

A STUDY ON IMPACT OF MOONLIGHTING PRATICE IN THE IT SECTOR

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

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**DEPARTMENT OF BUSINESS ADMINISTRATION SCHOOL OF
MANAGEMENT STUDIES**

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

Accredited with Grade "A++" by NAAC | 12B Status by UGC | CATEGORY – 1

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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **KALAIARASAN.T (42410023)** who carried out the Project Training “**A STUDY ON IMPACT OF MOONLIGHTING PRATICE IN THE IT SECTOR** ” under my supervision from October 2023 to December 2023.

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I **KALAIARASAN.T (42410023)** here by declare that the Project Report entitled “**A STUDY ON IMPACT OF MOONLIGHTING PRATICE IN THE IT SECTOR**” done by me under the guidance of **DR.K.SEETHAL** is submitted in partial fulfilment of the requirements for the award of Master of Business Administration degree.

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KALAIARASAN.T

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ABSTRACT

Employees moonlighting—taking on additional work outside of their primary job—have become a common occurrence in the information technology (IT) industry. The purpose of this study is to investigate the complex effects of moonlighting on IT sector organisations and personnel. We investigate the reasons behind moonlighting, its effects on worker performance, job happiness, and work-life balance, as well as its consequences for organisational productivity and talent retention, using a combination of qualitative and quantitative research approaches.

IT workers who moonlight are the subjects of questionnaires and interviews for the project, which aims to shed light on their motivations for seeking a second job, the kinds of extra work they do, and the advantages and disadvantages they see.

According to preliminary research, moonlighting can provide workers with chances for financial gain, professional development, and skill diversity, but it can also have unintended consequences including higher stress, burnout, and conflicts of interest. Challenges for the organisation include keeping an eye on and controlling moonlighting activities, possible effects on project timelines, and the possibility of intellectual property issues.

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CHAPTER – 1

1.1 INTRODUCTION

In the rapidly changing field of information technology (IT), where innovation and lifelong learning are critical, professionals are constantly looking for ways to improve their income and skill sets. A noteworthy occurrence that has gained popularity recently is "moonlighting," which refers to the practise of employees taking on extra work outside of their regular job responsibilities. This tendency has generated both curiosity and alarm, leading to an investigation into how it affects individual IT workers as well as the companies they work for.

The phenomena of moonlighting in the IT business is complex and impacted by multiple variables, such as the company's competitive environment, the swift improvement of technology, and the aspiration for financial stability and professional development.

It is becoming increasingly important for industry stakeholders to comprehend the dynamics of moonlighting in the IT sector as technology continues to transform the nature of work and the skills necessary for success. This study aims to offer a thorough analysis that combines qualitative and quantitative methods in order to explain why moonlighting is so common in the IT industry and how it affects things like work-life balance, job performance, and job happiness.

Our objective is to provide significant insights into the effects of moonlighting on HR policies, organisational strategies, and professional development programmes in the IT industry. The boundaries between personal and professional life are becoming hazy in the digital era, therefore it's critical to comprehend and manage the fallout from moonlighting in order to develop a resilient and successful IT workforce.

The Information Technology sector stands at the forefront of global innovation, with professionals often finding themselves at the intersection of groundbreaking projects and rapidly evolving technologies. Against this backdrop, the decision of IT professionals to engage in moonlighting raises intriguing questions about the industry's dynamics, workforce motivations, and the adaptability of traditional employment models.

The motivations behind moonlighting in the IT sector are as diverse as the professionals themselves. While some seek additional income or entrepreneurial ventures, others pursue moonlighting as a means to expand their skill set beyond the scope of their primary employment. The increasingly dynamic and competitive nature of the IT landscape often compels individuals to seek alternative avenues for professional growth and financial stability.

However, this trend is not without its challenges. Moonlighting poses potential risks to both employees and organizations. Questions arise about the impact on individual productivity, the ability to maintain a healthy work-life balance, and the potential conflicts of interest that may arise when professionals split their time and attention between multiple employers or projects.

This research aims to navigate the intricacies of moonlighting in the IT sector, analyzing the consequences for both employees and organizations. Through surveys, interviews, and case studies, we aim to provide a nuanced understanding of the experiences and perspectives of IT professionals engaged in moonlighting, as well as the strategies employed by organizations to manage and adapt to this evolving phenomenon.

In a field where agility and adaptability are paramount, recognizing the implications of moonlighting can inform industry practices, influence organizational policies, and guide professionals in making informed decisions about their careers. As the IT sector continues to shape the digital future, understanding the impact of moonlighting is crucial for fostering a resilient, satisfied, and innovative workforce.

Here are several reasons why IT professionals may engage in moonlighting:

Financial Incentives:

Supplemental Income: The high demand for IT skills often allows professionals to take on additional projects or freelance work, providing them with extra income beyond their primary job.

Skill Diversification and Enhancement:

Broadening Expertise: IT professionals may seek moonlighting opportunities to work on projects outside the scope of their primary job, enabling them to diversify their skill set and stay current with emerging technologies.

Entrepreneurial Pursuits:

Startups and Ventures: Some IT professionals are drawn to entrepreneurship and may use moonlighting to work on their own startups or side projects, aiming to turn their ideas into viable businesses.

Job Satisfaction:

Personal Fulfillment: Moonlighting allows IT professionals to work on projects they are passionate about, contributing to job satisfaction and a sense of accomplishment that may be lacking in their primary employment.

Flexibility and Autonomy:

Work-Life Balance: Moonlighting can provide IT professionals with more control over their schedules, allowing them to strike a balance between work and personal life according to their preferences.

Networking and Portfolio Building:

Building a Portfolio: Moonlighting provides opportunities to build a diverse portfolio of projects, enhancing an IT professional's reputation and increasing visibility within the industry.

Experimentation with New Technologies:

Exploring Innovation: IT professionals may engage in moonlighting to experiment with new and innovative technologies that may not be directly applicable to their primary job but contribute to their curiosity and creativity.

Job Insecurity and Economic Uncertainty:

Risk Mitigation: In an industry characterized by rapid changes, professionals may engage in moonlighting as a precautionary measure to mitigate the impact of job insecurity and economic uncertainties.

Global Talent Marketplace:

Access to Global Opportunities: The digital nature of IT work allows professionals to tap into a global talent marketplace, taking on remote or freelance opportunities beyond their geographical constraints.

Career Advancement:

Building a Strong Resume: Moonlighting can enhance an IT professional's resume by showcasing a diverse range of projects and experiences, potentially opening doors to new and more lucrative career opportunities.

1.2 OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

1.2.1 To study the impact of moonlighting among the employees in the IT Sector.

SECONDARY OBJECTIVE

1.2.2 To study the level of job satisfaction that the employees receive from the moonlighting job.

1.2.3 To analyze the benefit of the moonlighting job and also the income derived out of it.

1.2.4 To identify the need of the employees in also doing up a moonlighting job

1.2.5 To identify if the secondary job is affecting the work nature of the primary job

1.3 NEEDS OF THE STUDY

- They need of the study is to understand the impact of moon lighting among the employees in the IT sector
- To understand whether the employees maintain a perfect work life balance
- To understand the circumstances and needs of the employees that promotes them to take up a Moonlighting job
- To understand the level of satisfaction that the employees received from the from the secondary job or moon lighting job
- To understand whether the secondary job affects or impact the working of the primary job or the job in the IT sector

1.4 SCOPE OF THE STUDY

- To identify and understand the benefits that the employees receive from the secondary job or more lighting job
- To regulate and control the working hours of the secondary job to promote a good work life balance for employees
- To identify the impact that is created out of the Moon lighting job and to control and regulate its impact on the IT sector job
- To promote the habit of moon lighting job for those employees who are in need of money

CHAPTER-2

REVIEW OF LITERATURE

2.1 REVIEW OF LITERATURE

1. Multiple jobholding is working in different jobs at the same time or during a certain period. The phenomenon is also called 'moonlighting', **Margriet Schuring (2007)**. Multiple job-holding arises when individuals work in more than one job at the same time.
2. **Perrella, 2019** - Moonlighting is commonly understood as having a second job, usually part-time, in addition to a primary full-time job. The Bureau of Labor Statistics (BLS) uses the more descriptive term 'Multiple Jobholding'.
3. **Gary Biglaiser & Ching-to Albert Ma, (2022)** have quoted health care as a prime example of the mixed, private public provision, where physicians often worked in both sectors and referred patients in the public system to their private practice. The authors have used the term 'moonlighting' to describe dual public-private job participation.
4. **Jan Erik Askildsen and Tor Helge Holmas (2020)** - "In addition to a main employment contract with a public hospital, it is not uncommon that physicians earn considerable additional income from work outside the hospital. Such activity is often termed moonlighting."
5. **Mark C. Foley, 2017** - A moonlighter is an individual who executes multiple jobs. An individual is considered a multiple job holder if he or she maintains primary employment and engages in additional work for pay. Two types of additional work are considered: working at a second formal job and engaging in individual (self-employed) economic activity, which will be referred to as formal and informal secondary work, respectively.
6. **Shishko and Rostker (2022)**, have perceived a moonlighter as "an individual who adjusts the number of hours he works in order to optimize the trade-off between leisure and work hours. The moonlighter locks himself into a primary job but seeks secondary employment in order to achieve a higher income level or satisfy psychological needs by becoming a member of the organization".

7. **Hamel (2017)** found the characteristics of a typical moonlighter and described the person as " a highly motivated and energetic young married man with a growing family, who worked at two jobs, more primarily to provide additional income for his family.
8. **Bell, Hart and Wright (2017)** have attributed uncertainty in labour market and job security in primary employment as determinants which could be explained for upward trend in multiple jobholding. The authors found moonlighting to be more of a persistent/permanent phenomenon that constituted evidence in favour of the job heterogeneity explanation. In contrast, evidence from transition economies suggested that dual jobholding was more likely to be transitory and correlated with future job mobility.
9. **Amirault (2017)** has reevaluated Hamel's findings using the Current Population Survey and found some remarkable demographic shifts in the moonlighting workforce. He found that the tendency to moonlight increased with education at all levels with the exception of those with professional degrees (physicians and lawyers). He also found that moonlighting worker percentages declined only slightly as primary job earnings.
10. **Ssengooba F, Olico-Okui, Pariyo GW (2020)**, through their review found that, if dual practice was allowed without restrictions it may further hurt the situation in countries where the shortage of health workers was a major concern. Where public sector workers earned low salaries, implementation of a policy which totally bans dual practice has been stated by them as a challenging task. The authors have suggested that individual countries, after considering specific conditions that prevailed there, may implement an effective mechanism that was multi-dimensional to control dual practice. The review was based on literature which described a range of strategies on dual practice regulatory mechanisms as well as those which identified and described factors that influenced (barriers or facilitators) the implementation of those mechanisms.
11. **Jumpa et al. (2017)** have reported about the results of qualitative interviews with a sample of 20 physicians in Lima representing the public sector, the private providers, the Ministry of Health, and the Peruvian College of Physicians. The study indicated

that dual practice was a well-accepted, widespread activity. The dominant factor behind dual practice was found to be financial and was related to the need to supplement very low public sector salaries. It has also been underlined that an apparent over-supply of physicians in Peru resulted in high competition in the private market, which meant that the private practice was not necessarily a guarantor of sufficient income.

12. **According to the opinion of Witzel (2019)** regarding moonlighting is employed at several job, may be at day or night, in addition to the primary job and according to Betts (2005) simply give plain definition to moonlighting as having more than one job, usually part-time, in addition to full-time job. These two definitions implies two different opinions on a single fact. First, multiple job holdings relate to IT sector alone. While analyzing differently, those that work in formal sector and secondly, it is restricted to those working at night for higher payment in the in IT or Software sector. The question then is whether those who work informally holding multiple jobs can be categorized as moonlighters
13. **the definition of Danzer (2018)** is adapted that Moonlighting is working outside a organization's regulation and additional employment that takes more than 36 additional hours per week. He also recently added that the concept of moonlighting has been expanded to include activities such as self-employment, investments, Stocks trading, hobbies and other interests which generate additional remuneration without pain. Besides, he also insisted that perception of moonlighting is a fixed growth outside the regular work which is sufficiently broad, because of the mode that it may take differ from time to time and it is difficult to identify. Furthermore, moonlighting is no longer a casual additional job for the under-paid software industry employees, but also develops a career strategy for professionals. A growing number of young managers are opting to divide their work load by moonlighting and designate to consultants, self employed entrepreneurs etc., Such delegated jobs increases their income and also provides new open doors for experiencing diversity in their lives. Moonlighting also include such activities in providing extra security, especially in their times, payoffs among middle managers.
14. **The real-time problem defined by Ashwini et al., (2017)** is both the developed and developing countries face the dynamics of moonlighting in their own

perspective of gig economy. In both economies, Software and Information Technology industries has witnessed a significant rise in the moonlighting practices among its employees due to the provision of recent friendly work-life-balance initiatives which converted moonlighting to become an important labor market phenomenon.

15. **Sangwan (2019)** explored in his finding that moonlighting can have several motives but the individual decides about the nature of their moonlighting practice i.e. steady or temporary. Moonlighters preferring to sustain always practice moonlighting for a particular longtime benefits and do not aspire to temporarily take up additional jobs
16. **Azim (2018)** identifies in the research that important stakeholders of any organization are employees they to be regarded the most. Employees can be the game changers of success and failure of their organizations as they can impact the organizational setup.
17. **Blau (2019)** defines that the relationship between employee and employer corresponding to the organization can be seen from social exchange for a significant period of time. Hogg & Terry,(2000) talks about the Social Exchange Theory (SET) in their study which the most widely used theoretical concept for explaining the relationship between the organizational perception and employees' behavior reacting to the dynamics of the organization. According to SET, Employee social behavior is the random result of exchange in process between two employees or an employee in the organization.
18. **Konovsky & Pugh, (2017)** refers this effect of exchange as the reciprocity behavior, particularly, when working employees feel contented within an organization, they are supportive to their organization in a mutual exchange. This is how SET supports a significant theoretical rationale within an organization and explaining the phenomenon of employee engagement.
19. **Judge and Klinger (2018)** constantly probed the moonlight and job satisfaction subjective to the well-being of the individual satisfaction and multiple-work strategy. Job satisfaction is referred to one's individual satisfaction from the job related factors.

20. **Ronan et al. (2017)** identified that the employees always want to have additional income for their robust performance which should lead to promotion and higher policies in their permanent jobs. This is an alternative to increase level of job satisfaction with double job, providing that opportunity for an extra income and increase job sustainability. This is an indication that indicates moonlighting employees endeavor for greater job satisfaction which is not being provided relish in their primary jobs positions.
21. **Akbar (2016)** have done a study to find out relationship of moonlighting to job dissatisfaction among Bank officers. It is claimed that the subjects of the study do multiple jobs because they do not attain the expected job satisfaction they think they deserve bank officers. The results have revealed that enrichment in jobs that included incentives can be much beneficial along with job dissatisfaction in the financial officials. This implies that bank officers do moonlighting to increase and or enjoy job satisfaction in their secondary insurance and financial consultants jobs.
22. **Santangelo and Lester (2020)** investigated on the determinants of family problems pertaining to the work related factors among school teachers. The research included various dynamics on moonlighting and job satisfaction among the school teachers. The results reveal that the teachers who are into multiple job are concurrently determined to attain job satisfaction and work-life balance for the family in terms of financial needs. In this study, job satisfaction plays in-between moonlighting and satisfaction. Whereas time for the family growths is very important to lead a healthy life style.
23. **Meyer (2020)** states that moonlighting behavior and demographic variables do not have significant relationship towards job satisfaction, rather psychological variables such as self control and stress were found to be more strongly significant with the job satisfaction. The final implications are a proof to direct alliance existing between job satisfaction and moonlighting habits of the employees.
24. **Susan L. Averett (2020), Averett (2020)** The study focuses on the factors that influence whether men and women choose to work more than one job and moonlight. the study founded that both men and women are less likely to say income the reasons for motivation to moonlighting varies according to gender to

gender. Larry Buhl Moonlighting: Pros and Cons of a Second Job According to the study, there are drawbacks to moonlighting that you should try to overcome, including employer annoyance, time commitment, conflict, and a lack of money, security, freedom, and skills. choose an unrelated field and look for some part-time work.

25. **Ritu Tiwari (2018)**, Moonlighting and Putting in Place Measures to stop it: The author attempts to find the reasons why people moonlight and what measures organization can take to control it.
26. **Shweta Sangwan (2020)**, Managing Employee Moonlighting: Issues and Implications, according to the study, moonlighting has both drawbacks and advantages when ethical questions are also raised. it is a challenging task for both employees and employer the study says that without conflict in the organization between employee and employer should maintain good relationship.
27. **Gabriel Montes-Rojas Sarmistha Pal (2015)**, Public Pain and Private Gain: An Analysis of Moonlighting by Public Health Professionals, the study found that public health professionals frequently hold different roles to gain position and monetary benefits.
28. **Laetitia C. Rispel, (2020)**, factors influencing agency nursing and moonlighting among South African nurses; the study is focused on the health-related factors. Health care provider's the best performance is dangerous for successful achievement of reforms of health sector the study found out that overtime of nurses and factors which influences them to moonlighting these all are common among African nurses these have received inadequate strategy notice. Alessandro Fedele and Paolo Naticchioni in 2013: Moonlighting Politicians: Motivation Matters was conducted. The study looks at the greatest options for picking politicians and their dedication to that particular job. Politicians can also moonlight, participate in market-related activities, and serve as members of parliament. and comes to the conclusion that politicians take opportunity cost seriously.
29. **Banerjee (2022)**: Moonlighting was categorized into four categories as blue moon, quarter moon, half moon, and full moon. Heather Dickey, Verity Watson and Alexandros Zangelidis (2011), Is it all about money? An examination of the motives

behind moonlighting. The author examines from the study that family background plays a major role for moonlighting. The paper comes to the conclusion that people who choose moonlighting or numerous jobs do so as a result of financial difficulties in their families and growing financial responsibilities in their houses.

30. **Betts (2021)** studied on the gender differences among teachers who do moonlighting. He found that male and female teachers have different patterns of moonlighting behavior. According to pay, type and prevalence of moonlighting activity differences were noticed. Gayatri observed that moonlighting helps to increase the standard of living of employees and employees try to test their skills in different job. Job satisfaction and monetary benefits can avoid moonlighting. She found the impact of moonlighting on employer as well as employee. Moonlighting can lead to misbalance of physical and psychological needs of an employee. Employees may also moonlight to gain more experience in different jobs or to start a new business. Employer can provide monetary as well as non-monetary benefits to motivate the employees and avoid moonlighting. Job rotation and job security by employer can also help employee to avoid moonlighting.
31. **Ara and Akbar (2016)** explained the effect of moonlighting practices on job satisfaction of public universities teachers in Pakistan. They identified four factors that are skill diversity, blocked promotion, job autonomy, and additional income responsible for moonlighting among university teachers. They explicated that there is a substantial impact of moonlighting on job satisfaction.
32. **Kaukab Ara and Aisha Akbar (2019)**, in this Study the author has examined that moonlighting have an impact on satisfaction of job where it comes from pay scale; appraisal/promotions, skills, all are tested in this study. The study concludes that because of lack of pay scale, skills, promotions, appraisal which lead to reduced level of satisfaction in job.
33. **Shweta (2018)** studied the different aspects of moonlighting of employees. She analyzed various issues related to moonlighting and explained the need to understand why employees moonlight. She provided recommendations for employers and employees for preventing moonlighting. Ashwini et al studied the drivers for moonlighting in IT sector. The person engaged in moonlighting either for

monetary or non- monetary motives. They found that people moonlight to deal with their financial problem or increased financial obligations in their family to satisfy the non-monetary priorities. The employees do the secondary job according to their free time not only for motives. Total numbers of hours spend in secondary jobs and monetary, non-monetary motives might be the factor for deciding moonlighting types and its extent. They identified that many factors can lead to employees towards multiple job holding and number of family members is the major factor of it. The study also said that intention to moonlight varied from married to unmarried employees. Work experience is an important factor that led to the intention to moonlight. Moonlighting motives are also dependent on demographic factors.

34. **Puja Khatri and Khushboo (2022)** have looked at SME employees in Delhi-NCR's organizational commitment and side-hustling habits. This study looks at how employees feel about the organization's commitment policies and sidejobs. Complementary results to differentiate between female and male and also to manage attrition rate of employees. The study discovered that while employees in SME divisions are aware of emerging trends, SME's still lag behind in funding and technological advancement, which makes employees less dedicated to their jobs and more likely to moonlight (take on a second job).
35. **Karen Smith Conway, Jean Kimmel (2022)**, Moonlighting Behavior: Theory and Evidence. The study suggest that the employees choose moonlighting because of diverse jobs these are considered to be primary motivations for moonlighting the behavior in employees act as a key role in moonlighting.
36. **Deborah Sussman (2018)**, Moonlighting: A growing way of life the study states that according to the increasing needs of people the reasons may be diverse rendering to each and every individual. Over the past two years women moonlighting are more. The paper concluded that different age groups, employment opportunities, drawn to moonlighting for a number of monetary and nonmonetary benefits in order to increase their salary and also gain experience in work.
37. **Gordon Cohn Hershey H. Friedman (2022)**, In his study author explained the relationship between employee and employer and how employers control their

employees in order to motivate them, paying wages according to the work done by them, providing benefits the study found out that the employers must treat their employees fairly in order to achieve the organizational goal and also to build strong relationship between employer and employee.

38. **Semion and Adebisi (2019)** studied that professional and managerial level employees of public sectors are more engaged in moonlighting. His findings suggest that moonlighting promoting disloyal and discontent workforce, encouraged bureaucracy, promote leisure attitude towards job, inefficient leadership, and ineffective organisational policies. He suggested that necessary rules and controls by government should be taken to prohibit moonlighting in public sectors.
39. **Sabron & Hassim (2018)** concluded that public sector employees had high rates of moonlighting engagement. They examined the employee's perception on moonlighting practices in for Malaysian public sector hospitals. The study was conducted to determine the environment, personal and behavioural factors that are related to the employees practicing moonlighting. The findings obtained that personal factor and environment factor had a positive and significant relationship towards employee's engagement in moonlighting and concluded that it is complex to implement moonlighting in an organization for employers and it is also time consuming
40. **Ritu Tiwari (2020)**, moonlighting and implementing policies that prevent it in this study the author tries to identify the moonlighting is done for the following reasons are as follows: more income , lack of motivation in the present organization, job testing in different profile Banerjee, 2012 classified moonlighting in to types are blue moon, quarter moon, half moon, and full moon.
41. **Shweta Sangwan (2020)**, Managing Employee Moonlighting: Issues And Implications the study says that where moonlighting has both limitations as well benefits where ethical issues are also involved it is a challenging task for both employees and employer the study says that without conflict in the organization between employee and employer should maintain good relationship.
42. **Karen Smith Conway, Jean Kimmel (2022)**, Moonlighting Behavior: Theory and

Evidence. The study suggest that the employees choose moonlighting because of heterogeneous jobs these are considered to be primary motives for moonlighting the behavior in employees act as an major role in moonlighting.

43. **katinka de wet (2023)**, factors influencing agency nursing and moonlighting among nurses in south Africa the study focuses on the factors influencing health care providers the best performance is dangerous for successful achievement of reforms of health sector the study found out that overtime of nurses and factors which influences them to moonlighting these all are common among African nurses these have received inadequate strategy notice.
44. **Gabriel Montes-Rojas Sarmistha Pal (2015)**, Public Pain and Private Gain: An Analysis of Moonlighting of Public Health Professionals the study concluded that the public health specialists are often hold private practices as well the paper founded that private practices may affect public health specialist system in private practice higher number of patients seen.
45. **A Shaji. George & A.S Hovan George (3j July 2022)**: - The report that has been based on how moonlighting affects the IT sector. The report that states that the moonlighting has been done by the employees for the additional income, now a days the employees in India earn less income comparing to other nations. This makes people work in different firms. As we concluded that this can't be controlled, the only way to deal with this is if the second job affects the productivity of the employee and the firm proves it then the necessary actions must be taken against them. And rules must be made with the interest of both parties.
46. **DR. Hardeep Kaur & MS. Kavita Saini 2020**: - The majority of employers don't have any problem with employees doing the moonlighting. In other hand there are employers who don't promote this behavior the main reason is the business privacy, competitive threat and productivity issues. Instead of irradiating the moonlighting the managers can handle it smoothly by specifying the rules and regulations of the company regarding the moonlighting. The HR department does have an important part in managing people and the workplace.
47. **Vikas Choudary & Garima Saini (Jan 2020)**: - Organizational dedication was found to serve as a complete mediator between work happiness and side gigging

in this investigation.. During the pandemic the number of employees started doing a lot of jobs, in order to earn more money. The organization can't ban moonlighting, the organization must consider the valuable recommendation and also creating rules and policies for the moonlighting will help

48. **Husain (2018)** provides 2 main justifications: financial limitations & pursuit of a favored work range. Job diversification may be pursued for a variety of reasons, including but not limited to: reducing exposure to a single employer's risks; gaining experience in a variety of fields; hedging against financial setbacks by working multiple jobs at once; or replacing a wife's labor force participation with that of her husband.
49. **Sangwan (2019)** provides an overview of the advantages, including financial, time spent working, skills gained, professional paths explored, employment stability, & need to start one's own business.
50. **Nunoo, Darfor, Koomson, and Arthur (2016)** the relationship between employees' willingness to take on extra labor and the stability of their jobs in Ghana. They discovered that individuals who have one steady work are less likely to freelance if they have greater job stability. However, they discovered that individuals with multiple occupations were more likely to engage in moonlighting

CHAPTER-3

RESEARCH METHODOLOGY

3.1 METHODOLOGY

The primary goal of research methodology is to define the research process and the designs and instruments that will be employed for the project. The research process aids in determining the opinions of customers on the product. The objective of this study's research approach is to ascertain investors' perceptions on mutual fund investing.

3.2 DATA REQUIREMENT

- **Primary data**

The present study is based on the primary data which was collected using the questionnaire method using google forms.

- **Secondary data**

Secondary data has been collected mainly from internet, reports, publications, records and websites.

3.3 RESEARCH DESIGN

The entire process involved in research methodology is called research design. Research design is a plan of study made by a researcher before undertaking his/her research work. In this study the researcher has adopted descriptive research design to investigate and study the given problem.

3.4 SAMPLING TECHNIQUE

For the study the sample, study participants are employees present in the various it firms present in this location. They were selected and interviewed for present study. The methodology for selecting respondents for this study through convenience sampling method.

3.5 SAMPLE SIZE

In this study 100 employees from various IT employees working in IT companies such as Tcs, Infosys, Accenture.

3.6 SAMPLE LOCATION

The research was conducted in Chennai.

3.7 TOOLS FOR ANALYSIS

In this study, the hypotheses were made and then analyses with the help of statistical techniques of Chi-Square and Anova test for relationship using IBM SPSS software.

Both hypotheses were tested with 95 percent confidence level i.e., at 5 percent significant levels.

3.8 HYPOTHESIS FRAMED

Hypothesis-1

H₀- There is no significant association between the age of the respondents and the educational qualifications of the respondents.

H₁- There is a significant association between the age of the respondents and the educational qualifications of the respondents.

3.9 LIMITATIONS OF THE STUDY

- The geographical area of this study is confined to the opinions expressed by the respondents of various IT employees working in IT companies such as Tcs, Infosys, Accenture. .
- A few respondents might have furnished the required information from their momentary memory hence the collected data might be subject to bias.

CHAPTER-4

DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

Table 4.1.1: Gender of the respondents

Gender	No. of. respondents	percentage
Female	34	34
Male	66	66
Total	100	100

Source: Primary Data

1. Age

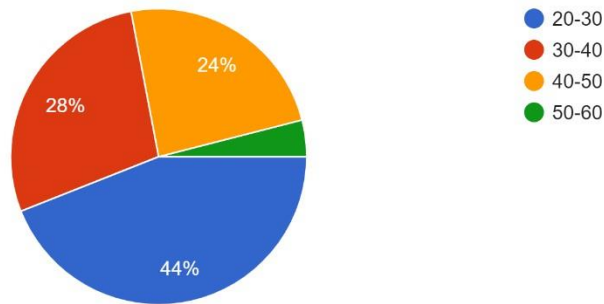


Chart 4.1.1: Gender of the respondents

Interpretation

From the above table it is interpreted that 34% of respondents are in the category of female, 66% respondents are in the category of male.

Inference

66% of the respondents are in the category of male.

Table 4.1.2: Age of the respondents

Age	No. of. respondents	percentage
20-30	44	44
30-40	28	28
40-50	24	24
50 - 60	4	4
Total	100	100

Source: Primary Data

1. Age

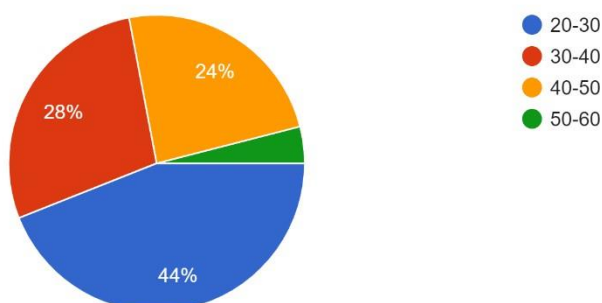


Chart 4.1.2: Age of the respondents

Interpretation

From the above table it is interpreted that 44% of respondents are in the age category of 20- 30 years, 28% respondents are in 31-40 years, 24% respondents are in the age category of 41-50 and 4% of the respondents are above 50 years.

Inference

44% of the respondents are in the age category of 20-30 years.

Table 4.1.3: Highest level of education of the respondents

Education	No. of. respondents	percentage
Primary School	40	40
Secondary School	0	0
Bachelor's Degree	20	20
Masters Degree	40	40

Source: Primary Data

3. Level of Education

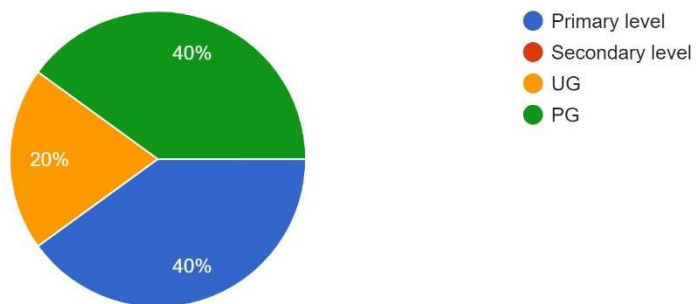


Chart 4.1.3: Highest level of education of the respondents

Interpretation

From the above table it is interpreted that 40% of respondents are primary school, 0% are secondary school, 20% are bachelors and 40% are masters.

Inference

40% of the respondents are primary school

Table 4.1.4: Annual Income of the respondents

	No. of. respondents	percentage
20000-40000	40	40
40000-60000	24	24
60000-80000	28	28
80000 & above	08	08

Source: Primary Data

5. annual Income

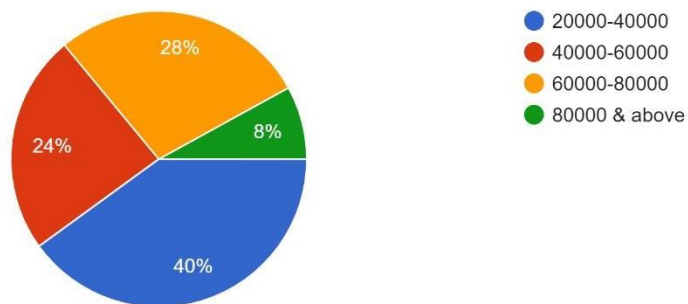


Chart 4.1.4: Annual Income of the respondents

Interpretation

From the above table it is interpreted that 40% of respondents are 20000-40000, 24% respondents are 40000-60000, 28% of respondents are 60000-80000, 08% of respondents are 80000 & above

Inference

40% of the respondents are 20000-40000

Table 4.1.5: Tenure in the current company of the respondents

Tenure in the company	No. of. respondents	percentage
1-3 years	40	40
3-5 years	24	24
6-10 years	24	24
10 years and above	12	12
Total	100	100

Source: Primary Data

4 .Tenure in the Company

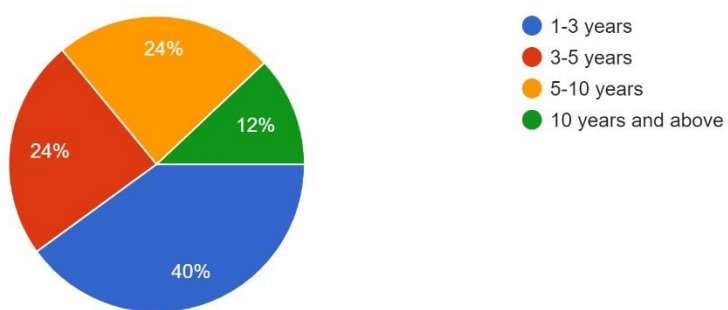


Chart 4.1.5: Tenure in the current company of the respondents

Interpretation

From the above table it is interpreted that 40% respondents in the category 1-3 years, 24% respondents are 3-6 years and 24% of the respondents are 6-10 years and 12% are 10 years and above

Inference

40% of the respondent's occupation in the category 1-3 years,

Table 4.1.6: Does the firm agree with the secondary job

Competency	No. of. respondents	percentage
Strongly agree	20	20
agree	28	28
neutral	36	36
disagree	4	4
Strongly disagree	12	12

Source: Primary Data

7. Does the firm agree with the secondary job ?

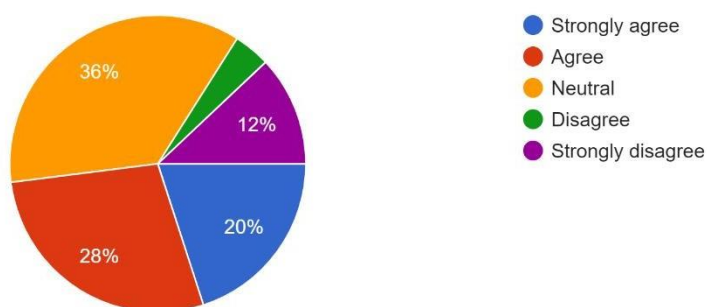


Chart 4.1.6: Does the firm agree with the secondary job

Interpretation

From the above table it is interpreted that 20% of respondents strongly agree, 28% respondents are in agree, 36% respondents are neutral and 4% of the respondents are in the disagree and 12% are strongly disagree.

Inference

36% of the respondents are in the neutral

Table 4.1.7: Is the moonlight or secondary job done under the notice of the company

Awareness	No. of. respondents	percentage
Yes	30	30
No	45	45
Maybe	25	25
Total	100	100

Source: Primary Data

6. Is the moonlight or secondary job done under the notice of the company?

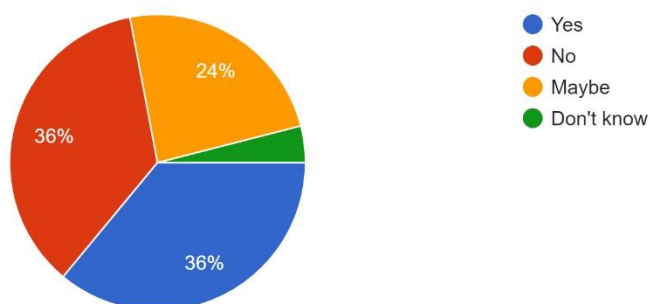


Chart 4.1.7: Is the moonlight or secondary job done under the notice of the company

Interpretation

From the above table it is interpreted that 30% of respondents in the category of yes, 45% respondents are no, 25% respondents are maybe

Inference

45% of the respondents in the category of no.

Table 4.1.8: There is no conflict of interest between primary and secondary job?

	No. of. respondents	percentage
Strongly agree	20	20
agree	56	56
neutral	20	20
disagree	4	4
Strongly disagree	0	0

Source: Primary Data

8. There is no conflict of interest between primary and secondary job?

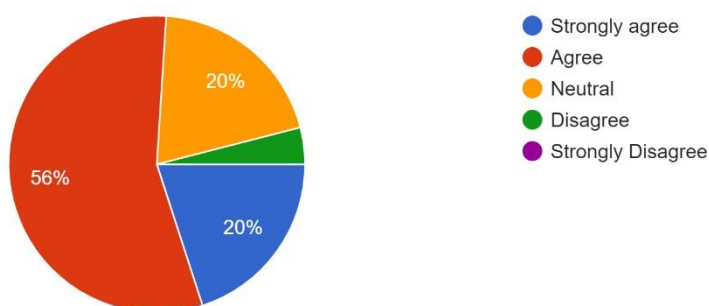


Chart 4.1.8: There is no conflict of interest between primary and secondary job?

Interpretation

From the above table it is interpreted that 20% of respondents strongly agree, 56% respondents are in agree, 20% respondents are neutral and 4% of the respondents are in the disagree and 0% are strongly disagree.

Inference

56% of the respondents are agree

Table 4.1.9: Is the secondary job affecting your IT job

	No. of. respondents	percentage
Yes	32	32
*No	28	28
*Maybe	16	16
*Sometimes	24	24
Total	100	100

Source: Primary Data

9. Is the secondary job affecting your IT job?

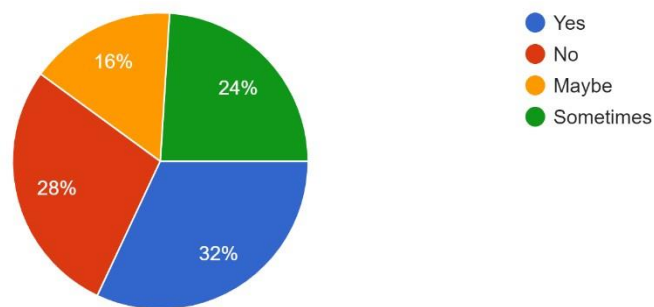


Chart 4.1.9: Is the secondary job affecting your IT job

Interpretation

From the above table it is interpreted that 32% of respondents in the category of yes, 28% respondents are no, 16% respondents are maybe and 24% are sometimes

Inference

32% of respondents in the category of yes

Table 4.1.10: Why did you take up an option of secondary job?

	No. of. respondents	percentage
Money	60	60
Passion	36	36
Time pass	4	4
hobby	0	0

Source: Primary Data

10. Why did you take up an option of secondary job?

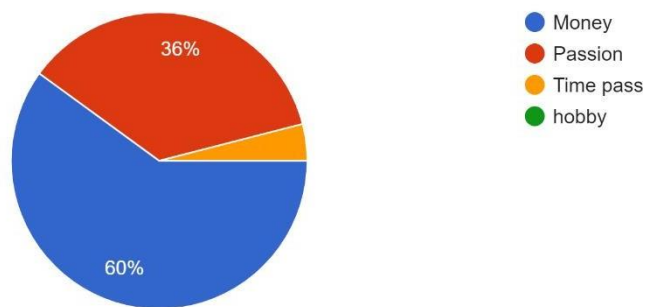


Chart 4.1.10: Why did you take up an option of secondary job?

Interpretation

From the above table it is interpreted that 60% of respondents are money, 36% respondents are passion, 4% respondents are in the time pass

Inference

60% of respondents are money

Table 4.1.11: How often do you do moonlighting in a week

	No. of. respondents	percentage
Once in a week	40	40
*2- 3 times	40	40
*4-6 times	08	08
*Daily	12	12

Source: Primary Data

11. How often do you do moonlighting in a week?

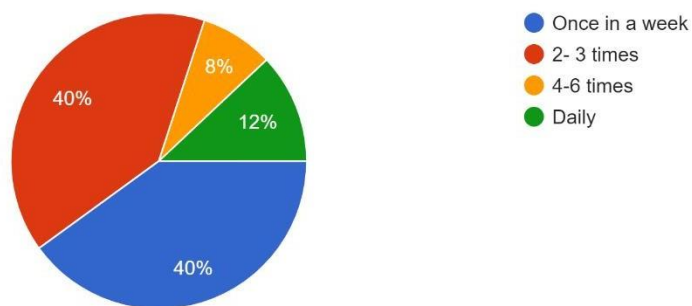


Chart 4.1.11: How often do you do moonlighting in a week

Interpretation

From the above table it is interpreted that 40% of respondents are once in a week, 40% respondents are 2-3 times and 4-6 times at 08% and 12% in daily .

Inference

40% of respondents are once in a week,

Table 4.1.12: Is doing multiple jobs affecting your health

	No. of. respondents	percentage
Yes	52	52
No	32	32
Maybe	16	16
Total	100	100

Source: Primary Data

12. Is doing multiple jobs affecting your health?

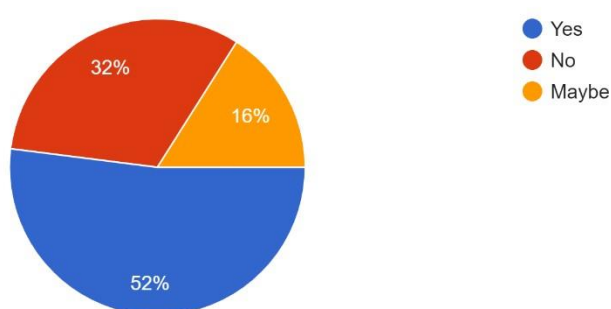


Chart 4.1.12: Is doing multiple jobs affecting your health

Interpretation

From the above table it is interpreted that 52% of respondents in the category of yes, 32% respondents are no, 16% respondents are maybe

Inference

52% of respondents in the category of yes

Table 4.1.13: How much money do you make in secondary job?

	No. of. respondents	percentage
2000-5000	40	40
*5000-10000	48	48
*10000-20000	12	12
*20000 and above	0	0

Source: Primary Data

13. How much money do you make in secondary job?

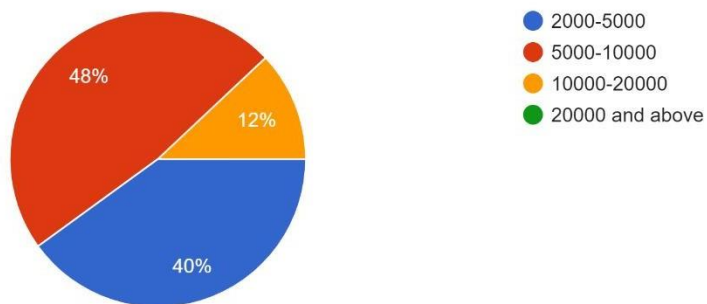


Chart 4.1.13: How much money do you make in secondary job

Interpretation

From the above table it is interpreted that 40% of respondents are 2000-5000, 48% respondents are 5000-10000 and 10000-20000 at 12%.

Inference

48% respondents are 5000-10000

Table 4.1.14: Do you earn more or equal income that of your job at the IT Firm?

	No. of. respondents	percentage
Yes	44	44
No	16	16
Maybe	24	24
Sometimes	16	16
Total	100	100

Source: Primary Data

14. Do you earn more or equal income that of your job at the IT Firm?

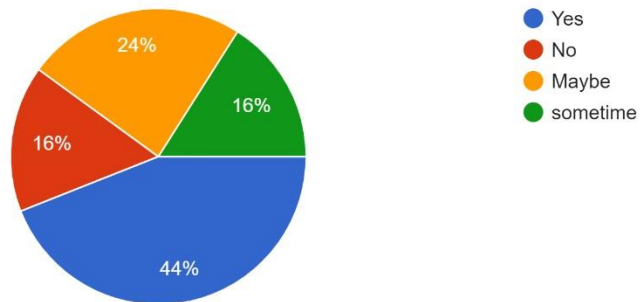


Chart 4.1.14: Do you earn more or equal income that of your job at the IT Firm

Interpretation

From the above table it is interpreted that 44% of respondents in the category of yes, 16% respondents are no, 24% respondents are maybe and 16% are sometimes

Inference

44% of respondents in the category of yes

Table 4.1.15: Do your colleagues at It firm also do moonlighting job?

	No. of. respondents	percentage
Yes	72	72
No	04	04
Maybe	24	24
Total	100	100

Source: Primary Data

15. Do your colleagues at It firm also do moonlighting job?

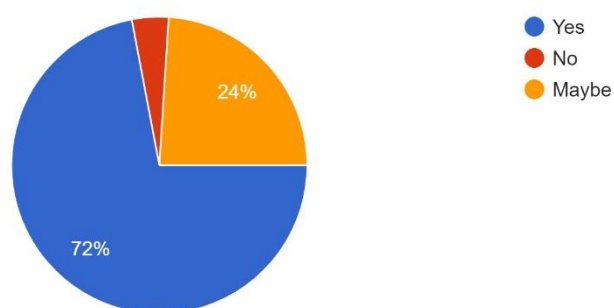


Chart 4.1.15: Do your colleagues at It firm also do moonlighting job?

Interpretation

From the above table it is interpreted that 72% of respondents in the category of yes, 04% respondents are no, 24% respondents are maybe

Inference

72% of respondents in the category of yes

Table 4.1.16: Do you agree that the IT firm recommends everyone to take up a secondary job

	No. of. respondents	percentage
Strongly agree	32	32
agree	32	32
neutral	08	08
disagree	16	16
Strongly disagree	12	12

Source: Primary Data

16. Do you agree that the IT firm recommends everyone to take up a secondary job?

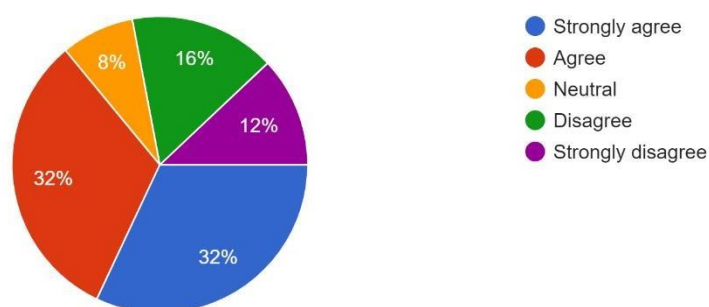


Chart 4.1.16: Do you agree that the IT firm recommends everyone to take up a secondary job

Interpretation

From the above table it is interpreted that 32% of respondents strongly agree, 32% respondents are in agree, 08% respondents are neutral and 16% of the respondents are in the disagree and 12% are strongly disagree.

Inference

32% of respondents strongly agree

Table 4.1.17: Level of job satisfaction of the secondary job (1 to 5 ratings)

	No. of. respondents	percentage
1	32	32
2	12	12
3	28	28
4	12	12
5	16	16

Source: Primary Data

17. Level of job satisfaction of the secondary job (1 to 5 ratings)

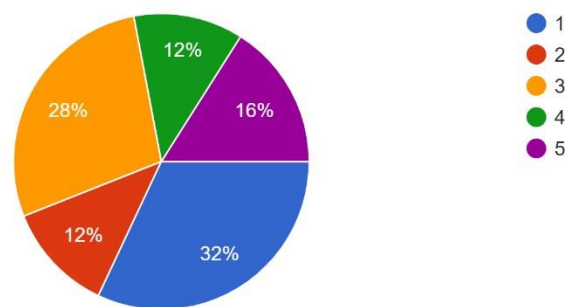


Chart 4.1.17: Level of job satisfaction of the secondary job (1 to 5 ratings)

Interpretation

From the above table it is interpreted that 32% of respondents are 1, 12% respondents are in 2, 28% respondents are 3 and 12% of the respondents are in the 4 and 16% are in 5.

Inference

28% of the respondents are 3

Table 4.1.18: What kind of secondary job are you involved in?

	No. of. respondents	percentage
Delivery services	28	28
*Content writing	24	24
*Driving	12	12
*Other	36	36

Source: Primary Data

18. What kind of secondary job are you involved in?

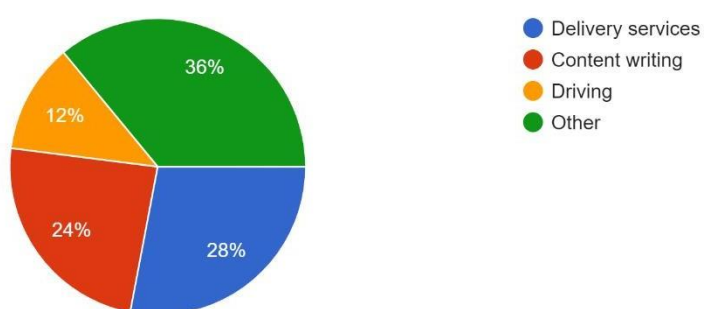


Chart 4.1.18: What kind of secondary job are you involved in?

Interpretation

From the above table it is interpreted that 28% of respondents are delivery services, 24% respondents are content writing and driving at 12% and others at 36%

Inference

28% of respondents are delivery services

Table 4.1.19: Are you satisfied with the secondary job or moonlighting job?

	No. of. respondents	percentage
Yes	60	60
No	08	08
Maybe	32	32
Total	100	100

Source: Primary Data

19. Are you satisfied with the secondary job or moonlighting job?

25 responses

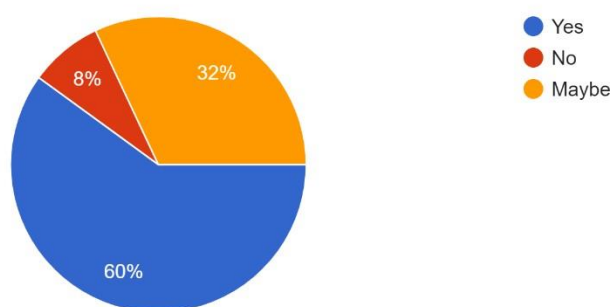


Chart 4.1.19: Are you satisfied with the secondary job or moonlighting job?

Interpretation

From the above table it is interpreted that 60% of respondents in the category of yes, 08% respondents are no, 32% respondents are maybe

Inference

60% of respondents in the category of yes

Table 4.1.20: How well do you refer the moonlighting job to your friends

	No. of. respondents	percentage
1	20	20
2	16	16
3	16	16
4	28	28
5	20	20

Source: Primary Data

20. How well do you refer the moonlighting job to your friends

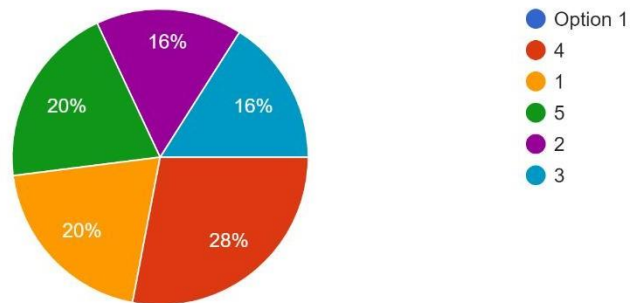


Chart 4.1.20: How well do you refer the moonlighting job to your friends

Interpretation

From the above table it is interpreted that 20% of respondents are 1, 16% respondents are in 2, 16% respondents are 3 and 28% of the respondents are in the 4 and 20% are in 5.

Inference

28% of the respondents are in the 4

HYPOTHESIS – 1

H₀- There is no significant association between the of the respondents and the educational qualifications of the respondents.

H₁- There is a significant association between the age of the respondents and the educational qualifications of the respondents.

CHI- SQUARE - 1

Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
3. Level of Education * 1. Age	100	100.0%	0	0.0%	100	100.0%

3. Level of Education * 1. Age Crosstabulation

Count

		1. Age				Total
		20-30	30-40	40-50	50-60	
3. Level of Education	Primary Level	5	10	10	2	27
	Secondary level	6	7	10	2	25
	UG	14	8	1	1	24
	PG	11	4	7	2	24
Total		36	29	28	7	100

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	16.618 ^a	9	.055
Likelihood Ratio	19.422	9	.022
N of Valid Cases	100		

a. 4 cells (25.0%) have expected count less than 5. The minimum expected count is 1.68.

Inference

Since p value is 0.055 is greater than 0.05. We reject alternative hypothesis and accept null hypothesis so there is no significant difference between age and needs and educational requirement of the respondents.

ANOVA – 1

HYPOTHESIS – 2

H₀- There is no significant association between the age of the respondents and the educational qualifications of the respondents.

H₁- There is a significant association between the age of the respondents and the educational qualifications of the respondents.

Descriptives

1. Age

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Primary Level	27	2.33	.877	.169	1.99	2.68	1	4
Secondary level	25	2.32	.945	.189	1.93	2.71	1	4
UG	24	1.54	.779	.159	1.21	1.87	1	4
PG	24	2.00	1.063	.217	1.55	2.45	1	4
Total	100	2.06	.962	.096	1.87	2.25	1	4

ANOVA

1. Age

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	10.242	3	3.414	4.026	.010
Within Groups	81.398	96	.848		
Total	91.640	99			

Inference

Since p value is 0.010 is greater than 0.05. We reject alternative hypothesis and accept null hypothesis so there is no significant difference between age and needs and educational requirement of the respondents.

CHAPTER-5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS OF YOUR STUDY

- 66% of the respondents are in the category of male.
- 44% of the respondents are in the age category of 20-30 years.
- 40% of the respondents are primary school
- 40% of the respondents are 20000-40000
- 40% of the respondent's occupation in the category 1-3 years,
- 36% of the respondents are in the neutral
- 45% of the respondents in the category of no.
- 56% of the respondents are agree
- 32% of respondents in the category of yes
- 60% of respondents are money
- 40% of respondents are once in a week,
- 52% of respondents in the category of yes
- 48% respondents are 5000-10000
- 44% of respondents in the category of yes
- 72% of respondents in the category of yes
- 32% of respondents strongly agree
- 28% of the respondents are 3
- 28% of respondents are delivery services
- 60% of respondents in the category of yes
- 28% of the respondents are in the 4

5.2 SUGGESTIONS

- The employee should make sure that the secondary job or moon lighting job doesn't have an effect or impact on their primary source of job.
- The employee should make sure that they have a proper work life balance as they are juggling between two types of jobs.
- The IT companies should also make sure that they encourage people to do moon lighting job and not stop them from doing multiple jobs
- The employee should make sure that they don't indulge too much in the secondary job as it affects the operation and the primary job or the job in the IT sector
- Employees already working on moon lighting job should also refer it for their colleagues so that they also find the source of income
- IT companies should not pressurize the employees to work in overtime duties as these may affect their secondary job that is the moon lighting job

5.3 CONCLUSION

Moonlighting and the regular work balance in the broadest sense can be defined as a satisfactory level of involvement or robust between the multiple roles in an employee's life. Moonlighting is measured mainly by using three factors: in simple terms, Job Satisfaction, Intentions and Growth which concerns the amount of time given to regular work and secondary work or part-time unofficial roles. From the study and from the responses obtained from the participants, it's a proven fact that IT organizations must take up initiative on improvising and enhancing the remunerations of its employees. The IT sector has to accept this need of the hour and treat it as an emergency situation and can achieve it by designing and providing effective preparation plans to benefit their employees. This will help enhance the sustaining of employees and balance the work and organizational growth

From an IT employee's personal life perspective, the most important component of moonlighting compulsions is self-awareness, additional income, debt repayment, etc. A high level of self awareness makes it easier for people to evaluate and improve their work and performance style, as well as to be more socially networked and able to adjust to their peers. Moreover, it facilitates employees' emotional release and helps them focus on their work, guiding them towards the organization's positive objectives. A person with this kind of instruction will be capable in every way. Naturally encourages the worker to stick with their main position and never go for a second part-time job to moonlight.

Also the individual employees must stay more cautious in not allowing themselves in seeking for moonlighting associations leading them to emotional backlog, making them to believe that only moonlighting can support in handling the personal debts and family encumbrances which is not true, but it will that reflect on that individual's career growth

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ANNEXURE –I QUESTIONNAIRE

Name_____

1. Age of the respondents?

*20-30

*30-40

*40-50

*50-60

2. Gender of the respondents?

*Male

*Female

3. Highest Level of Education?

*Primary level

*Secondary level

*UG

*PG

4 .Tenure in the Company?

*1-3 years

*3-5 years

*5-10 years

*10 years and above

5. Annual Income?

*20000-40000

*40000-60000

*60000-80000

*80000 & above

6. Is the moonlight or secondary job done under the notice of the company?

*Yes

*No

*Maybe

*Don't know

7. Does the firm agree with the secondary job ?

*Strongly agree

*Agree

*Neutral

*Disagree

*Strongly disagree

8. There is no conflict of interest between primary and secondary job?

*Strongly agree

*Agree

*Neutral

*Disagree

*Strongly Disagree

9. Is the secondary job affecting your IT job?

*Yes

*No

*Maybe

*Sometimes

10. Why did you take up an option of secondary job?

*Money

*Passion

*Time pass

*hobby

11. How often do you do moonlighting in a week?

*Once in a week

*2- 3 times

*4-6 times

*Daily

12. Is doing multiple jobs affecting your health?

*Yes

*No

*Maybe

13. How much money do you make in secondary job?

*2000-5000

*5000-10000

*10000-20000

*20000 and above

14. Do you earn more or equal income that of your job at the IT Firm?

*Yes

*No

*Maybe

*sometime

15. Do your colleagues at It firm also do moonlighting job?

*Yes

*No

*Maybe

16. Do you agree that the IT firm recommends everyone to take up a secondary job?

- *Strongly agree
- *Agree
- *Neutral
- *Disagree
- *Strongly disagree

17. Level of job satisfaction of the secondary job (1 to 5 ratings)

- *1
- *2
- *3
- *4
- *5

18. What kind of secondary job are you involved in?

- *Delivery services
- *Content writing
- *Driving
- *Other

19. Are you satisfied with the secondary job or moonlighting job?

- *Yes
- *No
- *Maybe

20. How well do you refer the moonlighting job to your friends (1 to 5 ratings)

- *1
- *2
- *3
- *4
- *5

