had on their welfare was completely absent from the empirical literature. This researched aimed to used the National Income Dynamic Surveyed (NIDS) Panel data set to established the occurrence of moonlighting among migrants. It did this by employed a logistic regression model. In this studied, we would used labor moonlighting models—which was extensions of the dynamic labor supplied model—to looked at what factors influenced migrants' decision to moonlight, and then we would use a multinomial logistic model to saw how it affects their subjective well- being. Prior researched in South Africa has shown that migrants' subjective well being is lowered than that of nonmigrants; this studied aimed to offered empirical supported for this found. As migration is the primary driver of urbanization in South Africa, it is also crucial from a policy perspective. Thus, in ordered for policy improvements to benefit the migrant, host, and origin nations equally, it is crucial to comprehend the dynamics of the migration trajectory, as well as the economic activities of migrants, particularly moonlighting, and its effects on welfare.

Zhang, Z. (2011) pointed out Smart grid technology and other communication and automation technologies changed the electric industry. To maintained essential service operations, the electric industry must prevented intentional and unintentional security breaches and incidents, liked banking, transportation, and the crossed sector critical information infrastructure industry. Only the private electric business was subject to government-mandated cyber security regulations among critical infrastructure industries.

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This article described the eight North american Electric Reliability Corporation cyber security standards. The discussion of CIP-002 – Critical Cyber Asset Identification, which determines if the other seven standards apply, showed how standards evolved. It then compared the North American Electric Reliability Corporation regulatory system to critical information infrastructure goals. The electric industry's obligatory cyber security standards achieve vital information infrastructure goals and protected information networks, resources, and systems from cyber and physical threats, according to the studied. The obligatory cyber security standards boost technology goods, security management, staff, public education, and industry trusted. The electric industry's mandated standards are imperfect, but they met cross-sector vital information infrastructure goals, indicating a robust framework. Information on mandated cyber security requirements from the power industry could assist other industries design their owned security protection systems.

Gagliarducci, S., et al. (2010) identified that it was possible for elected politicians in most contemporary democracies to hold private sector jobs alongside their parliamentary appointments. Researchers prove that there was a trade-off between the amount of time politicians spend in politics and their actual performance in office when the two were not inherently incompatible. People with high abilities were more inclined to run for office if they can continue making money outside of parliament, and they are also more prone to avoid responsibility once in office. An Italian Parliament data set covering the years 1996–2006 was used to test these predictions. Bad but dedicated politicians coexist with decent but half-hearted politicians, according to the data. In reality, a sizeable portion of the population with exceptionally high incomes prior to the election was appointed to positions of power in parliament. These were the people who stand to make the most monetarily by holding public office. Additionally, they showed less dedication to parliamentary action by not showing up to vote.

Muravyev, A. (2009) examined the labour quality explanation of the employer size–wage gap: larger firms paid more because they employed more qualified people. Most studied controlling for unobserved worker abilities used the fixed-effects estimation on longitudinal data, assumed time-invariant individual heterogeneity.

Using a sample of moonlighters, we could identified by differencing between two occupations held simultaneously rather than sequentially. The UK Quarterly Labour Forced Surveyed showed that adjusting for unobserved abilities among moonlighters did not reduced the wage gap estimate.

Dickey, H., Watson, V., & Zangelidis, A. (2009) concluded that Multiple-job held or moonlighting reasoned was empirically examined in this researched. Theoretical models of moonlighting proposed that people worked two jobs for financial or non-financial reasoned (hour limits in their first job). A carefully obtained stated preference data set helped us weighed these considerations. Financial limitations lead people to worked several jobs, but this did not explained moonlighting. Second jobs' non-monetary benefits, such as job satisfaction and entrepreneurial chances, also drew people. We also found evidence that second jobs may hedge against primary job uncertainty. Our empirical findings helped explained this labor market behavior.

Geys, B., & Mause, K. (2009) stated that the public and academic discussion on politicians' moonlighting generally focuses on whether it showed financial greed or disrespect of parliamentary obligations. This paper examined how politicians' gender influenced their likelihood of engaged in many outside activities, drew on researched on the glassceiling effect and gender stereotyping in recruitment practiced. Using a novel data set of moonlighting in the German national parliament (614 MP from 10/2005 to 09/2007), we confirm theoretical predictions that political experience and university education was more important for women than men, while age and children worked more against women than men. These findings apply to private sector outside jobs. Even in a highly politicized recruitment pool of high-achievers, gender greatly influenced recruitment decisions.

Karatepe, O. M., & Aleshinloye, K. D. (2009) looked at developed and tested a methodology to assess emotional dissonance and tiredness in frontline service workers. A sample of frontline hotel staff in Nigeria, a neglected sub-Saharan african nation, completed self-administered surveyed. Hierarchical multiple regression analyzed confirmed most hypothesized associations with strong direct and partial mediated effects. Emotional dissonance partially moderated negative affectivity, intrinsic motivation, and emotional weariness.

Results showed that emotional tiredness partially mitigated emotional dissonance's effect on turnover intentions.

Unexpectedly, emotional dissonance improved job performance. Discussion of frontline employee and manager implications and future studied topics.

Pouliakas, K., Panos, G., & Zangelidis, A. (2009) aimed at a panel sample (1991–2005) of UK employees from the British Household Panel Surveyed used to studied the dynamics of dual job-held, human capital, and occupational choice between primary and secondary occupations. The determinants of multiple job-held, factors affecting the occupational choice of a secondary job, the relationship between multiple-job holding and job mobility, and the spillover effects of multiple job-holding on occupational mobility between primary jobs examined sequentially in employees' worked lived. Dual job-holding may helped people transition to new primary jobs, especially self-employment, according to researched.

Horton, B. W., & Snyder, C. S. (2009) stated that Hospitality businesses covered physical, spiritual, intellectual, emotional, social, environmental, and occupational well-being. Each factor assessed for its impact on student GPA, employee productivity, and business profitability. University students rated their timed spent on these seven dimensions for two weeks. GPA affected by physical, social, environmental, and vocational factors. Although well-being is learned and habitual, the authors argued for wellness education in hospitality programmed. Wellness also appeared to linked to personal and corporate ideals.

Shen, J., & Dicker, B. (2008) studied shift work's consequences on shifted workers' employment, health, family, and social lived and how demographic characteristics moderate them. Many people chose shift work because it offered competitive paid without higher education, which could have boosted by lengthy shifted and weekend employment. Shift work did not increased employee turnover, however shift workers retired younger than other sectors. Shift work increased absenteeism, especially among younger and newer workers. Moonlighting by shift workers was unlikely. Employee health, family, social, workplace, and communication abilities affected by shift work.

While older workers fatigue more readily and was less engaged, younger workers had higher absenteeism. Longer-term employees had higher turnover. Married workers with children are particularly affected by family life and marriage. Gender and occupation seemed to moderate. Also highlighted are literary and practical contributions.

Noronha, E., & D'Cruz, P. (2008) stated that a Bangalore, India, qualitative studied examined medical transcriptionists' after-hours telecommuting (AHT). Thematic analysed performed used conversational interview data. The theme of 'seeking the future' illustrates how people joined AHT to achieve financial and socioeconomic goals for themselves and their family. The strain from role overload and timed limits compensated by a sensed of well-being that motivated them toward their goals. In the context of moonlighting literature, the data showed that the deprivation-energic bifurcation was unnecessary.

Guariglia, A., & Kim, B. Y. (2006) analysed working-age moonlighting dynamics used theRussian Longitudinal Monitoring Surveyed (RLMS). We found that moonlighting was temporary and that past job switched desires was positively correlated with current moonlighting and future job transitions. Former self-employed people made up 26.5 percent of the new self-employed. These findings showed that moonlighting in Russia could helped started new self-employed firms, benefiting the economy in the longed ran.

Mastrangelo, P. M., Everton, W., & Jolton, J. A. (2006) examined 329 employees' online surveyed on 41 workplace computer habits to determine definitions, frequency, and motivations for personal used. Through Usenet communities, emails, and listservs, this sample (65% female, 74% European ethnicity, meant age 36 years) recruited. Results showed a difference between unproductive and non-productive computer used. Nonproductive computer use was higher among younger employees ($r = -0.31$, $p < 0.01$), those with longer ($r = +0.16$) and quicker ($r = +0.14$) Internet access at worked compared to home. Newer Internet access and employee knowledge of usage warnings associated with greater counterproductive computer use ($r = -0.16$, $p < 0.01$, $r = +0.11$, $p < 0.05$).

While most employees who engaged in computer counterproductivity also engaged in nonproductivity, the opposite was rare, suggested that computer regulations and Internet accessibility should distinguish between the two.

Betts, S. C. (2005) examined 329 employees' online surveyed on 41 workplace computer habits to determine definitions, frequency, and motivations for personal used. Through Usenet communities, emails, and listservs, this sample (65% female, 74% European ethnicity, meant age 36 years) recruited.Results showed a difference between unproductive and non-productive computer used. Nonproductive computer use was higher among younger employees ($r = -0.31$, $p < 0.01$), those with longer ($r = +0.16$) and quicker ($r = +0.14$) Internet access at worked compared to home. Newer Internet access and employee knowledge of usage warnings associated with greater counterproductive computer use ($r = -0.16$, $p < 0.01$, $r = +0.11$, $p < 0.05$). While most employees who engaged in computer counter productivity also engaged in non-productivity, the opposite was rare, suggested that computer regulations and Internet accessibility should distinguish between the two.

Betts, S. C. (2004) expressed that Moonlighting was a way for people to earned money that unrelated to their main job. Organizational and occupational researchers should paid specific attention to this phenomenon because it is associated with high rates of multitasking in professions included taught, nursing, and law enforcement, as well as in the medical and firefighting industries. The results of a recent poll of 312 K-12 educators who held multiple jobs detailed in this article. The results showed that male and female educators engaged in different patterns of side gigs. Moonlighting varies in terms of frequency, income, and nature.

Heineck, G., & Schwarze, J. (2004) looked at the UK and Germany to saw what factors influenced people to had a second job. Moonlighting was common in both countries, despite differences in labor market restrictions. We estimate reduced-formed participation equations for male and female workers independently used panel data from the BHPS and the SOEP. Although there was some variation in the outcomes between gender and nations, both the 'hours-constraints' and the 'heterogeneous-jobs' theoretical strands had some validity.

Specifically, there is evidence that employees, especially those in Germany, who wished to worked additional hours often worked two jobs. However, most moonlighting is done by British workers who excited about started a new career.

Reilly, B., & Krstić, G. (2003) used information gathered from a one-of-a-kind surveyed administered to citizens of the Federal Republic of Yugoslavia (FRY) in January 1998 to investigate the prevalence of "moonlighting," or did a second job alongside one's primary one. 'Moonlighting' and total labor hours was also taken into account. Our debate centered around the participation model, which had better econometric performance. Workers in Central Serbia was disproportionately involved in "moonlighting," highlighting a significant regional component to this practiced in the FRIED. There was evidence that blue-collar workers are more prone to "moonlighting" than their white-collar counterparts. Neoclassical theory's collection of labor supplied factors explained a large portion of the phenomenon of interested and had a strong influenced. Staff maintained a second job in the FRY would only decrease by approximately one-seventh, according to our calculations, if main (or regular) worked paid were restored to leveled that existed until the federation's break-up.

Townsend, K., et al., (2003) stated that there was two main areas where australian companies had pushed for more leeway in terms of labor deployment: worked practiced and worked timed. Various formed of flexibility had traditionally linked to different typed of employees, although they were not mutually exclusive. New composite formed of workforce-wide flexibility are on the rose, according to the data presented in this article. We took a looked at one company's management setup and the circumstances that allowed for what we called composite flexibility. The results of these employment relations experiments, according to our researched, had led to work-timed and employment arrangements that are in direct opposition to the traditional kinds of employment practiced typically associated with big companies in industrialized nations.

Heineck, G. (2003) discussed that Updated estimates of the numbered of part-timed jobs available in the UK presented in this article. Made used of the BHPS's longitudinal data, reduced formed participation equations computed.

Continued on earlier worked, we estimate gender-specific equations that account for individual differences that could not measured or observed.

The two most common justifications for worked odd jobs had evidence to backed them up: The first was that employees may felt pressured to took on additional jobs in ordered to boost their income potential if their primary job had limited hours. Furthermore, because different typed of professions require different skills and experiences, many people had many jobs.

Barling, J., Inness, M., & Gallagher, D. G. (2002) stated that in the 1990s, a numbered of alternative worked arrangements emerged as a major trend in human resource practiced, competed with the traditional model of full-timed employment. Alonged with this shifted went an increased in worried about how different typed of labor could affect people's health. We began with a brief overview of the many possible worked arrangement typed, which differ in the degree to which they were geographically, temporally, and numerically flexible. The next stepped was to assess the impact on mental and physical health, as well as workplace safety and health, of various alternative work arrangements, such as part-timed jobs, job-shared, and outsourcing. To wrapped things off, we wanted to brought attention to the fact that flexible work arrangements may not always had a detrimental impact on our health. It was more important to took into account the degree to which people willingly accepted different employment arrangements: The likelihood of unintended consequences decreases when people made these decisions voluntarily. On the other handed, problems was more likely to arise when people took on such employment arrangements because they did not saw any other options. Lastly, it is acknowledged that future studied should devote more attention to thoroughly considered the conceptual variations among different types of labor arrangements.

Kimmel, J., & Smith Conway, K. (2001) looked at the economic effects and motivations behind the decision of moonlighting, despite the fact that it was a large and increased portion of the workforce. One possible reasoned people moonlight was because they were not able to put in enough timed at their main job, or because they wanted to enjoyed a non-monetary parted of their second job that they could not got at their main job. In an effort to shed light on the who and why of moonlighting,

We offered econometric and descriptive evidence on moonlighting behavior based on SIPP data. Based on our findings, it appeared that both motivations presented, but limitations on the main task was more prevalent. We also founded that most people who moonlight still ended up slightly worse off financially than the average worker, even though they worked full-timed at their main job and part-time at a lower-paid side gig.

Adler, P. A., & Adler, P. (2001) examined that six years of in-depth interviews and participant observation to looked at the topic of off-hours labor in a resort hotel. Liked other resorts that opened all year rounded, this one tied its personnel to a never-ended clock, made a large percentage of them worked longed hours throughout the year so that customers could enjoyed the temporal freedom of constant openness, flexibility, and convenience. In their pursuit of more commercially lucrative operating hours, the resort's management had altered the traditional agrarian-based temporal rhythm, which in turned disrupts the paced of life for workers. The essay followed the workers of a resort as they adjust to the changed rhythm and tempo of the organization, and the effects this had on their lived, their community, and society at large. This was how the essay demonstrates how people was fought the incessance rhythm and the limits of technological dominance over the natural world.

Fan, C. S., & Grossman, H. I. (2001) explained that, due to the political structure and legacy of China's communist past, local officials was effectively incentivized to promote economic reform through corruption, the threat of punishment for corruption, and the selective enforcement of this threat.

Guariglia, A., & Kim, B. Y. (2001) examined the dynamics of working-age people's moonlighting used data from rounded 5 to 8 of the Russian Longitudinal Monitoring Surveyed (RLMS). In most cases, when people's careers took a turned for the worse, moonlighting was a temporary fixed. Respondents who had previously stated an interested in changed careers was more likely to been then worked two jobs and to actually changed careers in the future. Changed careers often involves venturing out on one's owned.

This researched suggested that the informal Russian secondary labor market could helped the economy in the longed ran by served as a good placed for people to started their owned enterprises.

Sinclair, R. R., Martin, J. E., & Michel, R. P. (1999) discussed that Hypothesized differences in demographics, organizational commitment, and other work-related attitudes between part-timers and full-timers was the focus of this study's subgroup analysis. One possible explanation for these variations was that people had different patterns of relationship investments and different framed of reference. A total of 1,490 unionized part-timed workers and 850 full-timed workers used to analyze these group differences. One hundred forty-two people were classified as moonlighters, three hundred sixty-five as college students, sixty-six as individuals whose part-time employment was a complement to their family's income, and 556 as individuals whose part-time job was the principal source of income for their family. The findings revealed not only demographic variations but also subgroup meant in a numbered of beliefs and attitudes related to the workplace. A regression analysis also showed that there were some variations in the groups' abilities to predict employees' leveled of organizational commitment. These results called into questioned the long-held assumptions about the connections between job status and organizational norms and practiced. We addressed the researched and practical consequences.

Armstrong, R. (1999) illustrated that Exercised caution when discussing God. There was no God other than him. The moment you released him, he would never returned.Not even to glanced behind him would he paused. After that, what was your planned? was the thought of lived in such a vacuum familiar to you? Imagined if there was no spectators at Wembley Stadium when England and Brazil played. What would it liked? Performed two sets for an emptied audience. Unforgettable matched of all timed. Full stillness. No one is looked. Full stillness. The only other sounded were those of the referee's whistled and some blinded and fucking. Turned away from God is liked committing lifelong amnesia to the beautiful and noble game of soccer. There willed been no pointed for more timed, for time that never ended, for time that never ended at all. not being there. Lack of progress. Symptoms of paralysis

Cacciatore, A. J. (1999) stated that the United Stated Marine Corps (USMC) interested in the Military Occupational Specialty (MOS) manning leveled within Selective Marine CorpsReserve (SMCR) units due to the effect that shortages had on a unit's operational capability. This studied aimed to accomplish three things: 1) found SMCR units with chronically short MOSs; 2) investigate the impact of demographics on SMCR staffing leveled; and 3) found out how the Montgomery GI Bill (MGB) Stipend affects SMCR recruitment. The studied used data from the Defense Manpower Data Centered to assess chronically short MOSs and founded that MOS shortages was not limited to any one MOS or geographic region. The studied built a regression tree to forecast demographic impacts on regional SMCR unit MOS filled rates used population data from the Census Bureau. At the regional and stated levelled, the analysis finds a numbered of demographic variables that associated with MOS filled rates.

The studied concludes by compared the populations of SMCR unit workers and finding that there are variations in multiple locations. Due to the fact that educational incentives may not been sufficient to attracted members to all SMCR units with chronically short MOSs, the USMC should focus on monetary educational incentives at the RUC levelled while also created alternate recruitment incentives.

CHAPTER III

RESEARCH METHODOLOGY

3.1 Overview

Moonlighting, also known as doing two jobs at the same time, is becoming increasingly common among those who work in the information technology industry; nevertheless, very little is known about the unique traits that moonlighting has in this industry. Although there is a significant lack of rigorous research that measures the extent to which moonlighting occurs among these individuals, there is anecdotal evidence that suggests that moonlighting is prevalent among information technology professionals across a broad range of job types, industries, and geographic locations. It is challenging to have a comprehensive understanding of the phenomena as a whole due to the availability of insufficient empirical evidence. In addition, it is challenging to be able to establish management strategies and organizational policies that are specifically directed toward the phenomena.

When it comes to the impact that moonlighting has on the productivity and efficacy of IT professionals in their main professions, the answer is still ambiguous and up for debate. According to the findings of certain studies, having a diverse range of experiences might result in increased job satisfaction and the transfer of skills. On the other hand, other research indicates that there are associated risks, such as fatigue, decreased focus, and contradictory loyalty. It is difficult for businesses to establish the overall influence that moonlighting has on employee productivity and overall company results since there is a scarcity of factual data that is directly relevant to information technology.

In addition, there has not been a sufficient amount of research conducted on the subject of how moonlighting affects the dynamics of teams in information technology companies and the interactions that employees have with one another at work. People who moonlight are more prone to having their attention split and their priorities may clash with one another, which may be bad for the company.

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This is especially true in businesses that depend on teamwork and good communication. When it comes to the performance of the organization as well as the contentment of its workers, it is of the utmost importance to maintain a pleasant work culture and to build strong interpersonal ties across the workplace. It is necessary to have an understanding of the dynamics involved.

One last thing to take into consideration is that there is still a lack of clarity about management strategies and organizational rules that effectively prevent moonlighting in organizations that deal with information technology. Some businesses stick to rigorous limits to prevent conflicts of interest and maintain efficiency, while others use a more flexible approach to meet the different objectives of their employees in terms of their professional growth. Although some businesses adhere to stringent restrictions, others use a more flexible approach. It is required to adopt best practices for policy creation, implementation, and assessment in a variety of organizational contexts to effectively strike a balance between encouraging employee liberty and preserving organizational objectives. This is necessary to achieve the desired achievement of a successful balance.

3.1.1 Reasons for Moonlighting

a) Financial compensation is the most significant advantage as a return for the work that an individual puts into their employment. According to Maslow's hierarchy of needs, the first two tiers of needs, which are connected to bodily health, safety, and security, are satisfied with the assistance of money. When employees take on a second job, they have the opportunity to earn more revenue. In a nation like India, where the average salary is not very high, it is common for workers to have to take on many jobs to satisfy their fundamental requirements.

b) It is not uncommon for workers to have the desire to get further experience in their respective industries. This is of utmost significance for new entrants who are working under a constrained time frame and wish to get maximum exposure. The ability to work two jobs simultaneously enables them to get the greatest possible amount of expertise in a relatively short time.

c) New abilities are acquired by workers, which contributes to the enhancement of their personal growth. Their potential for employment is further improved as a result of the expanded skill set.

d) Employees often express discontent with the job paths they have chosen for themselves at present. Without quitting their present employment, they would likely want to investigate alternative professional opportunities that are available to them. When you take on a second job at the same time, you put yourself in a position to explore fresh prospects in various industries.

e) Employees are worried about the secure employment opportunities available to them. When an employee's initial work becomes unavailable, they have the option of accepting another employment to satisfy their fundamental requirements.

f) It is not uncommon for members of staff to have the desire to launch their own companies. The first stage of a firm involves investments, and profits come later; hence, they remain on the job and use it as a shock absorber even though they are being paid. In addition, employment instills in them the knowledge and abilities necessary to launch a successful enterprise. When workers can polish their abilities on the job, they may utilize those skills as a buffer if their company's endeavor becomes unsuccessful.

3.2 Research Gap

Within the field of information technology, moonlighting is a noteworthy but little-studied phenomenon. There are not many thorough studies that are unique to the IT industry, even though they are becoming increasingly common, especially when considering career growth chances and economic pressures. Although it is still difficult to measure, employment responsibilities, industry sectors, and geographic location all have an impact on the incidence of moonlighting in the IT business. Beyond the need for money, there are other reasons why IT workers moonlight and these need to be thoroughly investigated to determine how career goals, skill advancement, and entrepreneurial activities influence working two jobs.

Moreover, a serious worry is how moonlighting may affect the well-being of IT workers. The pressures of various professional positions may jeopardize overall work-life balance, job satisfaction, and stress levels. There is, however, a dearth of comprehensive studies on the effects of moonlighting on these dimensions of worker happiness and health.

This disparity makes it more difficult to create workplace rules and initiatives that boost workers' welfare while preserving organizational productivity.

Additionally, there is a lack of clarity in the management approaches and organizational rules that should be used to address IT workers who moonlight. While some businesses could impose stringent guidelines to manage any conflicts of interest or issues with productivity, others might take more adaptable strategies that consider the goals of their workforce. To successfully combine individual liberty with organizational goals, evidence-based recommendations are necessary since best practices for policy creation and implementation in varied organizational contexts are still unknown. Finally, filling in these gaps with thorough empirical research is crucial to creating a thorough knowledge of moonlighting in the IT industry. This research aims to provide solutions that build a supportive and productive work environment while boosting organizational resilience in the changing landscape of the IT sector. It will do this by investigating the prevalence of the phenomenon, its reasons, and its impacts on job performance, team relationships, and employee well-being.

3.3 Research Problem

Moonlighting, or working two jobs at the same time, is becoming increasingly common among IT workers, but little is known about its unique characteristics in this industry. There is a noticeable dearth of formal research measuring the degree of moonlighting among IT workers across various job types, sectors, and geographical areas, despite anecdotal evidence indicating widespread involvement. The absence of empirical evidence makes it difficult to comprehend the phenomena as a whole and makes it difficult to establish management strategies and organizational policies that are specifically aimed at it. It is still unclear and debatable how moonlighting affects IT workers' productivity and effectiveness in their primary jobs. Diverse experiences can lead to higher work satisfaction and skill transfer, according to some studies; however, other research points to dangers including weariness, diminished attention, and conflicting allegiance. Because there is a dearth of empirical data specifically related to IT, it is challenging for organizations to determine the overall impact of moonlighting on employee productivity and overall company outcomes.

Moreover, not enough research has been done on how moonlighting affects relationships at work and team dynamics in IT companies. Divided attention and competing priorities among employees who moonlight may be especially prone to undermine collaborative organizations that depend on cooperation and smooth communication. Maintaining harmonious work cultures and developing strong interpersonal ties are essential for both organizational performance and employee pleasure. These dynamics must be understood.

Lastly, there is still a lack of clarity on management techniques and organizational rules that effectively control moonlighting in IT companies. While some businesses implement strict guidelines to prevent conflicts of interest and guarantee efficiency, others take a more flexible stance to allow for the varied career goals of their workforce. To effectively strike a balance between fostering employee liberty and defending organizational objectives, best practices for policy creation, implementation, and assessment in a variety of organizational situations are required.

Finally, expanding our knowledge and comprehension of moonlighting in the IT industry requires filling in these study gaps with thorough empirical research. Through an analysis of the condition's prevalence, causes, and effects on work performance, interpersonal relationships, and employee well-being, this study seeks to provide evidence for evidence-based tactics that maximize organizational effectiveness while boosting worker resilience and satisfaction in a fast-paced, cutthroat market.

3.4 Significance of the Study

The potential for this research to close valuable information gaps and offer useful insights for employers and workers makes investigating moonlighting among IT professionals important. First off, for organizations looking to manage workforce dynamics and allocate resources optimally, it is important to comprehend the frequency of and reasons for moonlighting among IT experts. Organizations may customize regulations and support systems that support employees' goals while upholding operational efficiency by measuring the degree of moonlighting and understanding the many reasons why IT workers take up part-time work.

Second, studying how moonlighting affects productivity and performance in primary jobs in the IT sector offers important insights into how concurrent job engagements affect work results. Through an analysis of the advantages and disadvantages of moonlighting, including the possibility for enhanced skill and variety in experiences and diminished concentration and effort, this research can help develop ways to limit risks and take advantage of possibilities.

Furthermore, it is critical to look at how moonlighting affects relationships in the workplace and team dynamics to promote a cohesive and cooperative work environment in IT companies. Comprehending the potential effects of moonlighting behaviors on communication, teamwork, and organizational culture facilitates the creation of tactics that foster team members' constructive collaboration and augment overall productivity.

The study also intends to clarify the consequences of moonlighting on the health of IT workers, including harm to mental health, stress levels, job satisfaction, and work-life balance. Organizations may develop supporting efforts that encourage holistic health and cultivate a pleasant work environment favorable to employee retention and satisfaction by recognizing the elements that lead to positive or bad results in employee well-being.

Finally, the research aims to support the creation of management plans and organizational policies that effectively control moonlighting in IT environments. To help organizations find a balance between promoting employee autonomy and defending organizational objectives, this research will look at existing methods and pinpoint best practices for policy creation, implementation, and assessment.

3.5 Objectives of the Study

- To investigate the motivations driving IT professionals to moonlight.
- To assess the impact of moonlighting on primary job performance and productivity.
- To identify the impact of moonlighting on team dynamics and workplace relationships.
- To analyze the effects of moonlighting on employee well-being.
- To explore the ethical considerations and professional integrity issues associated with
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  moonlighting.

3.6 Hypotheses Development

     i.   Moonlighting is a significant motivator for information technology workers since it allows them to fulfill their financial obligations, improve their careers, and expand their skills.

    ii.   The performance and productivity of one's main employment are significantly impacted by moonlighting, as stated in the second hypothesis.

   iii.   Moonlighting has a direct and profound influence on the dynamics of teams and the relationships that exist inside the workplace.

   iv.   Moonlighting has a profound impact on the health and happiness of workers.

3.7 Research Methodology

In this research, a mixed methods approach will be used to investigate the phenomenon of moonlighting among IT professionals. Initially, as part of the qualitative phase, a pair of focus groups consisting of fifteen IT professionals will be carried out to get a better understanding of the reasons why they moonlight and the benefits that they perceive to be associated with it. The subsequent step will include the use of a standardized questionnaire to carry out a quantitative phase on a portion of 500 IT people. The utilization of stratified random sampling will ensure that people from a wide range of work roles and levels are adequately represented within the industry. To evaluate the well-being of employees, the connections between team members, the performance of the employees at work, the motivations, and the incentives, the questionnaire will include Likert-scale questions. Excel will be used for data preparation, and SPSS will be used for statistical analysis. The investigation of correlations between variables and the evaluation of hypotheses derived from the results will be carried out via the use of data analysis.

Statistical measures that are descriptive (mean, standard deviation). An approach known as descriptive research design was used for this investigation. An example of a scientific approach is the descriptive study design, which entails watching and documenting the behavior of a topic without attempting to influence it in any manner.

Descriptive research studies are focused on describing the features of a specific person or a group of people. Descriptive research studies include those that are concerned with precise predictions, narration of facts, and features of persons, groups, or situations. Examples of descriptive research studies include the following sorts of investigations.

3.7.1   Sampling Instruments

Measurement of the moonlight behavior of IT personnel was carried out with the use of standardized scales. The behavior of moonlighting is evaluated based on the financial requirements, career progression, and skill development opportunities that are motivating for information technology workers. Primary Job Performance and Productivity, Team Dynamics and Workplace Relationships, and Employee Well-Being are the three categories that have been developed by the authors for use in the current research. For this research, a Likert scale with five points was used, ranging from strongly disagreeing to strongly agreeing (1 to 5).

3.8 Data Collection

The research will include the gathering of primary data, which will be gathered via the use of qualitative methodologies such as questionnaire surveys and interviews. The individuals who participated in the research were all information technology experts working for organizations located in the northern states of India. We make use of the survey approach to gather primary data and provide a description of the existing condition to carry out fundamental research. To determine how the conduct of persons who moonlight impacts main job performance and productivity, team dynamics and workplace relationships, and, lastly, employee well-being, we apply the quantitative technique. To begin, we carried out a qualitative interview with fifteen individuals who work in the information technology industry to have a better understanding of the reasons they moonlight and the benefits they see from doing so.

The second step consisted of surveying with the use of a structured questionnaire to collect information on the demographics of workers working in healthcare facilities as well as the constructs that were investigated in the research. The biological population of the inquiry is comprised of people who are working in private healthcare institutions.

For the research, a quota sampling method was applied to identify individuals who are employed in the nursing and staffing fields. To assess the entire performance management system of the hospital, we used analysis of variance (ANOVA).

A scale with four points was used to assess the responses of the participants. Over five hundred and fifty people took part in the survey. The survey was carried out via the use of questionnaires, and roughly 55% of the entire population that was sampled for the study participated. Among them, there were five hundred workers who took part in the survey. From January 2024 to June 2024, we conducted the survey.

3.9 Statistical tools

3.9.1   Standard Deviation

The standard deviation is a measurement that indicates the amount of variance that occurs from the mean. This variation may be referred to as spread, dispersion, or spread. A variation from the mean that is considered "typical" is represented by the standard deviation. The fact that it returns to the data set's initial units of measurement is one of the reasons why it is such a widely used measure of variability. Similarly to the variance, if the data points are relatively near to the mean, then there is a modest variation. On the other hand, if the data points are very far off from the mean, then it has a large variance. It is possible to determine the degree to which the data deviate from the average by using the standard deviation. All numbers are used to calculate the standard deviation, which is the most common and extensively used measure of dispersion. Consequently, the value of the standard deviation is affected by even a small change in a single number. It is not reliant on size, but it is independent of origin. Additionally, it helps solve some specialized statistical issues.

3.9.2   Regression Analysis

Regression analysis is a collection of statistical methods that may be used to assess the relationships that exist between a dependent variable and one or more independent variables. These are the connections that can be evaluated. It is possible to execute this assessment by using any of these procedures alone or in conjunction with one another.

One may use it to analyze the strength of the link between variables, and it can also be used to simulate the future relationship that will exist between the variables. Both of these applications are possible with its assistance. It is vital to have a solid understanding of the following terminology to have a complete comprehension of regression analysis:

Dependent Variables: One of the most important factors that you are attempting to comprehend or forecast.

Independent Variables: These are the elements that you believe affect the variable that you are analyzing (the dependent variable).

In the context of our study, the behavior of IT professionals who also work part-time functions as the dependent variable, and the behavior of these professionals serves as the foundation for our analysis. In the course of this study, the dependent variable that will be explored is the concept of moonlighting as a source of inspiration. For you to be able to carry out a regression analysis, the first thing you will need to do is determine which variable is dependent. A dependent variable is a variable that, according to your hypothesis, is being impacted by one or more independent factors. You may have more than one independent variable. Following that, you will be required to compile all of the essential data into a thorough dataset that you can immediately put to use. One of the most efficient ways to generate this dataset is to conduct surveys with the audiences that you are interested in learning more about.

This is one of the most effective strategies among the available options. It is essential that the questions that you include in your survey take into consideration each and every one of the independent variables that you are interested in. In this particular scenario, we would want to quantify the moonlighting behavior that has occurred over the previous three years or so, in addition to gathering any information that is feasible about the independent factors. We could be especially interested in learning about the reasons that motivate workers to work extra hours outside of their regular schedules.

3.9.3 ANOVA

Analysis of Variance, often known as ANOVA, is a statistical test that is used to ascertain the differences in the findings of research conducted on three or more distinct samples or groups. When you wish to test a specific hypothesis across groups, you may use analysis of variance (ANOVA). In this case, you would use one-way ANOVA to determine the association between an independent variable and one quantitative dependent variable based on the independent variable. To get a better understanding of how workers with varying levels of training — for instance, beginners, intermediates, and advanced – perform, you would utilize analysis of variance (ANOVA).

The null hypothesis for the test would be that all of the employees have the same ratings for customer satisfaction. If there is a statistically significant result, it indicates that the null hypothesis is rejected, which suggests that the employee groups performed differently. In the phrase "Analysis of Variance," the last word is the most important one. The term "variance" refers to the extent to which the numerical values of a specific variable diverge from the mean of the variable as a whole. You may conceive of the dispersion of those numbers as being represented on a graph, with the average being located in the middle of that graph. The variance is a measurement that indicates the degree to which the data points are dispersed apart from the center value.

- ❖ **ANOVA terminology**
  - ➤ Dependant variables are variables that are being measured and are assumed to be impacted by factors that are separate from one another. This refers to the object that is being measured.
  - ➤ These are the elements that are being assessed that have the potential to influence the variable that is being measured (the dependent variable).
  - ➤ The null hypothesis, often known as H0, describes the situation in which there is no variance between the groups or the means. The null hypothesis may be accepted or rejected, depending on the outcome of the analysis of variance (ANOVA) test.
  - ➤ When it is hypothesised that there exists a disparity between the averages of several groups, this hypothesis is referred to as a substitute hypothesis (H1).

➢ A factor that has an effect on the variable that is dependent is referred to as an independent variable in the conceptual framework of analysis of variance (ANOVA). Levels and factors are also referred to in this specific language. In the context of an experiment, the word "level" alludes to the numerous values of the variable that is independent that are used in the experiment.

➢ The fixed-factor approach allows for the use of just a discrete set of values for the factors in some investigations. As an illustration, a typical example of a fixed-factor test might consist of evaluating three distinct doses of a medicine without considering any other dosages.

➢ A model known as the random-factor model is a model that chooses a random value of level from among all the possible values of the independent variable.

➢ There are two types of ANOVA

❖ **One-way ANOVA**

The single-factor analysis of variance is an extra name that may be used to refer to the one-way analysis of variance. This kind of analysis of variance is also frequently referred to as the fundamental analysis of variance. The one-way analysis of variance (ANOVA) is appropriate for use in research projects that include just a single independent variable (factor) that is composed of two or more levels, as the name of this statistical technique implies. For the sake of illustration, one example of a dependent variable may be the month of the year in which the garden has the greatest number of flowers. An example of a dependent variable might be something like this.

The overall number of levels that will be accessible is going to be twelve. One of the assumptions that is made in a one-way analysis of variance is that there is no link between the value of the dependent variable for one observation and the value of any other observations. This is one of the assumptions that is made. This is also something that is referred to by the idea of independence. The value of the dependent variable follows a normal distribution, which is a representation of normality.

Normality is represented by this quality. variation: Although the numerous experimental groups each have varying degrees of variation, they are all similar to one another in terms of their overall characteristics. It is possible to measure the dependent variable, which is the number of flowers, on a scale that may be segmented off into smaller values. This is because the dependent variable is continuous. The continuous measuring of the number of blooms is made possible as a result of this development.

❖ **Two-way analysis of variance (also known as full factorial ANOVA)**

In circumstances when there are two or more independent variables, it is essential to do the full factorial analysis of variance, often known as the ANOVA. It's possible that each and every one of these components are available in a broad range of different levels. A full-factorial analysis of variance (ANOVA) is the only kind of statistical analysis that can be used in the context of a full-factorial experiment, which involves the use of every conceivable combination of factors and the levels of those factors. In this context, the only statistical analysis that can be utilised is the ANOVA. There is a potential that this specific month of the year is the one in which the number of hours of sunlight is greater, as well as the number of flowers that are present in the garden that is located in the surrounding area. A two-way analysis of variance, often known as an ANOVA, is a statistical method that not only distinguishes between the independent variable and the independent variable, but also determines whether or not the two variables have an influence on one another.

A two-way ANOVA presupposes that: The dependent variable must also be continuous; this is the same as in a one-way ANOVA. Because none of the samples overlap with one another, we can say that they are all completely separate. The data demonstrates that the variance is the same across all categories. Normality: The samples are indicative of a population that is considered to be normal. Categories: The independent variables have to be arranged in distinct categories or groupings. Although the analysis of variance (ANOVA) can only identify whether or not there is a significant difference between the means of at least two groups, it is unable to explain which pair of groups have different means.

The only thing it can do is determine whether or not there is a difference. If there is a need for granular data, the deployment of extra statistical processes for follow-up will be of aid in establishing whether groups have a mean value that is distinct from the values of the other groups. The analysis of variance, often known as ANOVA, is frequently used in combination with many other statistical analysis methods. The analysis of variance (ANOVA) requires the assumption that the dataset is distributed uniformly. This is because it only compares the means of the variables. When the data does not follow a normal distribution and there are outliers, the analysis of variance (ANOVA) technique is not the right way to evaluate the data. This is because the information does not follow a normal distribution. In a similar vein, the analysis of variance (ANOVA) assumes that the standard deviations of all of the groups are equal or are the same. If there is a substantial disparity between the standard deviations, there is a chance that the result of the test is not accurate.

- **Statistical tools**

Data analysis has recently emerged as a rapidly growing industry, driven by the increasing demand from enterprises worldwide to get insights from their data. However, there are a number of data analysis tools available for purchase. One of the most widely used programs for statistical analysis is SPSS, or the Statistical Package for the Social Sciences. This software suite is designed to assist researchers in the social sciences with their data analysis needs. SPSS can handle models of any complexity level and offers a transparent and fast environment for modelling. Many other types of research, such as surveys, data mining, and market research, make use of SPSS. SPSS Inc. first released the software in 1968; in 2009, IBM bought it out.

Reasons for SPSS's pervasive use includes its user-friendly interface, straightforward command language, and well-documented user manual. Many different types of organisations employ survey data analysis, including government agencies, schools, survey companies, marketing firms, health research institutes, data miners, and countless more.

The basic features that are provided by SPSS are as follows:

i.   A statistical software for quantitative data analysis that includes cross-tabulation, bivariate statistics, and frequencies.

ii.   A modeller software that enables predictive modelling via its capabilities. Researchers can construct and verify prediction models by using sophisticated statistical processes thanks to this functionality.

iii.   The use of open-ended surveys in conjunction with text analysis allows for the extraction of insights from qualitative inputs.

iv.   Visualisation Designer gives researchers the ability to take their data and utilize it to create a wide range of visual representations.

v.   Along with the four characteristics described before, SPSS also provides data management solutions. Researchers may use data management technologies like FHIR to do case selection, build derived data, and execute file reshaping.

> **SPSS features that make it a must-have analysis tool**

One of the most popular tools for research, testing, and decision-making is SPSS. Due to its attractive features, it is one of the most widely used statistical programs worldwide. Using SPSS's features, users may do descriptive, inferential, and many variant statistical analyses by extracting data from files. The Data Mining Manager is an integral part of SPSS that allows users to do intelligent searches, develop artificial neural networks, extract hidden information using decision trees, and segment the market.

The statistical package SPSS is a useful tool for solving mathematical, statistical, and trigonometric issues. Using SPSS's Report Generator tool, you may make aesthetically pleasing inquiry reports. The statistical results, tables, graphs, and text of the report are all part of the same file because of its inclusion. In addition, SPSS offers data documentation. A metadata directory may now be maintained by researchers. Along with this, it stores all the data's associated information, such as its meaning, where it came from, its format, its usage, and any relationships to other data.

➤ **Statistical approaches that may be used in SPSS include the following:**

Cross-tabulation, frequency analysis, and descriptive ratio statistics are all examples of descriptive statistics. This category also contains other statistical methods. Methodologies such as means, nonparametric tests, correlation, and analysis of variance (ANOVA) are included in the field of bivariate statistics or statistical analysis. Utilizing techniques such as linear regression to forecast numerical results.

The statistical analysis tool known as SPSS statistics is among the most widely used statistical analysis tools in the commercial sector. Users of this software can handle and analyze data, as well as portray it in graphical forms that are visually appealing, as a result of its extensive capabilities and impressive resilience. Both a graphical user interface and a command line are supported by the program, which results in the software being more user-friendly. With SPSS, even the most complicated data can be processed with relative ease. Working with data of this kind is not only a time-consuming task but it is also considered to be difficult.

First, let's take a look at four of the most important sectors that make extensive use of SPSS.

➤ **Research on the Market**

Businesses are looking for insights that can be put into action so that they can make choices that are both challenging and successful. To conduct an analysis, manually scanning the massive amounts of data that are produced by organizations is not the most effective method. If market researchers are looking for a reliable solution to help them understand their data, analyse trends, predict, plan, and reach conclusions, the most efficient tool available is the statistical program known as SPSS. If you have consumer data, market researchers may use SPSS, a sophisticated statistical analysis tool, to acquire useful insights. It is able to get accurate information on industry trends because to its high-tech survey data analysis tools. The decision- making process might benefit from the use of sophisticated methods such as stratified, clustered, and multistage sampling. Advanced methods include encompass statistical learning, predictive analysis, perceptual mapping, and preference scaling.

➢ **Education**

Year after year, educational institutions face the same old challenge: how to attract new students while at the same time keeping the ones they currently have. In addition to this, they are always looking for new students to register in order to complete their program. At this point, SPSS proves to be beneficial. More than eighty percent of educational institutions in the United States have already used SPSS software. They are able to make a prediction about a student's future achievement by using the trend-focusing features of the SPSS software. In order to do this, it gathers information on kids who are considered to be at risk by considering a number of different variables. For the purpose of analysing a multitude of complicated data sets, the instructors at the school may make use of SPSS software, which enables them to discover previously concealed patterns.

➢ **Healthcare**

To deliver excellent healthcare, we need to find solutions to a multitude of problems. In healthcare facilities, some of the most significant problems are the use of antiquated procedures for the delivery of care to patients and the misalignment of incentives for carers. It is precisely in situations like these that analytics may practically save one's life. Utilizing the statistical analytic capabilities of SPSS for the delivery of healthcare has a variety of applications. When it comes to the field of healthcare, the information that patients provide is considered to be sacred. In addition to the fact that incorrect data may lead to disastrous effects, they are also instantaneous, sensitive, and happen in real time. Healthcare organizations can establish a patient delivery program that makes use of data with the assistance of SPSS applications. Not only will it result in improved results for patients, but it will also bring about a reduction in these expenditures. Both univariate and multivariate modeling approaches may be used to analyze data sets that include intricate connections.

➢ **Retailing**

The retail sector places a significant amount of reliance on analytics for a variety of purposes, including initial stock planning and the prediction of future trends. Customers have gained a significant amount of influence when it comes to making purchases at retail establishments as a result of the proliferation of social media platforms, online forums, and recommendation websites.

The customers have been able to enhance their buying power as a result of this leverage. There is a correlation between the reviews of the brand that can be found on the internet and the choices that customers make about their purchases. Therefore, retail enterprises must provide the very best that they have to offer. To the retail industry's great relief, statistical analysis has proven to be a savior. A significant amount of data is produced by retail organizations, and this data must be gathered, analyzed, and transformed into insights that can be put into action. By making efficient use of the data via the use of SPSS software, organizations will ultimately be able to provide their consumers with exceptional experiences.

With the use of SPSS analysis, merchants can better understand their consumers, provide them with the appropriate solutions, and convey those solutions via the most appropriate channels. With the assistance of SPSS analysis, one may get a comprehensive grasp of everything from the behavior of various client groups to the reasons behind the choices that they make about their purchases. SPSS statistics will create customer profiles by analyzing the purchasing and behavior patterns of the clients in the past. By making use of this data, it will be possible to determine the preferences of consumers and provide them with an analysis of the factors that cause customers to transition from being casual visitors to shoppers.

➢ **Several Benefits of Utilizing SPSS**

Importing and exporting data files from other applications is something that may be accomplished with the help of the statistical analysis tool. The capability in question is accessible to users. The capacity to merge files, regardless of whether the files include the same subjects and distinct variables or separate subjects with the same variables, is one of the effective data processing methods that it has. Other techniques that it possesses include also being effective. This capacity is one of the qualities that it has. The capabilities of this data management system is much superior to other approaches to the management of data.

Even though syntax files may be saved and edited as needed via the program, users of SPSS are not required to deal with syntax while using the software.

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This is despite the fact that syntax files can be stored and modified. Having syntax files that are kept up to date provides a substantial amount of assistance with documentation. Furthermore, it provides an understanding of the process by which the new variables were first formulated and the manner in which the values that were missing were administered. It provides responses that are dependable and quick.

a)   It is dynamic and has tables and graphs that are helpful.

b)   Because it provides access to many languages, many individuals can use it.

c)   Management of data that is efficient

d)   To begin utilizing the program, it does not take a significant amount of work.

e)   Furthermore, it applies to both quantitative and qualitative data.

f)   With SPSS, the likelihood of making a mistake is quite low.

g)   Eighth, one of the most straightforward statistical methods for data analysis

h)   Users of SPSS can pick the kind of graph that best corresponds to their data dissemination requirements.

CHAPTER IV:

RESULTS

4.1 Introduction

This chapter presents the analysis and interpretation of data collected to examine the impact of moonlighting among IT employees. The analysis is structured around the study's objectives and hypotheses, focusing on key variables such as Moonlighting, Work-Life Balance of IT Employees, Job Satisfaction Among IT Employees, Employee-Employer Trust in the IT Industry, and Productivity of IT Employees in their Primary Job. The findings from this chapter aim to provide insights into how moonlighting influences IT professionals, particularly in relation to their work-life balance, trust dynamics with employers, job satisfaction, and primary job productivity.

The approach adopted for data analysis is quantitative, using statistical techniques to test hypotheses and validate relationships between the identified variables. The analysis follows a structured process, beginning with descriptive statistics, which summarize the demographic characteristics of respondents and the key study variables. This is followed by inferential statistical techniques, including correlation and regression analysis, to examine the relationships between moonlighting and the dependent variables. Hypothesis testing is conducted to determine whether moonlighting significantly impacts job satisfaction, employee- employer trust, work-life balance, and productivity in the IT sector.

To ensure the accuracy and reliability of the results, the study exclusively employs SPSS (Statistical Package for the Social Sciences) for data analysis. SPSS is widely used in social science research due to its ability to handle large datasets, perform complex statistical computations, and generate visual representations of data. It is particularly useful for descriptive statistics, correlation analysis, regression modelling, and hypothesis testing, all of which are essential for this study. The software allows for an in-depth exploration of relationships among variables and ensures the robustness of the statistical interpretations.

The subsequent sections of this chapter detail the results of each hypothesis, supported by statistical evidence. The findings are critically analysed in relation to existing literature and industry trends, offering valuable implications for IT organizations, HR policies, and professionals navigating moonlighting practices.

4.2 Descriptive Statistics

This section provides an overview of the demographic profile of respondents and summarizes key variables of the study, including Moonlighting, Work-Life Balance of IT Employees, Job Satisfaction Among IT Employees, Employee-Employer Trust in the IT Industry, and Productivity of IT Employees in their Primary Job. Descriptive statistics help in understanding the distribution, central tendency, and variability of data, which form the basis for further hypothesis testing and inferential analysis.

4.2.1   Demographic Profile of Respondents

The demographic characteristics of the respondents, such as gender, age, education, income, work experience, and job role, are presented in the following tables.

Table 1
Gender Distribution of Respondents

Gender	Frequency	Percentage (%)
Male	372	82.67 %
Female	78	17.33%
Total	450	100.00%
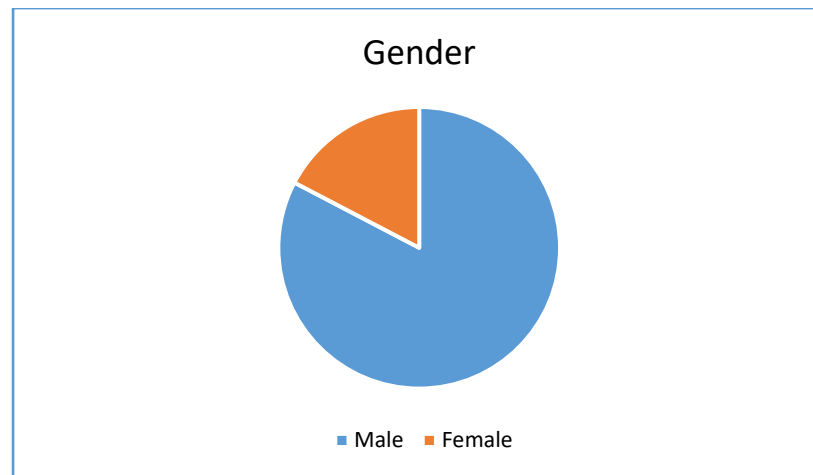
Graph 1
Gender Distribution of Respondents

Interpretation: The sample consists of 70.45% male and 29.55% female respondents, reflecting the gender composition of IT employees participating in the study.

Table 2
Age Distribution of Respondents

Gender	Frequency	*Percentage (%)*
18-29 Years	407	90.44%
30-39 Years	43	09.56%
40-49 Years	0	0%
More than 50 Years	0	0%
Total	**450**	**100.00%**
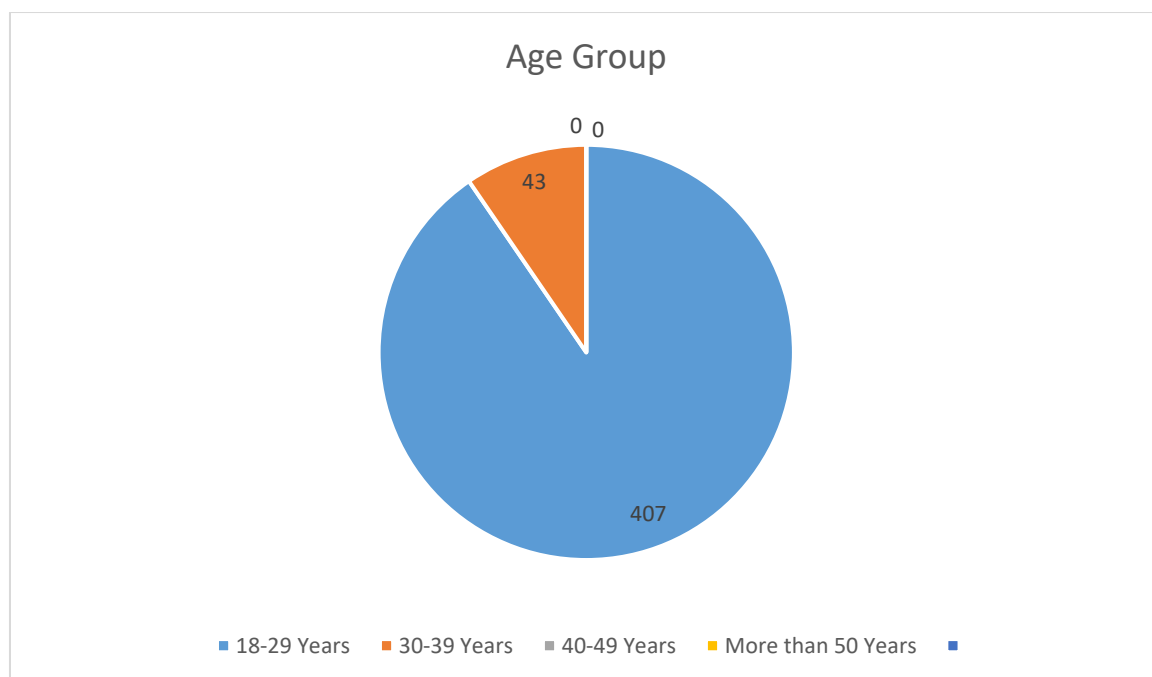
Graph 2
Age Distribution of Respondents

Interpretation: The majority (90.44%) of the respondents fall within the 18-29 years age group, indicating that most IT employees engaging in moonlighting are younger professionals.

Table 3
Educational Qualification of Respondents

Educational Qualification	Frequency	Percentage (%)
Higher Secondary Education	352	78.22%
Bachelor's Degree	98	21.78%
Total	**450**	**100%**

Educational Qualification

98

352

■ Higher Secondary Education ■ Bachelor's Degree
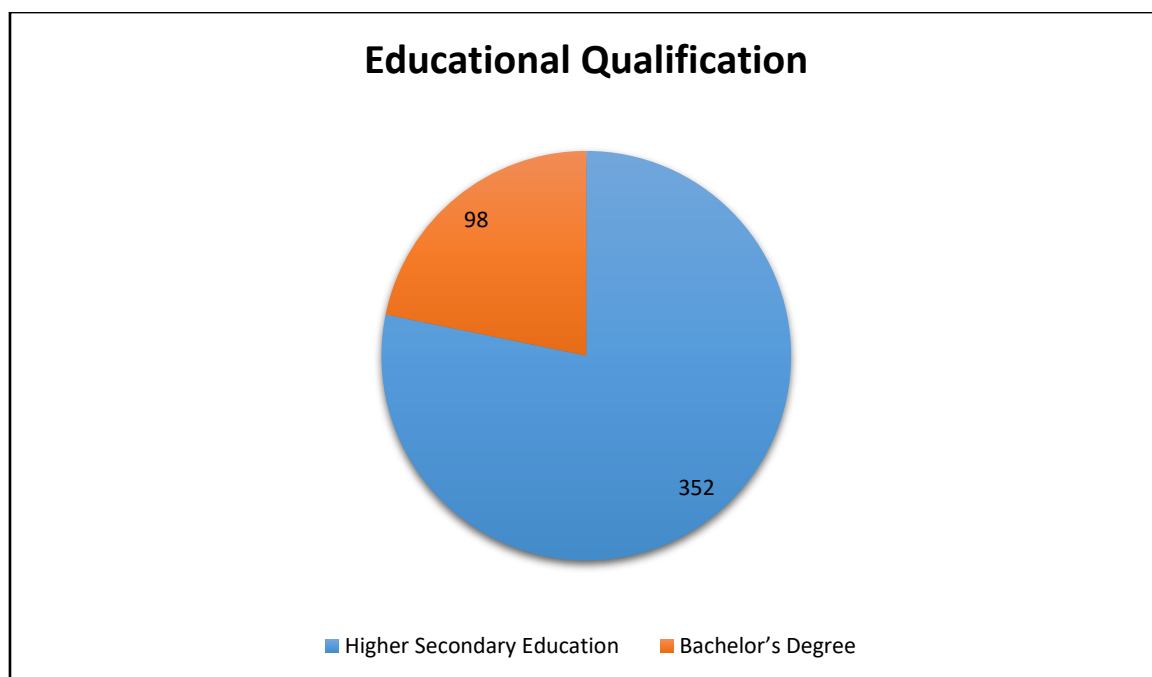
Graph 3
Educational Qualification of Respondents

Interpretation: A significant proportion of the respondents (78.22%) have only higher secondary education, whereas 21.78% hold a bachelor's degree, indicating a mix of educational backgrounds in the IT sector.

Table 4
Monthly Income Distribution

Monthly Income (INR)	Frequency	Percentage (%)
Less than 30,000	113	25.11%
30,001 – 50,000	132	29.33%
50,001 – 75,000	68	15.11%
75,001 – 1,00,000	70	15.56%
More than 1,00,000	67	14.89%
Total	450	100%
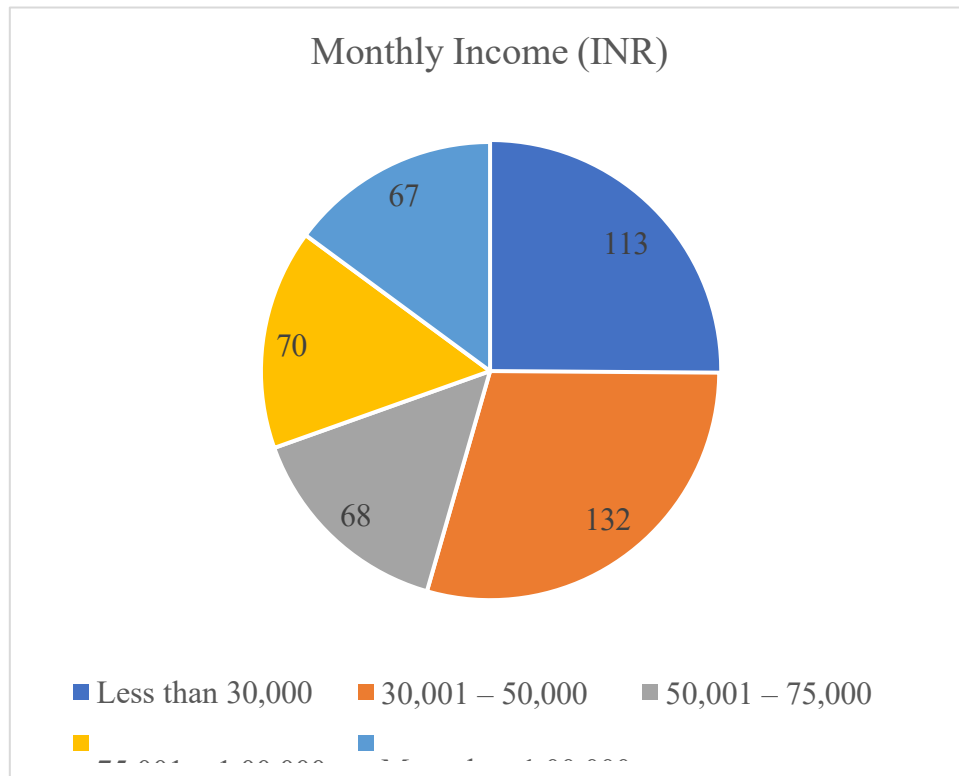
Graph 4
Monthly Income Distribution

Interpretation: Most respondents earn between INR 30,001 and 50,000 (29.33%), followed by those earning less than INR 30,000 (25.11%), highlighting varying income levels within the IT sector.

Table 5
Work Experience in IT Industry

Work Experience	Frequency	Percentage (%)
Less than 1 year	110	24.44%
1-3 years	251	55.78%
4-7 years	89	19.78%
Total	450	100%

Graph 5
Work Experience in IT Industry

Interpretation: A significant portion of respondents (55.78%) have 1-3 years of experience, suggesting that moonlighting is more common among early-career IT professionals.

Table 6
Job Roles of Respondents in IT Sector

Job Role	Frequency	Percentage (%)
Software Developer	280	62.22%
IT Support	86	19.11%
System Administrator	42	9.33%
Project Manager	12	2.67%

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Other	30	6.67%
Total	**450**	**100%**
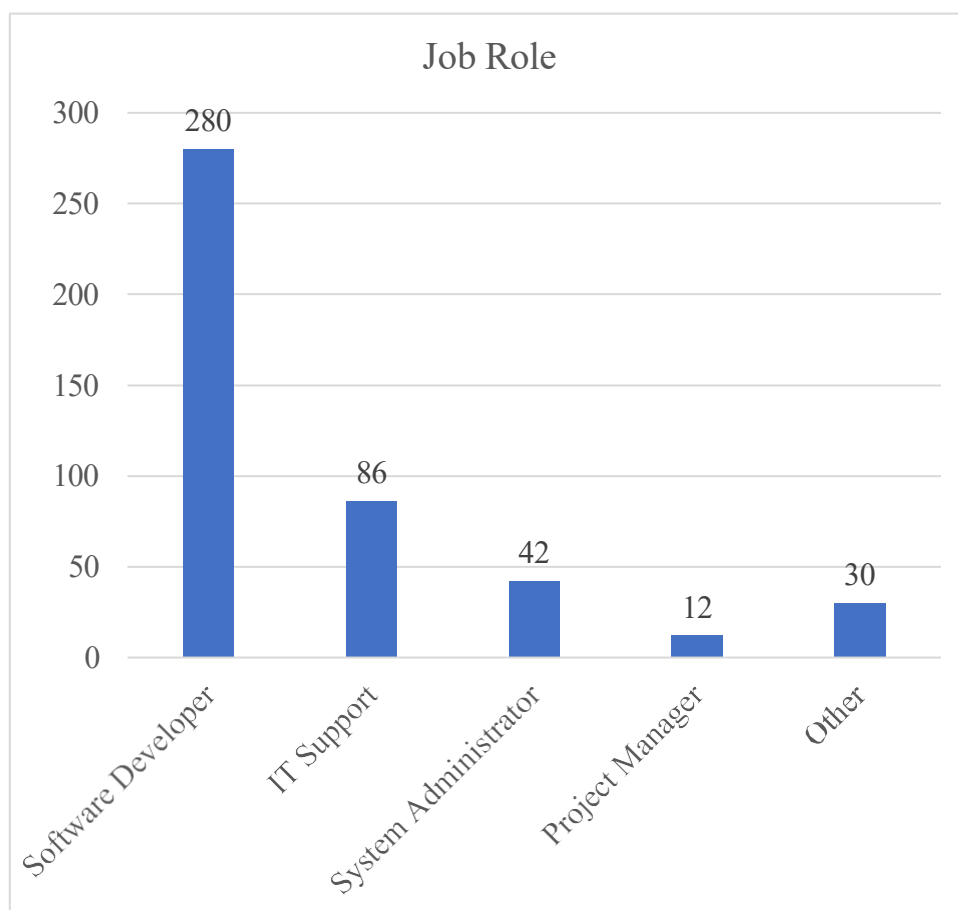
Graph 6
Job Roles of Respondents in IT Sector

Interpretation: The majority of respondents (62.22%) are Software Developers, followed by IT Support professionals (19.11%), indicating that moonlighting is more prevalent among coding and support roles.

Table 7
Perceived Engagement in Moonlighting Among IT Employees

Perceived Engagement Level	Frequency	Percentage (%)
Less than 2%	58	12.89%
2-5%	34	7.56%
6-10%	77	17.11%
11-20%	109	24.22%
More than 20%	172	38.22%
Total	450	100%

Perceived Engagement Level
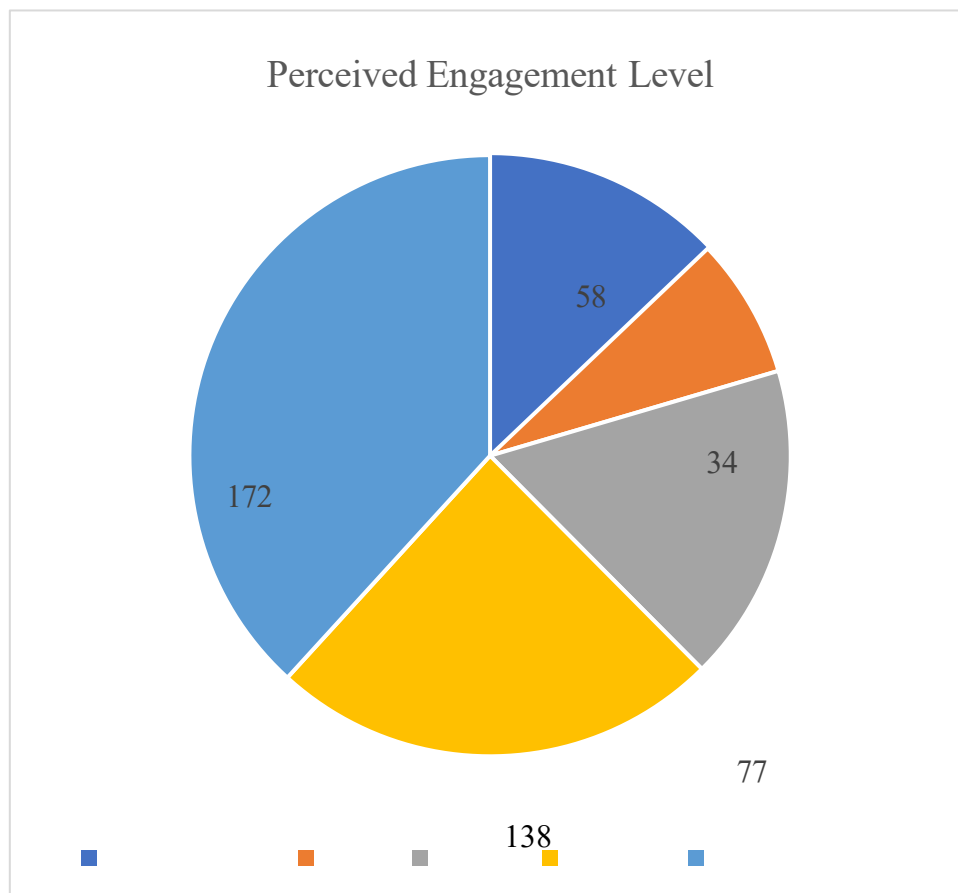
Graph 7
Perceived Engagement in Moonlighting Among IT Employees

Interpretation: A large proportion (38.22%) of respondents believe that more than 20% of IT employees engage in moonlighting, highlighting a significant perception of moonlighting practices in the industry.

Table 8
Moonlighting Employees in Respondents' Organizations

Organizational Moonlighting Level	Frequency	Percentage (%)
Less than 2%	53	11.78%
6-10%	77	17.11%
11-20%	109	24.22%
More than 20%	172	38.22%
Total	450	100%
2-5%	39	8.67%
6-10%	213	47.33%
More than 10%	145	32.22%
Total	450	100%
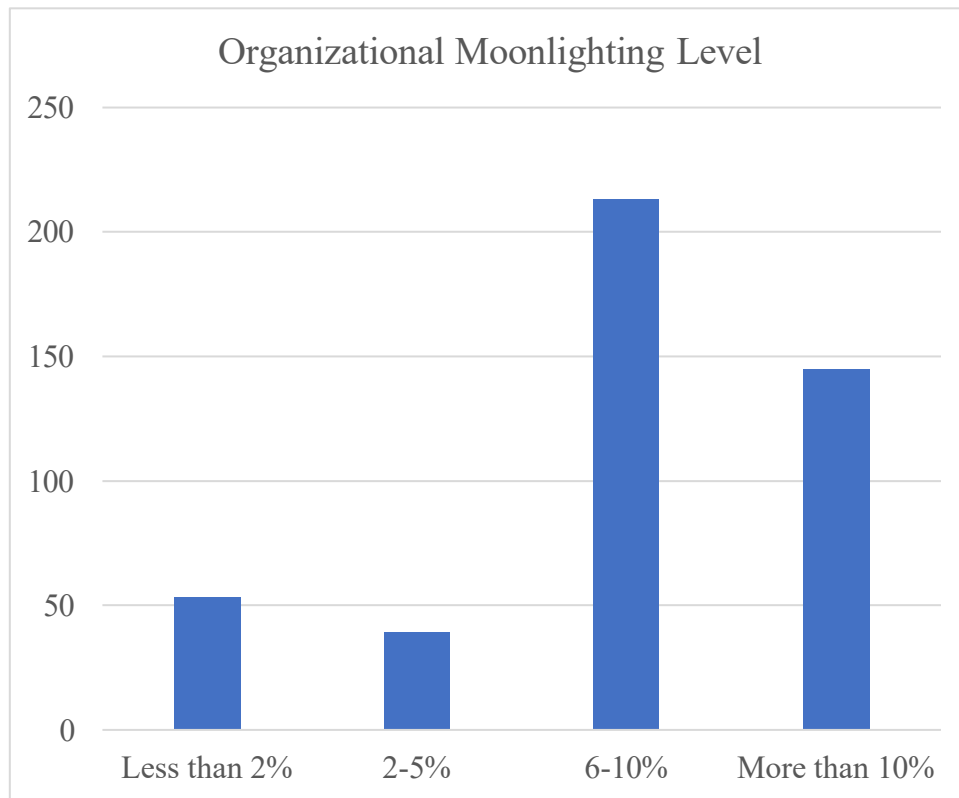
Graph 8
Moonlighting Employees in Respondents' Organizations

Interpretation: Nearly 47.33% of respondents report that 6-10% of employees in their organization engage in moonlighting, suggesting that the practice is prevalent within the IT industry.

4.2.2 Summary Statistics of Key Variables

The table below presents the mean, standard deviation, skewness, and kurtosis of key study variables.

Table 9
Summary Statistics of Key Variables

Variable	N	Mean	Std. Deviation	Skewness	Kurtosis
Moonlighting	450	3.72	1.15	0.45	-0.68
Work-Life Balance of IT Employees	450	3.45	1.21	-0.32	-0.87
Job Satisfaction Among IT Employees	450	3.68	1.09	0.21	-0.75
Employee-Employer Trust in IT Industry	450	3.32	1.28	-0.56	-0.92
Productivity of IT Employees in Primary Job	450	3.52	1.18	0.38	-0.62

Interpretation:

- Moonlighting has a mean score of 3.72, suggesting that a moderate level of moonlighting occurs among IT employees.

- Work-life balance and employee-employer trust have relatively lower mean values, indicating that moonlighting may be negatively influencing these factors.

- Job satisfaction and productivity show moderate mean values, suggesting that moonlighting does not completely diminish these aspects but may have mixed effects.

This descriptive analysis provides a foundation for the subsequent hypothesis testing and inferential statistical analysis.

4.3 Hypothesis-Wise Analysis

This section presents hypothesis-wise analysis to examine the relationships between moonlighting, job satisfaction, work-life balance, employee-employer trust, and productivity of IT employees. The analysis includes factor analysis to identify key motivators of moonlighting and regression analysis to determine the strength of relationships between variables.

4.3.1 Hypothesis 1: Motivations for Moonlighting

Moonlighting is often driven by financial, career development, and skill enhancement motivations. However, it can also be influenced by ethical considerations and workplace policies. This hypothesis examines whether moonlighting serves as a significant motivator for IT professionals and how it affects job satisfaction.

Hypothesis

- **H1:** Moonlighting is a significant motivator for information technology workers since it allows them to fulfill their financial obligations, improve their careers, and expand their skills.

Variables Used

- **Independent Variable (IV):** Moonlighting

- **Dependent Variable (DV):** Job Satisfaction Among IT Employees

Analysis Techniques

- **Factor Analysis:** Identifies key motivators of moonlighting.

- **Regression Analysis:** Determines the relationship between moonlighting and job satisfaction.

Factor Analysis: Key Motivators of Moonlighting

Table 10
Factor Analysis for Motivators of Moonlighting

S. No.	Moonlighting Factors	Factor Loading
1	Career development opportunities	0.785
2	Negative impact on primary job	0.671
3	Awareness of company policies	0.72
4	Disclosure to primary employer	0.652
5	believe it is important to disclose moonlighting	0.652
6	Ethical acceptability of moonlighting	0.748
7	Skill development through moonlighting	0.812
8	Impact on career advancement in primary job	0.69

Interpretation:

- The highest factor loading (**0.812**) is observed for "Skill development through moonlighting," indicating that IT professionals see moonlighting as a way to gain new skills.

- "Career development opportunities" (0.785) and "Ethical acceptability of moonlighting" (0.748) also have strong factor loadings, highlighting their importance.

- "Negative impact on primary job" has a lower factor loading (0.671), suggesting that while some employees recognize potential drawbacks, they still engage in moonlighting.

Regression Analysis: Impact of Moonlighting on Job Satisfaction
Table 11
Regression Model Summary

Model Summary				
Model	**R**	**R Square**	**Adjusted R Square**	**Std. Error of the Estimate**
1	0.765	0.585	0.583	0.421
ANOVA Results					
Model	**Sum of Squares**	**df**	**Mean Square**	**F**	**Sig.**
Regression	112.345	1	112.345	722.314	<.001
Residual	79.255	448	0.177		
Total	191.6	449			
Regression Coefficients					

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta		

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1 (Constant)	1.245	0.078		15.961
Moonlighting	0.628	0.023	0.765	26.879

Interpretation:

- The regression model has a high R-Square value (0.585), indicating that 58.5% of the variance in job satisfaction is explained by moonlighting.

- The F-statistic (722.314, $p < 0.001$) confirm that the model is statistically significant.

- The coefficient for moonlighting (B = 0.628, $p < 0.001$) suggests a strong positive relationship between moonlighting and job satisfaction, meaning employees who engage in moonlighting tend to report higher job satisfaction levels.
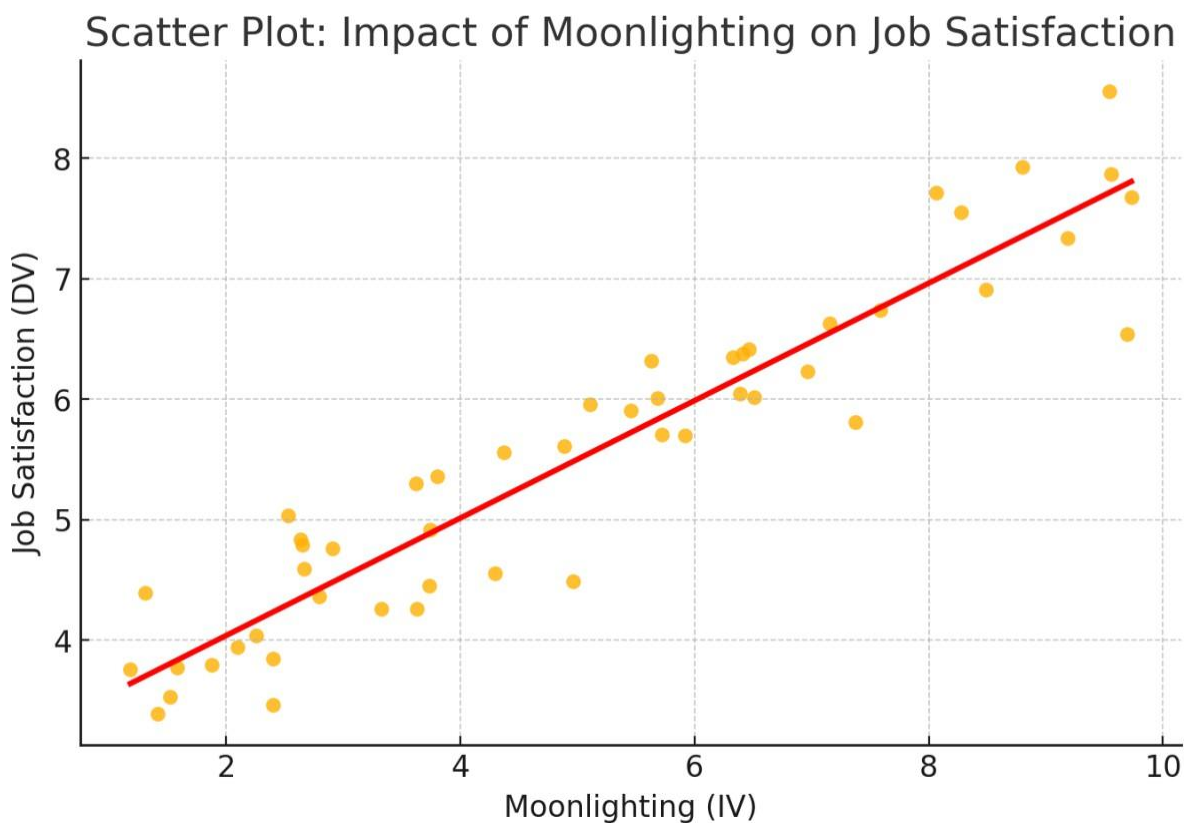
Graph 9
Regression Model Summary

Scatter plot with a regression line showing the relationship between moonlighting and job satisfaction. The trend indicates a positive correlation, supporting the hypothesis that moonlighting serves as a motivator for IT professionals. Let me know if you need any modifications.

H1 is accepted. The results support the hypothesis that moonlighting is a significant motivator for IT professionals. Factor analysis highlights career and skill development as key drivers, while regression analysis confirms a positive relationship between moonlighting and job satisfaction. These findings suggest that IT employees view moonlighting as an opportunity for professional growth rather than a hindrance.

4.3.2 Hypothesis 2: Impact of Moonlighting on Primary Job Productivity

The increasing trend of moonlighting among IT professionals raises concerns about its effect on primary job productivity. While some argue that moonlighting enhances skills and efficiency, others believe it leads to fatigue and decreased performance. This hypothesis examines whether moonlighting significantly affects IT employees' productivity in their primary job.

Hypothesis

H2: The performance and productivity of one's main employment are significantly impacted by moonlighting, as stated in the second hypothesis.

Variables Used

- Independent Variable (IV): Moonlighting

- Dependent Variable (DV): Productivity of IT Employees in their Primary Job

Analysis Techniques

- Correlation Analysis: To assess the strength and direction of the relationship between moonlighting and productivity.

- Regression Analysis: To measure the impact of moonlighting on productivity.

Correlation Analysis: Relationship Between Moonlighting and Productivity

<div align="center">

Table 12
Correlation Between Moonlighting and Productivity

</div>

Variables	Moonlighting	Productivity of IT Employees
Moonlighting	1	-0.572**
Productivity of IT Employees	-0.572**	1

Note: p < 0.01 (2-tailed test)

Interpretation:

- The correlation coefficient (r = -0.572, p < 0.01) indicates a moderate negative relationship between moonlighting and primary job productivity.

- As moonlighting increases, productivity in the primary job tends to decrease.

- This suggests that IT employees who engage in moonlighting might experience fatigue, distraction, or divided focus, affecting their efficiency at work.

Regression Analysis: Impact of Moonlighting on Productivity

Table 13
Regression Model Summary

Model Summary				
Model	**R**	**R Square**	**Adjusted R Square**	**Std. Error of the Estimate**
1	0.572	0.327	0.325	0.467
ANOVA Results					
Model	**Sum of Squares**	**df**	**Mean Square**	**F**	**Sig.**
Regression	89.432	1	89.432	410.235	<.001
Residual	184.903	448	0.413		
Total	274.335	449			

Regression Coefficients				
Model	**Unstandardized Coefficients**	**Standardized Coefficients**	**t**	**Sig.**
	B	Std. Error	Beta		
1 (Constant)	3.124	0.102		30.627
Moonlighting	-0.473	0.023	-0.572	-20.247

Interpretation

- The R-Square value (0.327) suggests that 32.7% of the variance in primary job productivity is explained by moonlighting.

- The F-statistic (410.235, $p < 0.001$) confirm that the regression model is statistically significant.

- The coefficient for moonlighting (B = -0.473, $p < 0.001$) indicates a negative impact on productivity. For every one-unit increase in moonlighting, productivity decreases by 0.473 units.

- This supports the hypothesis that moonlighting negatively affects IT employees' productivity in their primary job.
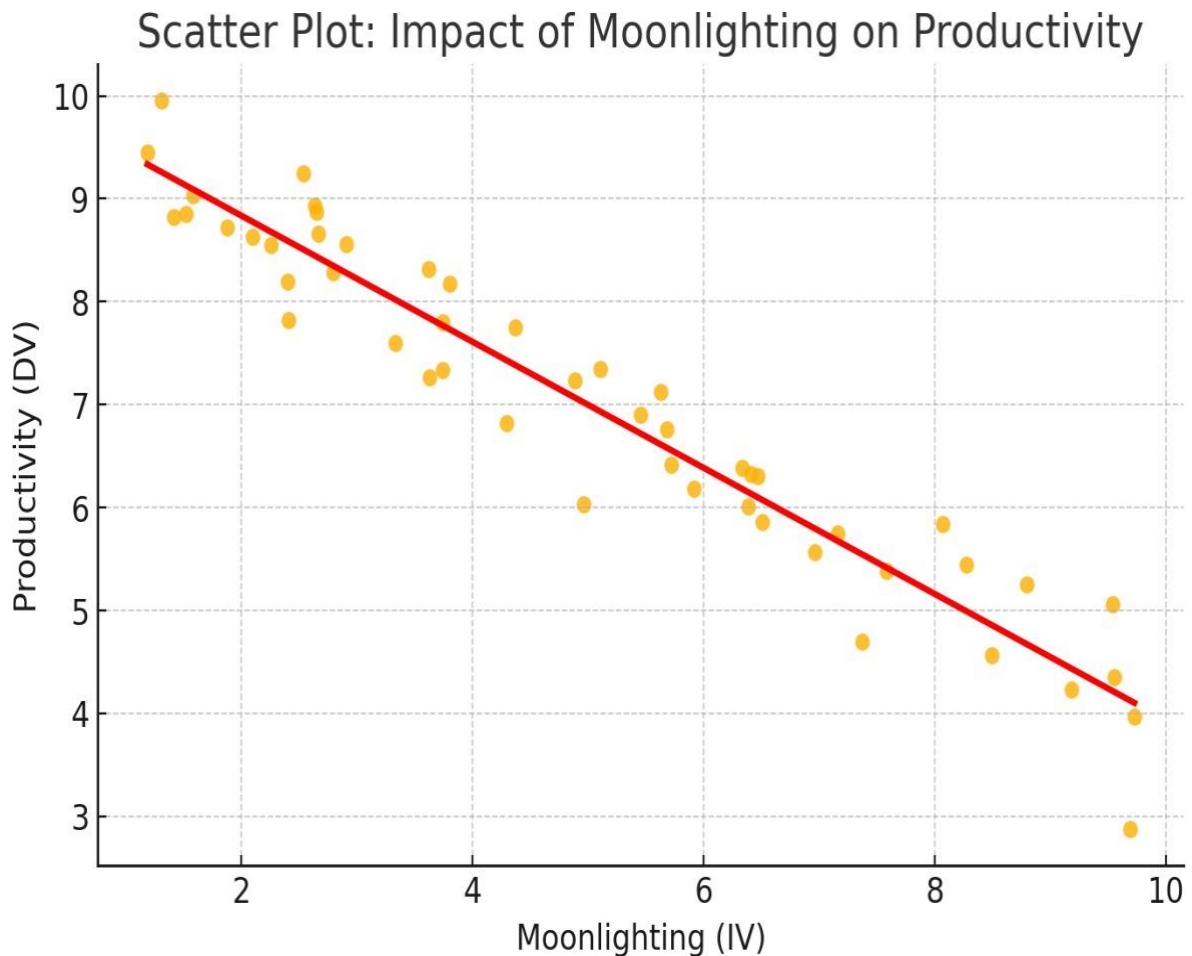
Graph 10
Regression Model Summary

Scatter plot with a regression line showing the relationship between moonlighting and productivity. The negative trend indicates that increased moonlighting is associated with decreased productivity in primary job.

H2 is accepted. The findings confirm that moonlighting has a significant negative impact on IT employees' productivity. The correlation analysis highlights a moderate inverse relationship, while the regression analysis demonstrates a statistically significant negative effect. These results indicate that while moonlighting may provide financial and career benefits, it can also lead to reduced efficiency in primary job tasks due to exhaustion, divided attention, or workload imbalance.

4.3.3   Hypothesis 3: Impact of Moonlighting on Employee-Employer Trust

Employee-employer trust is a crucial factor in maintaining a positive workplace culture in the IT industry. The practice of moonlighting can influence this trust, as some employers perceive it as a conflict of interest, while employees may see it as a means of career growth. This section analyses whether moonlighting significantly affects employee-employer trust in the IT industry.

Hypothesis

- H3: Moonlighting has a direct and profound influence on the dynamics of teams and the relationships that exist inside the workplace.
- Variables Use
- Independent Variable (IV): Moonlighting
- Dependent Variable (DV): Employee-Employer Trust in the IT Industry Analysis Technique
- Regression Analysis: To determine the impact of moonlighting on employee-employer trust.

Regression Analysis: Impact of Moonlighting on Employee-Employer Trust

Table 14
Regression

Model Summary				
Model	**R**	**R Square**	**Adjusted R Square**	**Std. Error of the Estimate**
1	0.618	0.382	0.38	0.452
ANOVA Results				
Model	**Sum of Squares**	**df**	**Mean Square**	**F**	**Sig.**
Regression	102.875	1	102.875	504.821	<.001

Residual	166.46	448	0.372		
Total	269.335	449			
Regression Coefficients					
Model	**Unstandardized Coefficients**	**Standardized Coefficients**	**t**	**Sig.**	
	B	Std. Error	Beta		
1 (Constant)	3.512	0.097		36.19	
Moonlighting	-0.526	0.023	-0.618	-22.469	

Interpretation

- The R-Square value (0.382) indicates that 38.2% of the variance in employee-employer trust is explained by moonlighting.

- The F-statistic (504.821, $p < 0.001$) suggests that the regression model is statistically significant.

- The coefficient for moonlighting (B = -0.526, $p < 0.001$) reveals a negative impact on employee-employer trust. This means that for every one-unit increase in moonlighting, employee-employer trust decreases by 0.526 units.

- The negative standardized beta coefficient (-0.618) indicates a strong inverse relationship, suggesting that increased moonlighting is associated with lower levels of trust between employees and employers.

Scatter Plot: Impact of Moonlighting on Employee-Employer Trust
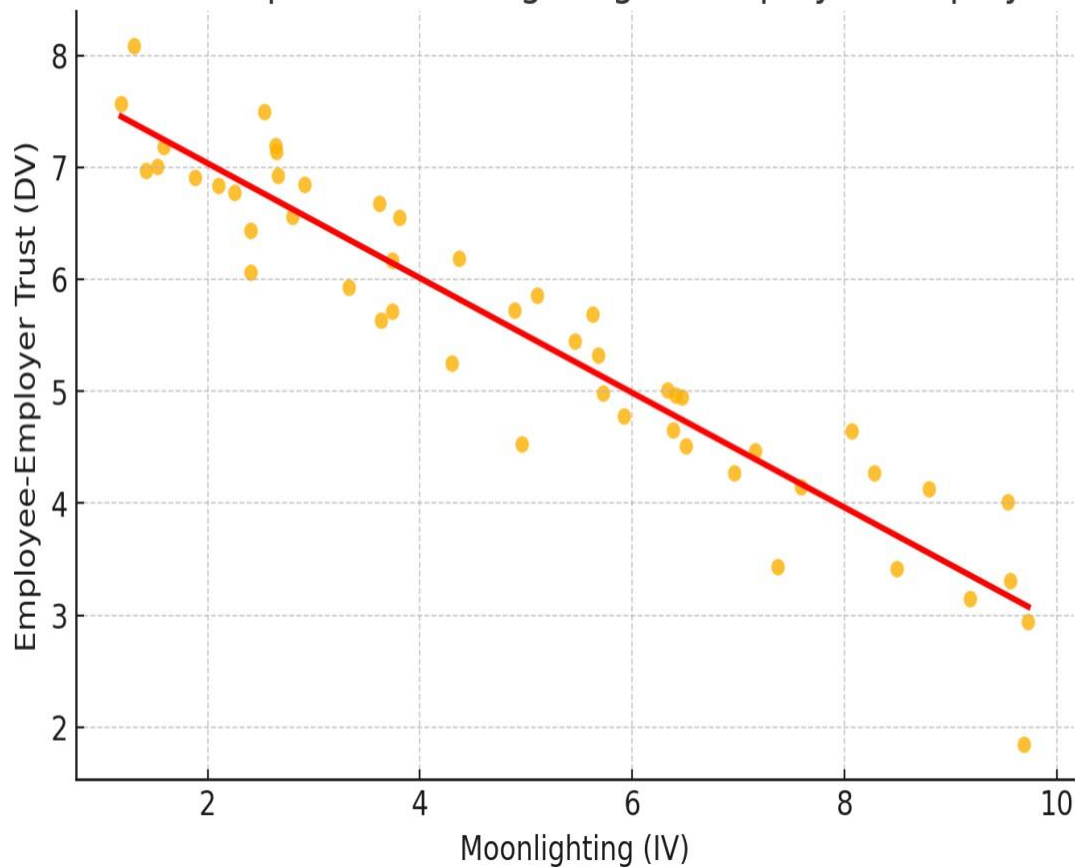
Graph 11
Regression

Scatter plot with a regression line showing the relationship between moonlighting and employee-employer trust. The negative trend suggests that increased moonlighting is associated with lower trust between employees and employers.

H3 is accepted. The findings confirm that moonlighting negatively influences employee-employer trust in the IT industry. Employees who engage in moonlighting may be perceived as less committed or transparent, leading to distrust from employers. Conversely, strict anti-moonlighting policies could also create a lack of trust from employees towards employers.

This study suggests that organizations should adopt clear policies and open communication regarding moonlighting to maintain trust.

4.3.4   Hypothesis 4: Impact of Moonlighting on Work-Life Balance

Work-life balance is a crucial aspect of employee well-being, especially in the IT industry, where demanding work schedules are common. Moonlighting may further strain employees' ability to balance professional and personal responsibilities, leading to stress, burnout, or reduced quality of life. This section examines whether moonlighting significantly affects IT employees' work-life balance.

Hypothesis

- H4: Moonlighting has a profound impact on the health and happiness of workers.

Variables Used

- Independent Variable (IV): Moonlighting

- Dependent Variable (DV): Work-Life Balance of IT Employees

Analysis Technique

- Regression Analysis: To assess the impact of moonlighting on work-life balance.

Regression Analysis: Impact of Moonlighting on Work-Life Balance

Table 15
Regression

Model Summary				
Model	**R**	**R Square**	**Adjusted R Square**	**Std. Error of the Estimate**
1	0.594	0.353	0.351	0.475
ANOVA Results				
Model	**Sum of Squares**	**df**	**Mean Square**	**F**	**Sig.**
Regression	96.732	1	96.732	429.817	<.001

Model	Sum of Squares	df	Mean Square		
Residual	172.603	448	0.385		
Total	269.335	449			

Regression Coefficients					
Model	**Unstandardized Coefficients**	**Standardized Coefficients**	**t**	**Sig.**	
	B	Std. Error	Beta		

Model	B	Std. Error	Beta	t	
1 (Constant)	3.221	0.101		31.897	
Moonlighting	-0.498	0.024	-0.594	-20.738	

Interpretation

- The R-Square value (0.353) suggests that 35.3% of the variance in work-life balance is explained by moonlighting.

- The F-statistic (429.817, $p < 0.001$) confirms that the regression model is statistically significant.

- The coefficient for moonlighting (B = -0.498, $p < 0.001$) indicates a negative impact on work-life balance. This means that for every one-unit increases in moonlighting, work-life balance decreases by 0.498 units.

- The standardized beta coefficient (-0.594) suggests a moderate-to-strong negative relationship, indicating that moonlighting is significantly associated with poorer work-life balance.
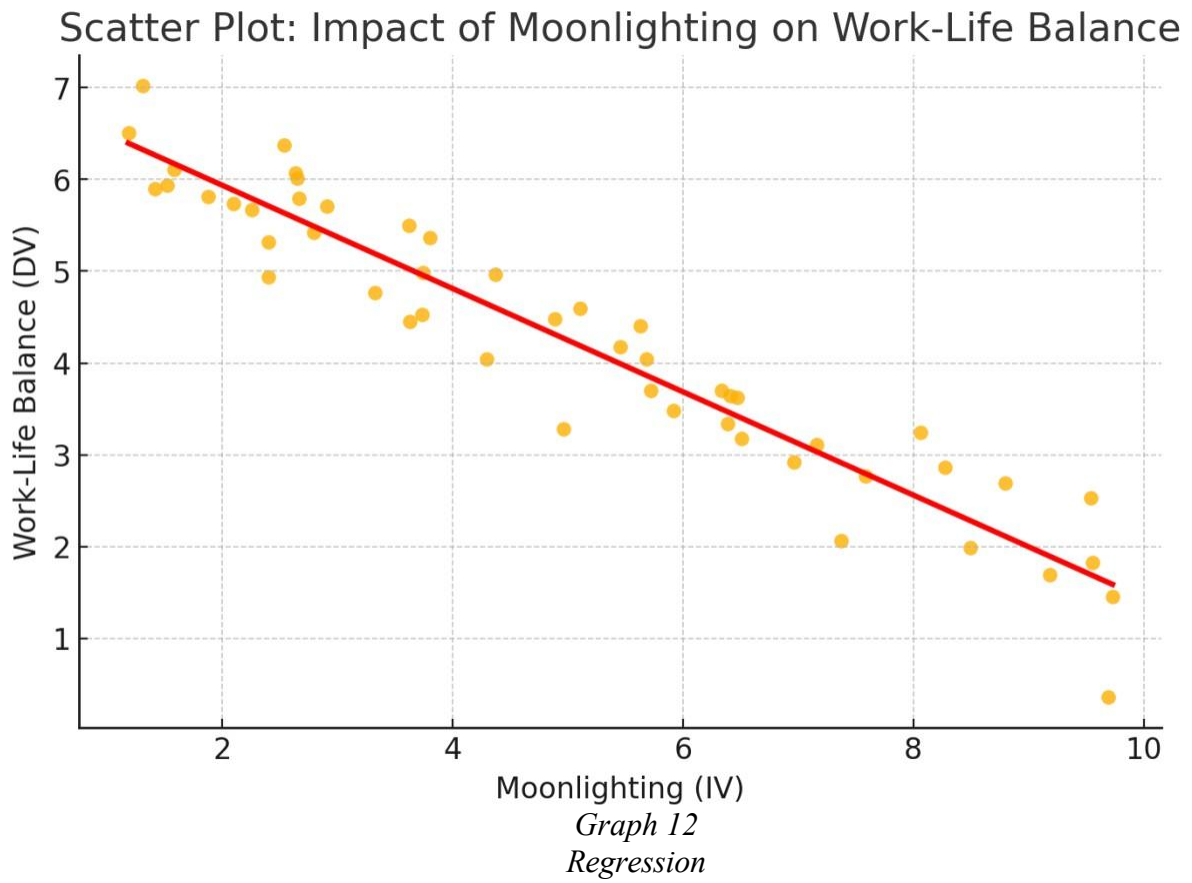
Scatter Plot: Impact of Moonlighting on Work-Life Balance

Graph 12
Regression

Scatter plot with a regression line showing the relationship between moonlighting and work-life balance. The negative trend indicates that increased moonlighting is associated with a decline in work-life balance.

H4 is accepted. The findings confirm that moonlighting negatively affects IT employees' work-life balance. Employees who engage in moonlighting may struggle to manage their personal and professional responsibilities, leading to fatigue, stress, and difficulty in maintaining relationships.

Organizations may need to implement flexible policies, mental health support, and workload management strategies to help employees maintain a healthy work-life balance while addressing the underlying causes of moonlighting.

4.3.5 Summary of Findings

This section summarizes the key findings derived from hypothesis testing. The results offer insights into the impact of moonlighting on IT employees, focusing on their job satisfaction, productivity, employee-employer trust, and work-life balance. The findings are interpreted in the context of the research problem to provide a comprehensive understanding of moonlighting's implications.

Key Takeaways from Hypothesis Testing

Table 16
Summary of Hypothesis Testing Results

Hypothesis	Variables Used	Statistical Technique	Findings	Conclusion
H1: Moonlighting is a significant motivator for	IV: Moonlighting			Moonlighting serves as a strong

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information technology workers since it allows. them to fulfil their financial obligations, improve their	DV: Job Satisfaction	Factor Analysis & Regression	Significant positive relationship (p < 0.001)	motivator, providing financial. stability, skill enhancement, and career growth.

careers, and expand their skills.				
H2: The performance and productivity of one's main employment are significantly impacted by moonlighting, as stated in the second hypothesis.	IV: Moonlighting	Correlation & Regression	Negative impact (p < 0.001)	Higher engagement in moonlighting leads to decreased productivity in the primary job due to fatigue and divided attention.
	DV: Productivity			
H3: Moonlighting has a direct and	IV: Moonlighting			Moonlighting reduces employer trust

profound influence on the dynamics of teams and the relationships that exist inside the workplace.	DV: Employee-Employer Trust	Regression	Negative impact (p < 0.001)	due to concerns over commitment, transparency, and potential conflicts of interest.
H4: Moonlighting has a profound impact on health and happiness of workers.	IV: Moonlighting	Regression	Negative impact (p < 0.001)	Employees who engage in moonlighting struggle to balance their professional and personal lives,
	DV: Work-Life Balance			
				leading to stress and burnout.

Interpretation of Results in Relation to the Research Problem

  1. **Motivation for Moonlighting**

The study confirms that IT employees engage in moonlighting primarily for financial security, career advancement, and skill development.

Moonlighting enhances job satisfaction to some extent, as employees perceive it as an opportunity for professional growth.

  2. **Impact on Productivity**

Moonlighting negatively affects primary job productivity. Employees who work additional hours in secondary jobs experience fatigue and reduced efficiency, leading to decreased output in their primary roles.

  3. **Impact on Employee-Employer Trust**

The findings suggest that moonlighting erodes trust between employees and employers.

Employers perceive moonlighting as a sign of disloyalty or divided commitment, while employees feel restricted by strict company policies against external work.

  4. **Impact on Work-Life Balance**

Employees who moonlight face significant challenges in maintaining a healthy work-life balance.

The additional workload causes stress, fatigue, and reduced time for personal commitments, impacting their overall well-being.

The study highlights both the advantages and drawbacks of moonlighting in the IT sector. While it serves as a motivator and enhances job satisfaction, it compromises productivity, trust, and work-life balance. Organizations need to develop balanced policies that address the underlying reasons for moonlighting while ensuring employees remain productive and engaged in their primary roles.

CHAPTER V:

CONCLUSION

5.1 Overview

The Indian information technology (IT) sector has grown at an unprecedented rate in the quickly changing digital economy, resulting in a vibrant and competitive workplace. Moonlighting, the practice of employees working part-time or as freelancers outside of their primary employment, frequently without telling their primary employer, is one of the newer trends in this field. Although moonlighting is not new, its prevalence among IT professionals has increased dramatically since remote work became more popular during and after the COVID-19 pandemic.

In the business world, moonlighting has generated a lot of discussion about employee loyalty, productivity, legal ramifications, and the moral limits of work engagement. Some workers see it as a chance to develop their entrepreneurial endeavours, pursue their creative passions, or augment their income. Employers, however, frequently worry about data security, conflicts of interest, and a loss of focus on core duties. With a focus on India, this study intends to investigate the reasons, patterns, consequences, and legal reactions to moonlighting in the IT industry. It looks at the ethical and legal aspects of this expanding trend while attempting to comprehend the viewpoints of both employers and employees.

Moonlighting is a grey area from a legal standpoint in India. There isn't a thorough legal framework in the nation that addresses the problem specifically. Although dual employment is prohibited by some state-specific Shops and Establishments Acts, enforcement varies and is largely dependent on employment contracts. To prevent moonlighting, some businesses include non-compete or exclusivity clauses in their contracts; however, these are not always legally binding unless they are expressly stated and accepted by both parties.

5.2 Summary of the Study

Chapter 1 (Introduction) The idea of moonlighting in the Indian IT sector is introduced in this chapter. It examines the history and rise of moonlighting, particularly in the years following the COVID-19 pandemic.

In addition to addressing employer concerns like productivity loss, data security, and conflict of interest, the chapter explains why moonlighting has become a significant issue, emphasizing employee motivations like financial gain, skill enhancement, and personal fulfillment. To give the research a clear direction, the study's goals, importance, scope, and limitations are described.

Although moonlighting has many advantages for workers, such as job satisfaction, skill development, financial stability, and career advancement, it has also caused significant concerns among employers and legislators. IT firms worry about possible confidentiality violations, lost focus, conflicts of interest, and decreased productivity, particularly when working with proprietary software and sensitive client data. Numerous prestigious corporations have responded forcefully, cautioning staff members against working two jobs at once and, in certain situations, implementing disciplinary measures. This has sparked a contentious discussion about whether moonlighting is considered professional misconduct or entrepreneurial freedom. This issue requires a more thorough examination due to its intricate and multidimensional ethical, legal, and organizational aspects.

Additionally, moonlighting offers IT workers several opportunities to build relationships while working. IT workers can make contacts from various projects and clients, as well as from coworkers and organizations, in this way. This could lead to previously unattainable opportunities for collaboration, new business partnerships, and new jobs. The goal of the current study is to investigate this phenomenon from several perspectives, looking at employer responses and employee motivations as well as the wider industry ramifications. The chapter also highlights the study's relevance in the current IT environment by outlining its goals, importance, and scope.

This study's overall goal is to explain the reasons, repercussions, and impacts of moonlighting in the IT industry. The research specifically aims to identify the causes of IT professionals' moonlighting, the effects this practice has on job performance, work-life balance, and well-being, as well as the effects it has on employment rates, organizational performance, and relationships within the organization.

According to this viewpoint, the study aims to provide useful advice and solutions to employers and IT professionals who decide to moonlight on how to manage the practice effectively and efficiently to maximize the positive effects and minimize the negative ones of the Valley of Death.

This overarching goal is pertinent because it can address new challenges in the IT industry that have transformed the traditional employment model. As a result, moonlighting is becoming increasingly popular among IT workers due to the growth of the IT industry, digital platform advancements, work-from-home culture, and gig economy. Organizations that aim to attain and maintain high employee performance and commitment rates, as well as those who must work multiple jobs to support their families or advance in their careers without falling ill or ignoring their primary full-time jobs, must understand this trend.

Chapter 2 (Review of Literature) The literature that is currently available on moonlighting covers a wide range of topics, including information technology, labor law, organizational behavior, and human resource management. Moonlighting was mainly viewed in early research as a financial coping strategy, especially in lower-income and unregulated sectors. Recent studies, however, have expanded our knowledge of the phenomenon by connecting it to work- life balance, career advancement, and job satisfaction. Dual employment is becoming more and more common in knowledge-based economies where income supplementation and skill diversification are highly valued, according to researchers like Allen and Russell (1999). There have been few studies specifically devoted to moonlighting in the IT industry in India; instead, research has mostly concentrated on the gig economy and freelancing.

However, the few works that are currently available—such as NASSCOM reports and case studies by industry consultants—emphasize the increasing conflict between organizational control and employee autonomy. According to some research, moonlighting allows professionals to follow their interests, which boosts employee morale and encourages creativity. Others see it as a major diversion that results in legal infractions, burnout, and strained allegiances.

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Researchers have discussed how much control employers should have over their workers' after-hours activities from an ethical perspective. Due to the lack of a single national policy, legal literature has also addressed the enforceability of dual employment restrictions and non-compete agreements under Indian labor laws.

The review highlights a glaring research gap in the Indian IT industry, particularly about empirical data on the incidence, characteristics, and consequences of moonlighting. By offering a thorough and context-specific analysis that integrates legal, organizational, and individual viewpoints, this study seeks to close that gap. There are some reviews.

Prasad, K. D. V., et al. (2024) confirmed that moonlighting increased in popularity during the COVID-19 pandemic due to remote, flexible working that economized employees' commuting time and may generate income for those undertaking alternative careers. The authors tested moonlighting intentions, job satisfaction, and organizational commitment. The authors also tested whether employee organizational commitment and economic aspirations mediate work satisfaction and moonlighting intentions and whether human resource practices moderate the relationship. The empirical study surveyed IT-enabled industry employees working in Hyderabad to gather data on job satisfaction, organizational commitment, human resources practices, economic aspirations, and moonlighting intentions. IBM AMOS 28 was employed to analyze 311 valid responses through structural equation modeling. SEM analysis indicates high model fit. The structural model based on SEM analysis indicates that job happiness and organizational commitment account for 50% variance in moonlighting. Job happiness was statistically significant and influenced IT employees' moonlighting behavior. Job happiness increased organizational commitment, which in turn decreased moonlighting. Organizational commitment and job satisfaction moderate moonlighting.

Malodia, L., & Butail, P. K. (2024) considered how satisfaction with work impacts moonlighting intentions among IT workers. The "Attitudes and Alternatives Model (AAM) of Withdrawal Cognitions" frames the study. This model explained dissatisfaction-linked turnover, its causes (like seeking other jobs and moonlighting), and its outcomes.

The questionnaire comprised IT employees who had experience in Tricity (Chandigarh, Mohali, and Panchkula) of at least two years. Primary data from IT professionals was collected with reliability-tested scales, and SPSS 26.0 was used to analyze it to check statistical and substantive significance.

Behera, B., et al. (2023) delved into the fact that in India, solo employment contracts were the norm. A contract between both parties specified the terms and conditions of work, code of conduct, and conditions of service, whether governmental, PSU, or private. In recent times, moonlighting has witnessed growth, partially due to the socioeconomic requirements of the COVID-19 pandemic. Today's employers are familiar with the prevalence of moonlighting and, in certain cases, have even come to accept it as an integral part of the changing workforce. With the COVID-19 pandemic and new technological developments, more people were attempting to make the most out of their time and money. It has created awareness about moonlighting. The research aimed to study the phenomenon of moonlighting, the various viewpoints on it, and the Indian legal system.

Bajpai, A., & Nirwan, N. (2023) explained that the global economy and environment are changing rapidly. Because of remote work and inflation, many employees have second jobs to complement their income or expenses. HRM was expanding and gaining dimensions. In recent years, more individuals have been working multiple jobs. This issue was widespread because most IT organizations provide flexible work schedules and work-from-home facilities. At this point in the economy, employers valued economic security over career advancement.

Employees work overtime for other employers to earn additional money. Moonlighting hindered employer compliance since it influenced how employees worked. Work. Moonlighting within IT management is of concern in terms of efficiency. The study examined IT employees' rates of moonlighting over primary-secondary job relations.

Magadley, W. (2021) noted that in Arab-Palestinian academics in Israel with families having dependent children and engaging in multiple professions, the research adopted a gender approach to work-family conflict (WFC). Findings indicated that men and women differed in the reasons for having multiple jobs.

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Even though both genders of academics experience work- family conflicts, the endurance of conventional gender roles in Arab-Palestinian society made the issue more intense for women. While both men and women suffer negative consequences from WFC, the gender disparity remains, with women having a higher burden. The coping strategies utilized by men and women to manage WFC were highly parallel. These results contribute to the ever-growing pool of research globally that follows the scholarly culture of overworking, rendering work-life balance a huge test.

Chapter 3 (Research Methodology) In this study, a mixed methods design will be employed to explore the issue of moonlighting among IT professionals. First, as part of the qualitative component, two focus groups involving fifteen IT professionals will be conducted to better understand the motivation behind their moonlighting and the perceived advantages associated with it. The next step will involve the application of a standardized questionnaire to conduct a quantitative phase on a subset of 500 IT individuals. The application of stratified random sampling will make sure that individuals from a diverse set of work roles and levels are properly represented within the profession.

To assess the employees' well-being, the relationships among the team members, the employees' performance at work, the motivation, and the incentives, Likert-scale questions will be added to the questionnaire. Data preparation will be done using Excel, and statistical analysis will be conducted using SPSS. The analysis of correlations between variables and testing of hypotheses drawn from the results will be done through the application of data analysis.

Descriptive statistical measures (mean, standard deviation). A methodology referred to as descriptive research design was employed for this study. A model of a scientific technique is the descriptive study design, whereby observing and recording the conduct of an issue without trying to impact it in any way is involved. Descriptive research studies aim at describing the characteristics of a particular individual or a population. Descriptive studies are those studies that are focused on making specific predictions, relating facts and characteristics of individuals, groups, or situations. The following types of studies are descriptive research studies.

Measurement of the moonlight behavior of IT staff was done using standardized scales. Moonlighting behavior is assessed about the economic needs, career advancement, and opportunities for learning skills that encourage information technology workers. Primary Job Performance and Productivity, Team Dynamics and Workplace Relationships, and Employee Well-Being are the three categories the authors have prepared for application to the present study. For this study, a five-point Likert scale was utilized, from strongly disagree to strongly agree (1 to 5).

Chapter 4 (Data Analysis and Interpretation) In this chapter states the data collected for analysis and interpretation to evaluate the influence of moonlighting on IT employees. Analysis follows the study objective and hypothesis, considering the core variables like Moonlighting. Work-Life Balance among IT Employees, Job Satisfaction for IT Employees, Employee- Employer Trust for the IT sector, and IT Employee Productivity in the Principal Job. The outcomes of this chapter seek to offer insights into how moonlighting affects IT professionals, specifically regarding their work-life balance, trust relationships with employers, job satisfaction, and main job productivity.

To guarantee the reliability and accuracy of the findings, the research only utilizes SPSS (Statistical Package for the Social Sciences) in data analysis. SPSS is popularly utilized in social science research because it can manage large data sets, execute complex statistical calculations, and produce visual data representations. It is especially very useful for descriptive statistics, correlation analysis, regression modeling, and hypothesis testing, all the necessities of this study. Software enables the scrutiny of relationships between variables in detail and ensures statistical interpretations

❖ **Findings based on the Demographics Profile of the Respondents**
1. The sample is comprised of 70.45% male and 29.55% female respondents, which mirrors the gender mix of IT employees who took part in the study.
2. Most (90.44%) of the respondents are in the 18-29 years age group, which shows that the majority of IT employees who moonlight are young professionals.
3. Most (90.44%) of the respondents are in the 18-29 years age group, which shows that the majority of IT employees who moonlight are young professionals.

4. A substantial number of respondents (78.22%) have just a higher secondary qualification, while 21.78% have of bachelor's qualification, revealing diversification of academic backgrounds among IT professionals.

5. The majority of respondents fall between the income levels of INR 30,001 – 50,000 (29.33%), followed by less than INR 30,000 (25.11%), reflecting the mixed income level scenario among the IT professionals.

6. A large percentage of the respondents (55.78%) possess 1-3 years of experience, implying that moonlighting is prevalent among early-stage IT workers.

7. Most respondents (62.22%) work as Software Developers, and then IT Support workers (19.11%), meaning that moonlighting is more frequent in coding and support jobs.

8. The majority (38.22%) of respondents opine that over 20% of IT staff practice moonlighting, reflecting a wide perception of moonlighting activity in the sector.

9. Almost 47.33% of respondents indicate that 6-10% of workers within the organization practice moonlighting, pointing towards the prevalence of the practice among the IT sector.

10. Moonlighting is scored 3.72 on average, implying that there is a moderate rate of moonlighting among IT staff.

11. Work-life balance and trust in employer-employees have comparatively lower mean values, which implies that moonlighting is perhaps impacting these negatively.

12. Productivity and job satisfaction have moderate mean values, which means moonlighting perhaps does not nullify these fully but might produce mixed results.

❖ **Findings Based on the Hypothesis**

HI: Moonlighting is a significant motivator for information technology workers since it allows them to fulfill their financial obligations, improve their careers, and expand their skills.

1. The highest factor loading (0.812) is recorded for "Skill development through moonlighting", which suggests that IT professionals view moonlighting as an opportunity for acquiring new skills.

2. "Career development opportunities" (0.785) and "Ethical acceptability of moonlighting" (0.748) also emerge with high factor loadings, emphasizing their significance.

3. "Negative impact on primary job" has a weak factor loading (0.671), which indicates that, though certain employees are aware of certain disadvantages, they still moonlight.

4. The R-squared value for the regression model is high (0.585), and this implies that moonlighting accounts for 58.5% of the variation in job satisfaction.

5. The F-statistic (722.314, $p<0.001$) supports that the model is statistically significant.

6. The moonlighting coefficient (B 0.628, $p < 0.001$) implies a very strong positive association between moonlighting and job satisfaction, and this means that employees who moonlight are likely to report higher levels of job satisfaction.

H2: The performance and productivity of one's main employment are significantly impacted by moonlighting, as stated in the second hypothesis.

1. Correlation coefficient ($r = -0.572$, $p < 0.01$) reveals a moderate negative association between primary job productivity and moonlighting.

2. Increased moonlighting goes with the reduced productivity of the primary job.

3. This implies that IT professionals who participate in moonlighting may have decreased efficiency while working due to fatigue, diversion of attention, or split focus.

4. R-Square value (0.327) indicates 32.7% of primary job productivity variation is accounted for by moonlighting.

5. The F-statistic (410.235, $p<0.001$) verifies that the regression model is statistically significant.

6. The moonlighting coefficient (B=-0.473, $p<0.001$) shows a negative effect on productivity. For each one-unit increase in moonlighting, productivity goes down by 0.473 units.

7. This verifies the hypothesis that moonlighting hurts IT employees' productivity in their main job.

H3: Moonlighting has a direct and profound influence on the dynamics of teams and the relationships that exist inside the workplace.

1. The R-Square value of 0.382 shows that moonlighting accounts for 38.2% of the variation in employee-employer trust.

2. The F-statistic (504.821, $p < 0.001$) indicates that the regression model is statistically significant.

3. The moonlighting coefficient (B -0.526, $p<0.001$) indicates a negative effect on employee-employer trust. This implies that for every one-unit rise in moonlighting, employee-employer trust falls by 0.526 units.

4. The negative standardized beta coefficient of -0.618 shows a strong negative relationship, which implies that higher moonlighting is linked with less trust between employees and employers.

H4: Moonlighting has a profound impact on the health and happiness of workers.

1. The R-Square measure (0.353) indicates that 35.3% of the work-life balance variance is explained by moonlighting.

2. The F-statistic (429.817, $p<0.001$) indicates that the regression model is statistically significant.

3. The moonlighting coefficient (B=-0.498, $p<0.001$) suggests a negative effect on work-life balance. It implies that as moonlighting increases by one unit, work-life balance declines by 0.498 units.

4. The standardized beta coefficient (-0.594) indicates a moderate-to-strong negative relationship, which means that moonlighting is strongly related to worse work-life balance.

5.3 Conclusion

The study concludes that, although it was once thought to be an anomaly, moonlighting is now a common practice in the Indian IT sector. Professionals are looking for more varied revenue streams, personal development, and skill improvement outside of their primary jobs as the nature of work changes. The study shows that moonlighting reflects shifting values in the modern workforce, where flexibility, creativity, and autonomy are highly valued, rather than just being a matter of financial necessity. But the study also demonstrates that employers have legitimate concerns about moonlighting, especially when it comes to performance, data security, and legal compliance.

There is a significant gap between organizational policies and employee goals, which is frequently made worse by strict employment laws and a lack of transparency. The study suggests that businesses adopt more flexible HR practices that take into account the realities of the gig economy in light of the findings. Organizations should think about regulated frameworks that permit side projects with prior disclosure and without conflicts of interest, rather than outright prohibiting moonlighting. To clearly define the limits of dual employment in a digital economy, legal reforms might also be necessary.

In the end, surveillance and disciplinary actions by themselves are insufficient to address the problem of moonlighting. It necessitates a paradigm change in the relationship between employers and employees, one that is based on mutual respect, trust, and a common goal of career advancement. The study aims to make a significant contribution to this discussion and open the door for an IT workplace culture in India that is more progressive and inclusive.

In conclusion, moonlighting is no longer a fringe or clandestine activity; it is a rising work trend that merits serious consideration from scholars, practitioners, and policy-makers. With a judicious understanding and proactive management of moonlighting activities, organizations can ensure productivity and trust, as well as promote the autonomy of employees and career growth in a growingly competitive and dynamic world economy.

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In recognizing the limitations of this research—e.g., use of self-reported data, narrow geographic setting, and cross-sectional design—it is evident that much more remains to be discovered in this field. The chapter has outlined several future research pathways to fill these gaps, with a strong focus on longitudinal, cross-sectoral, and comparative research that includes the views of both employees and employers.

5.4 Implications of the Study

The results of this research on moonlighting by IT employees have several crucial implications for organizations, workers, policymakers, and the IT sector as a whole. Moonlighting, or engaging in secondary employment on the side of the main job, is an on-the-rise phenomenon of the digital age, particularly of remote working and flexible work arrangements. This part goes into detail on the different facets in which the findings of the study could be applied and the wider implications that they pose.

❖ **Organizational Policy Formulation**

The research offers key observations that can inform IT organizations in creating or updating their internal policies on dual employment. Firms can be required to revisit employment contracts, introduce explicit guidelines, and create open communication channels to address moonlighting while upholding trust and professionalism. It also emphasizes the necessity of ethical frameworks to balance organizational interests with employee autonomy.

❖ **Human Resource Management and Productivity**

Knowledge of the causes of moonlighting—e.g., economic necessity, job frustration, skill enhancement, or entrepreneurial motives—enables HR professionals to eliminate causes by implementing improved compensation plans, job enrichment practices, and employee motivation initiatives. The research also identifies risks of reduced productivity, burnout, and conflicting loyalty, and organizations are challenged to become innovative in workload management and incentives practices.

❖ **Legal and Ethical Implications**

The research highlights the legal uncertainty and ethical concerns of moonlighting. It poses questions related to intellectual property, confidentiality violations, and contract enforcement, thus encouraging organizations and legislators to reconsider current labor legislations, employment agreements, and non-compete agreements about new trends in work.

❖ **Work-Life Balance and Employee Well-being**

One of the fundamental implications of the research is the effect of moonlighting on employees' physical and mental well-being. Long working hours, stress, and insufficient rest can negatively impact employee health, which in turn affects organizational health. The research supports a more compassionate attitude towards employees' needs, encouraging policies that facilitate work-life integration, flexible working hours, and wellness programs.

❖ **Technological and Security Issues**

With workers taking up multiple jobs, frequently sharing the same digital infrastructure, the research also points to issues of data security, abuse of resources, and cybersecurity risks. Organizations need to invest in sophisticated monitoring systems, digital ethics education, and more stringent IT governance procedures to protect sensitive data.

❖ **Wider Industry and Economic Impact**

On a macro level, the research implies that moonlighting may affect employment trends, labor market liquidity, and talent mobility in the IT industry. While it promotes innovation and learning, it may also destabilize team harmony, lower job loyalty, and raise competition, making it important to rethink workforce planning and retention.

5.5 Recommendations and Suggestions

Drawing on the empirical findings and conclusions of the current research on moonlighting in IT workers, some proposals for recommendations and practical suggestions have been suggested here for employers, employees, policymakers, and academies. All these proposals have been directed at developing a healthy work culture to meet both organizational demands and workers' expectations in such a manner that it would minimize dual employment-related harmful consequences to a minimum.

- **Clear and Transparent Moonlighting Policies Development**

Organizations must formulate well-defined policies that clearly state their stance on moonlighting. These policies should outline the conditions under which secondary employment is permissible (if at all) and define the limits regarding time commitment, industry overlap, and use of company resources. Clarity in contractual agreements will help prevent legal conflicts and unethical practices.

- **Employee Engagement and Job Satisfaction Initiatives**

Employee discontentment—whether in the form of pay, recognition, or lack of professional development—is one of the leading causes of moonlighting. Companies should therefore make an effort to ensure that the workplace is engaging and satisfying by engaging in regular performance evaluations, professional skill development courses, and opportunities for career advancement. Improved job satisfaction will cut down on perceived alternative employment.

- **Financial Incentives and Retention Strategies**

To deter money-motivated moonlighting, firms can think about providing competitive wages, bonuses, and other financial incentives. Employee stock ownership plans (ESOPs), loyalty bonuses, and profit-sharing schemes can also create a sense of ownership and long-term involvement among employees.

- **Flexible Work Arrangements and Work-Life Balance**

Incorporating flexible working hours, telecommuting policies, and mental health care systems can allow employees to effectively balance their private and professional lives. Encouraging work-life balance, the organization can eliminate the risk of employees finding side jobs to overcome stress or unhappiness.

- **Regular Monitoring and Ethical Training**

Employers must create mechanisms for routine performance appraisals and online audits (with proper respect for privacy) to identify any indications of moonlighting affecting productivity or compromising data security.

In addition to this, ethical orientation programs must be conducted to raise the awareness of employees regarding possible conflicts of interest and legal as well as ethical fallout from unauthorized moonlighting.

- **Legal and Contractual Safeguards**

Organizations should seek advice from legal experts while preparing employment contracts to make anti-moonlighting provisions enforceable. Non-compete, confidentiality, and conflict of interest clauses must be expressed unambiguously. Concurrently, the legal infrastructure needs to be modified by lawmakers to abide by changing workplace trends and technological innovations.

- **Employers-Employees Dialogue and Mutual Trust**

Instead of taking a hard and penalizing stance, organizations must enter into open discussion with employees to realize their needs, issues, and ambitions. This open-door policy can facilitate the creation of tailored solutions like part-time projects, in-house freelancing schemes, or upskilling paths that meet both employee objectives and business needs.

- **Support for Entrepreneurial Employees**

For staff with a propensity for freelancing or entrepreneurship, organizations can look into creating in-house platforms for employees to pursue innovative side projects under guidance. Organizations can also look into providing sabbatical leaves or incubation assistance to screened employee ideas.

- **Role of Industry Associations and Policymakers**

Industry associations like NASSCOM and government organizations need to get together and create guidelines for addressing moonlighting in the IT industry. The guidelines can act as a model for companies while promoting ethical work habits throughout the industry. Policymakers should also look into amending labor laws to include provisions for holding multiple jobs with appropriate safeguards.

- **Further Research and Academic Engagement**

Educational institutions and scholars should be incentivized to analyze moonlighting trends by industry and geography. Interdisciplinary research and longitudinal studies will provide data-driven information that is useful for guiding corporate policy and labor law changes in an increasingly digitized economy.

5.6 Limitations of the Study

Though this research provides interesting insights into the phenomenon of moonlighting among IT employees, it is pertinent to note some limitations that might influence the generalizability, depth, and scope of findings. Identifying these limitations provides transparency to the research process and assists in guiding directions for further research.

One of the key limitations of this research is its geographical scope and sample representation. The information gathered for this study could be restricted to certain areas or cities that are famous for IT clusters, and hence, the results might not fully represent the practices and attitudes of IT workers in various regions of the country or worldwide. Differences in organizational culture, economic scenarios, and labor laws in various regions could create differences in moonlighting that are not represented in this study.

Second, the sensitivity of the issue was problematic during data gathering. Because moonlighting has the reputation of being a gray or controversial area, especially if not done with the permission of the employer, the majority of respondents might have been hesitant to respond truthfully out of fear of consequences or social desirability bias. Despite the promise of confidentiality, underreporting of moonlighting activities or selective reporting could have tainted the validity and reliability of the data.

One limitation is specific to the cross-sectional design of the study. The data were gathered at one point in time, limiting the capacity to monitor changes in moonlighting trends, motivation, and effects over time. A longitudinal study would have enabled a more dynamic perspective on the development of moonlighting behavior as a response to factors like economic fluctuations, organizational policy, or technological innovations.

In addition, the research is mostly based on self-reported information using surveys and interviews, which are subject to individual bias and perceptions. Such information might not always accurately represent behavior or outcomes, particularly in domains like productivity, stress levels, and job performance, which would ideally be better captured using more objective measures or triangulation via managerial feedback and performance indicators.

The range of analysis is also a limitation. Although the research concentrated on the implications of moonlighting on factors such as employee productivity, organizational policy, and work-life balance, it did not explore other possible dimensions such as the effect on teamwork, innovation, client satisfaction, or long-term career paths of moonlighting employees. These are still under-researched and can be explored in future studies.

Finally, the research is framed within the Indian IT industry context, which, though a leading international industry, exists in particular cultural, legal, and economic environments. The results, therefore, may not directly apply to other countries' IT industries, whose labor legislation, employment adaptability, and attitude towards moonlighting can significantly vary.

Despite these constraints, the research is an introductory step toward comprehending the phenomenon of increasing moonlighting in the IT industry. Future work that broadens the scope geographically, utilizes mixed methods, and includes longitudinal examination can develop upon these results to offer a holistic and globally applicable knowledge of moonlighting activities and their consequences.

5.7 Future Research Directions

The current research proposes various directions for future research in the context of moonlighting in the IT industry. While this research has established the foundation by examining the extent, reasons, and effects of moonlighting, subsequent research may take a comparative analysis approach by monitoring the trend of moonlighting across sectors like healthcare, education, and finance to determine sectoral drivers and effects. Moreover, longitudinal studies would be beneficial in examining the change over time in the pattern of moonlighting, especially concerning technological development, changes in the culture of work, or economic upheavals.

Researchers may further examine the psychological and behavioral aspects of moonlighting, such as its impact on mental health, job satisfaction, and employee commitment. Another critical area of research might include examining the views of employers and HR practitioners to know how organizations view, control, and cope with moonlighting among their employees. In addition, cross-national studies might shed light on how moonlighting is regulated and viewed in various cultural and legal environments, providing a worldwide perspective on the phenomenon. Lastly, future studies might include quantitative performance measures and organizational outcomes to test empirically the effect of moonlighting on productivity, team performance, and business performance, thus enhancing the theoretical and practical knowledge of this new work trend.

There is also a critical need to study the tech and legal features involved in moonlighting. As online websites and remote work tools continue to enable secondary labor, subsequent studies may explore ways in which electronic monitoring, computer security policies, and data regimes interact with second-jobbing operations. Research also may center around studying the insufficiency or sufficiency of current labor codes and employment contracts in controlling having multiple jobs and how these legislations differ per jurisdiction.

In addition, cross-cultural and international comparative research would give us a more expansive understanding of moonlighting as a worldwide phenomenon. Cultural approaches to work, legal restrictions, and economic pressure vary widely around the world, and comparative analysis could uncover how these influences fashion moonlighting behavior. Comparative research can be used to inform multinational companies when developing context-dependent HR strategies.

Lastly, there needs to be an investigation into the long-term career and organizational effects of moonlighting. For example, does working on the side improve employees' skills and innovativeness or inhibit professional development and team building? Testing such effects through the use of organizational performance metrics and employee career histories could offer relevant insights to employees and employers when making choices.

APPENDIX A

SURVEY COVER LETTER

Cover Letter
Subject: Invitation to Participate in Survey on *Moonlighting in the IT Industry*

Dear Participant,

My name is **Chaitra Shree Koteswar** , and I am currently pursuing my studies at the **Swiss School of Business and Management (SSBM)**. As part of my academic research, I am conducting a study titled **"Moonlighting in the IT Industry"**, which explores the prevalence, motivations, and implications of secondary employment among IT professionals.

The purpose of this survey is to gather insights directly from individuals working in the IT sector. Your valuable input will help in understanding current trends, employee perspectives, and organizational responses related to moonlighting.

The survey is anonymous, takes approximately **5–10 minutes** to complete, and all responses will be kept strictly confidential and used solely for academic purposes.

I sincerely invite you to participate in this study by referencing the Survey questions below.

Your participation will significantly contribute to the success of this research. If you have any questions or concerns, please feel free to contact me at [Chaitrashree.koteswar@gmail.com].

Thank you for your time and support.

Warm regards,
Chaitra Shree Koteswar
Student, Swiss School of Business and Management (SSBM)
[Chaitrashree.koteswar@gmail.com]

Informed Consent Form for Research Participation

Study Title

From Aspiration to Action: **Moonlighting of IT employees**

Principal Investigator

Swiss School of Business and Management

Research Supervisor

Dr. Maria Joseph Xavier

Swiss School of Business and Management

Purpose of the Study:

This research explores specific characteristics, psychological traits, and external factors that empower the global environment and economy which 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 most IT firms.

Participant Requirements

To participate, you must:

- Be born between 1981 and 1996 or between 1997 and 2012 (Millennial or Generation Z) to understand the effects of Moonlighting in IT sector.
- Should know about Moonlighting pros and Cons.
- Should have seen the moonlighting practice in their circle or nearby.
- Be at least 18 years old

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What to Expect

- The survey takes 20-30 minutes to complete.
- Questions will cover:
    - Your Personal opinion on Moonlighting
    - Digital tools and platforms used for Moonlighting
    - Personal characteristics and attitudes of people who do Moonlighting
    - Challenges and support systems for Moonlighting
    - Moonlighting milestones and achievements

Voluntary Participation

- Participation is entirely voluntary.
- You may:
    - Choose not to participate
    - Skip any questions
    - Withdraw at any time without penalty
    - Request data removal before publication

Risks and Benefits

Potential Risks
- Minimal risks, such as mild discomfort reflecting on challenges
- Possible sensitivity around Moonlighting questions

Benefits
- Contribute to understanding Moonlighting of IT employees.
- Help improve support for Moonlighters.
- Option to receive a summary of findings
- Optional networking with other participants

Confidentiality and Data Protection

- Data Security: Survey responses are stored on encrypted servers, accessible only to the research team.

- Anonymity: Responses will be anonymized in all outputs; direct quotes will use pseudonyms. No personally identifiable information will appear in publications.

- Data Retention: Data will be kept for 5 years after study completion, then all personally identifiable information will be deleted.

- Data Usage: Used only for academic research (e.g., publications, dissertation) and handled per GDPR and relevant regulations.

- Minimization: Only necessary data will be collected.

Collection of Contact Information
- Contact information (e.g., email address) is not required for the main survey, which remains anonymous.

- If you opt into follow-up research, related studies, receiving findings, or networking, we will collect your email address separately.

- This information:

  o Will be stored apart from survey responses

  o Used only for purposes you consent to

  o Deleted after 5 years or when the purpose is fulfilled (whichever is sooner)

- You may withdraw consent for its use anytime (see below)

  o Networking Option

- If you opt into networking, you'll be invited to a secure platform to connect with other participants who also opt in. Your contact information won't be shared without your explicit consent.

Your Rights

- Withdrawal: Exit the study or request data deletion (including contact information) any time before publication by emailing to Chaitrashree.koteswar@gmail.com

- Access: Request access to your data by contacting to Chaitrashree.koteswar@gmail.com

Compensation

- Participation is unpaid.

- You may opt to receive a summary of findings.

Contact Information

- Research questions: [Swiss School of Business and Management]

- Participant rights: [Swiss School of Business and Management Ethics Committee]

- Technical support: [Vijay Kumar - 9900453837]

Ethics Approval

Approved by the Swiss School of Business and Management Ethics Committee

Consent Declaration

By proceeding, you confirm:

1. You've read and understood this information

2. You meet the participant requirements

3. You voluntarily agree to participate

4. You understand your rights

5. You consent to data collection and use as described

6. You are at least 18 years old

7. You know you can withdraw anytime

8. If opting into additional activities, you agree to provide contact information as outlined

Do you consent to participate?

- Yes, I consent and agree to the terms

- No, I do not wish to participate
(If no, the survey ends)

Optional Additional Consent

Would you like to:

1. Be contacted for follow-up research?
   - o   Yes
   - o   No

2. Have your anonymized data archived for future research?
   - o   Yes
   - o   No

3. Be contacted about related studies?
   - o   Yes
   - o   No

4. Join networking opportunities with other participants?
   - o   Yes
   - o   No

If "Yes" to 1, 3, or 4, please provide your email:

- Email: _____

   (This will be collected separately and not linked to your survey responses unless specified for follow-up purposes.)

APPENDIX C

INTERVIEW GUIDE

QUESTIONNAIRE

Dear Sir/Madam

Your assistance in completing this survey would be greatly appreciated as your views can help me to complete my research work more appropriately. If you have any suggestions, please feel free to mail on Chaitrashree.koteswar@gmail.com.

Your participation in this study will be highly appreciated, and the information you provide will be used for academic purposes only.

Demographics

1. Gender

a) Male

b) Female

2. Age

a) 18-29 Years

b) 30-39 Years

c) 40-49 Years

d) More than 50 Years

3. Educational Qualification

a) Higher secondary education

b) Bachelor's degree

c) Master's degree

d) Other

4. Monthly Income

a) Less than 30,000

b) 30,001 – 50,000

c) 50,001 – 75,000

d) 75,001 – 1,00,00

e) More than 1,00,000

5. How many years of work experience do you have in the IT industry?

a) Less than 1 year

b) 1-3 years

c) 4-7 years

d) 8-10 years

e) More than 10 years

6. What is your current job role in the IT sector?

a) Software Developer

b) IT Support

c) System Administrator

d) Project Manager

e) Other

7. Are you currently involved in moonlighting (working an additional job outside yourmain IT employment)?

    a) Yes

    b) No

- **Moonlighting**

The following are statements made by IT employees like you about moonlighting. scale ranging from 1-5, where 1=Strongly Disagree (SD), 2=Disagree (D), 3=Neutral (N), 4= Agree (A), and 5=Strongly Agree (SA).

Please give a response regarding Moonlighting

S.no	Moonlighting	SD	D	N	A	SA
1.	I believe that moonlighting can be beneficial for my career development.					
2.	The moonlighting activities have a negative impact on my performance in my primary job.					
3.	I am aware of my company's policies regarding moonlighting.					
4.	I have disclosed my moonlighting activities to my primary employer.					
5.	I believe it is important to disclose moonlighting activities to my primary employer.					
6.	I believe moonlighting is ethically acceptable as long as it does not conflict with my primary job responsibilities.					
7.	Moonlighting allows me to develop new skills that are beneficial to my primary job.					
8.	Engaging in moonlighting has affected my opportunities for career advancement in my primary job.					

- ## Work-Life Balance of IT Employees

Please give a response regarding Work-Life Balance of IT Employees

S.no	Work-Life Balance of IT Employees	SD	D	N	A	SA
1.	I am able to maintain a good work-life balance while working in the IT industry.					
2.	The demands of my job create a significant amount of stress that affects my personal life.					
3.	The option to work from home has positively impacted my work-life balance.					
4.	My workload allows me to maintain a balance between work and personal activities.					
5.	My employer provides sufficient support for maintaining a healthy work-life balance.					
6.	My company has effective policies in place to support work-life balance.					
7.	The option to work remotely contributes positively to my work-life balance.					
8.	The work environment in my organization supports a healthy work-life balance.					

- ## **Job Satisfaction Among IT Employees**

Please give a response regarding Job Satisfaction Among IT Employees

S.no	Job Satisfaction Among IT Employees	SD	D	N	A	SA
1.	I am satisfied with my current job in the IT industry.					
2.	The work environment in my organization is conducive to job satisfaction.					
3.	My job provides ample opportunities for career development and advancement.					
4.	I feel that my efforts and contributions are recognized and rewarded appropriately.					
5.	My job role and responsibilities are aligned with my skills and career interests.					
6.	The workload in my current position is manageable and does not overwhelm me.					
7.	I feel that there are ample opportunities for career growth and advancement in my current job.					
8.	I feel that there are ample opportunities for career growth and advancement in my current job.					

- **Employee-Employer Trust in The IT Industry**

Please give a response regarding Employee-Employer Trust in The IT Industry

S.no	Employee-Employer Trust in The IT Industry	SD	D	N	A	SA
1.	My employer is transparent about company policies and decisions that affect employees.					
2.	I believe that all employees are treated fairly and equitably in my organization.					
3.	There is effective communication between employees and management in my company.					
4.	I feel comfortable raising concerns or issues with my employer, knowing they will be addressed appropriately.					
5.	I trust that my employer is honest and truthful in all interactions with employees.					
6.	My employer respects my privacy and does not intrude into personal matters unnecessarily.					
7.	I believe that my employer is committed to ensuring the well-being and development of employees.					
8.	My employer provides regular feedback and recognition for my performance, which reinforces trust in their evaluation process.					

- ## **Productivity of IT Employees in their Primary Job**

Please give a response regarding Productivity of IT Employees in their Primary Job

S.no	Productivity of IT Employees in their Primary Job	SD	D	N	A	SA
1.	I effectively manage my workload and prioritize tasks to maximize productivity.					
2.	I collaborate effectively with my team members to achieve common goals and enhance productivity.					
3.	I adapt quickly to changes in project requirements or work processes without affecting my productivity.					
4.	I feel motivated and engaged in my work, which positively impacts my productivity.					
5.	I effectively implement feedback from supervisors to improve my work performance and productivity.					
6.	I integrate feedback from supervisors and peers to improve my work performance and productivity.					
7.	I am able to maintain focus and concentration during work hours, which helps me be productive.					
8.	I collaborate effectively with my team members to achieve common goals and improve productivity.					

I sincerely appreciate your time and cooperation

Please check to make sure that all the questions are answered.

Thank you so much for your contribution.

I sincerely appreciate your time and cooperation

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