

Beyond the 9-to-5: Unravelling the Pros and Cons of Moonlighting in Today's Job Market

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Abstract

In current years, moonlighting, defined as the practice of performing multiple tasks simultaneously, has gained prominence as an integral part of the evolving business environment. The first section explains the meaning and theoretical basis of moonlight. We explore its historical background, legal implications, and impact on employee well-being through established research. The second section focuses on our research methodology, highlighting the data selection criteria included in this study, which are carefully detailed. Strong research practices ensure the accuracy of our findings. The third category classifies motivations for moonlight behaviour. From economic incentives to personal preferences, we explore why individuals choose to balance multiple roles. The fourth section includes sector-specific research that sheds light on broad moonlighting across sectors. We explore how moonlight and gig economy trends align with traditional employment models. The relationship between moonlighting and organizational commitment is explored in Section V. We examine whether moonlighting affects loyalty, participation, and performance in an employee's primary job.

Our paper concludes by summarizing the main takeaways and proposing avenues for future research. Moonlighting is a multifaceted phenomenon, and understanding its implications is critical for employees and employers alike.

This study contributes to the ongoing discourse on career mobility, and provides insights for policy makers, HR professionals, and scholars alike. As organizations adapt to the changing landscape, acknowledging and addressing moonlighting practices becomes essential for sustainable workforce management.

Keywords: *Employment trends; hybrid Careers; workforce adaptability; Economic Resilience; skill monetization.*

Introduction

In the quiet town of Manali, Mr. Kumar, a dedicated high school science teacher, struggled to make ends meet. Inspired by a community discussion on moonlighting, he took up a night security guard job at the local museum.

Surrounded by moon-related artifacts, Mr. Kumar's passion for astronomy ignited. He integrated his newfound knowledge into his teaching, captivating his students. The museum became a popular learning spot, thanks to his enthusiasm.

Mr. Kumar's story is a testament to the power of moonlighting, not just for financial gain, but for personal growth and community enrichment. His dedication to both jobs transformed him into a local inspiration, proving that even in the smallest of towns, extraordinary discoveries await those who dare to explore.

Renowned author Kurt Vonnegut once described moonlighting as follows:

"Moonlighting is secretly working a second job while employed full-time. It's like having a hidden life where you pursue other interests or earn extra money."

A. A window to Moonlighting history:

The historical analysis of moonlighting behaviour based from the 1979 National Longitudinal Survey of Youth data and it reveals interesting insights into the recurring patterns of moonlighting amid working male and female. While men's moonlighting behaviour appears relatively stable regardless of the business cycle, female moonlighting shows significant cyclical. Notably, female moonlighting behaviour has exhibited varying trends over the past 35 years. All through the

1980s and early 1990s, female moonlighting seemed to follow a countercyclical pattern, aligning with the common belief that moonlighting increases during economic downturns. However, this countercyclical trend shifted in the 1993-1999 period, becoming consistent with or trending to magnify the fluctuations by the early 2000s. The current procyclicality of female moonlighting suggests that women are adapting to the demand for "just-in-time" employment following the economic recovery of the mid- to late 1990s. This shift replicates how female workers retort to varying economic situations and employment opportunities, highlighting the dynamic nature of moonlighting practices over time.(Amuedo-Dorantes & Kimmel, 2021)

Moonlighting existed since the initiation of work culture, though the number of moonlighters was small initially. The motivations included constraints in the main job, acquiring new job skills, meeting financial needs, and lack of interest in the current job.

Historically, moonlighting has benefited various professionals like CEOs, chairpersons who served as directors on other company boards and earned sitting fees. The biggest moonlighting beneficiaries have often been those at higher levels rather than regular employees.(Gulati, 2023)

The ongoing global economic crisis starting in the early 2000s led to a growth in non-standard, unconventional types of employment like moonlighting (Zhuang, 2022; Ofosu & Sarpong, 2022). Globalization and the need for flexible labor markets also drove the adoption of new employment arrangements like moonlighting (Amirault, 1997; Boodhoo, 2022).

Job markets have become more unstable in recent decades, with shorter job tenures than in the past (Peterson, 2021; OECD, 1997). This instability has made workers more likely to moonlight in order to obtain a stable income and protect against uncertainty (Conen & de Beer, 2021; Manzella, 2019).

The exercise of moonlighting, which denotes to craft a additional job outside of normal employed hours, has been detected in both developed and developing countries. Teaching has been named as one of the professions with the maximum number of moonlighters.

Over the past decade, the concept of moonlighting has produced a lot of attention among researchers due to its relationship with significant employee behaviors, particularly job fulfilment. The explanations behind moonlighting are thought to be monetary, knowledgeable, or societal.(Ara et al., 2016)

Table 1: Summary table

Time Period	Description
Before 1990	<p>Employees often engaged in secondary jobs secretly or after hours.</p> <p>The practice aimed to supplement income and ensure job stability.</p> <p>Moonlighting served as a coping mechanism for financial constraints.</p> <p>Individuals sought additional income without their primary employers' knowledge.</p>
1990-2000	<p>There was a notable surge in the number of individuals holding numerous jobs during this period.</p> <p>Economic changes, technological advancements, and the need for continuous skill updates contributed to the rise in moonlighting.</p> <p>Moonlighting became a strategy for employment security and increased income.</p> <p>Companies encountered challenges such as conflicts of interest, employee health concerns, and productivity issues due to moonlighting practices.</p>

2000 onwards	<p>Companies and employees began navigating ethical and legal implications associated with moonlighting.</p> <p>Employers started implementing policies to manage moonlighting effectively.</p> <p>Policies addressed issues such as conflict of interest, overworked employees, and potential health concerns.</p> <p>The changing landscape of work environments, including remote work options and flexible schedules, influenced perceptions and management of moonlighting in the modern era.</p>
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B. Contributions:

There are number of contributions that are highlighted below:

1. The article reviewed the latest published articles on the title "Moonlighting".
2. The detailed analysis was incorporated in the article considering various criteria.
3. The article discussed the number of factors affecting moonlighting.
4. The article has given a complete analysis of industry wise moonlighting status.
5. The article has listed a future trend and recommendations for the development of moonlighting concept.

C. Article's Organisation

Section I is dedicated to meaning, definition and theory evidence of concept moonlighting.

Section II explained the methodology used to select the reviewed papers.

Section III is dedicated to factors /causes of moonlighting.

Section IV describes the detailed industry analysis describing the status of moonlighting in different sectors of an Industry.

Section V is dedicated of Moonlighting and Organisational commitments.

Section VI covers concept of Moonlighting and abroad

Section VII depicts conclusion.

Section I

Moonlighting Definitions retrieved from the reviewed literature:

There are number of definitions of Moonlighting retrieved from the literature. The summarised table below gives an overview of some of the well-defined definitions.

Table 2: Defining Moonlighting

Sno.	Description	Citation
1.	The term "moonlighting" refers to a person who works a primary job but also works a secondary job on the side.	(Ashwini et al., 2017)
2.	Moonlighting is holding a second job, often at night, in addition to a primary day job	(Witzel, 1999)
3.	Moonlighting traditionally refers to holding a second job that requires at least 12 additional hours of work per week on top of one's primary employment. However, the concept has broadened to encompass a wider range of activities, including self-employment, investments, and hobbies, as long as they generate additional income.	(Danzer,2008)
4.	Moonlighting is an portray of worker of doing more than one job in this process the employee might dispersed his/her interest from the main job.	(Priyanka & Sajana, 2020)

5.	moonlighting as "having a second job, part time or full time, in addition to a primary full-time job.	(Husain,2014)
6.	moonlighting is defined as "working a side job after normal working hours. It is also described as "a person takes on a side job, or side hustle, or side gig, in addition to their primary job.	(George, A. S., & George, A. S. H. ,2022)
7.	Moonlighting or holding multiple jobs refers to the practice of working a second job in addition to one's primary employment. This second job is typically performed either during the regular working hours of the primary job or in the free time afterwards.	(Seema, Choudhary & Saini, 2021)
8.	Moonlighting is defined as holding a second job outside of normal working hours.	(Kaukab & Akbar, 2016)
9.	Defines moonlighting as holding more than one job at hand.	(Khatri & Khushboo, 2014)
10.	Moonlighting is defined as the practice of working a second job in addition to one's primary occupation. It involves taking on extra, unrelated work to supplement income, showcase skills in different roles, seek recognition not received from the current employer, or utilize leisure time effectively. Moonlighting can be categorized into different types such as Blue Moonlighting, Quarter Moonlighting, Half Moonlighting, and Full Moonlighting, each reflecting varying degrees of engagement in secondary employment.	(Kalra et al., 2023)
11.	The practice of engaging in a second job while maintaining one's primary employment without the knowledge of the primary employer.	(S. Kumaresh, 2020)

Section II

Methodology

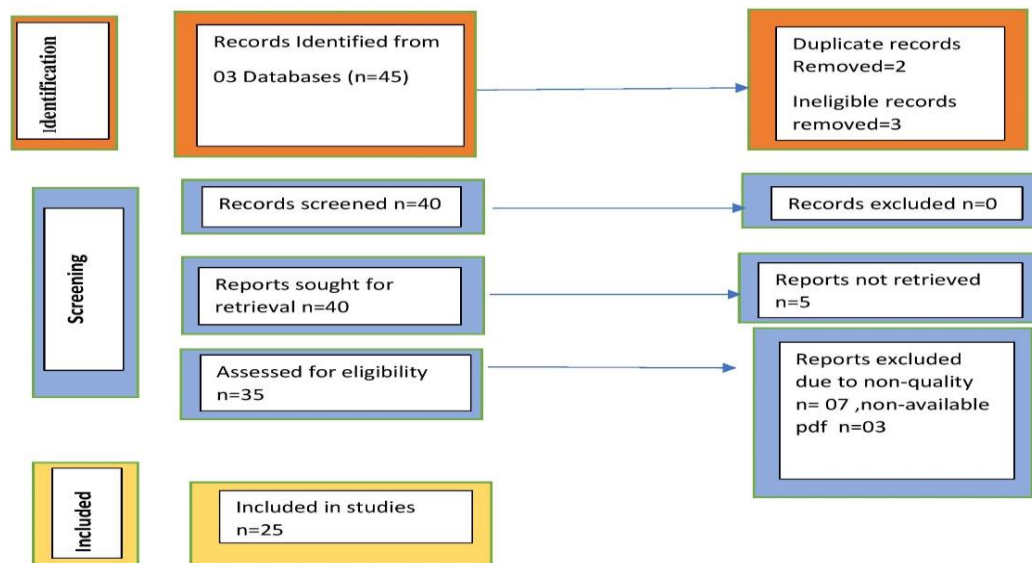
Exploration Strategy: To systematically identify relevant studies, we developed a search strategy tailored for Scopus, Google Scholar, and Web of Science. Using the terms "moonlighting job," "gig jobs," "future of work," and "dual employment," we searched for articles, reviews, and research reports published in English up until 2023 within each database.

Range Criteria: We used the PRISMA guidelines to select articles focusing on moonlighting within the fields of social sciences, business, economics, and management. Our search covered management, social sciences, and arts and humanities publications from 1990 to 2023, resulting in a pool of 35 articles.

Quality Assessment: We included only innovative research articles, review papers, and conference papers in our study. To ensure the highest quality, we carefully reviewed all articles for duplicates and thoroughly examined abstracts to verify their relevance and academic rigor. Subsequently, we conducted a detailed evaluation of each paper. To maintain focus, we limited our analysis to English-language publications. After applying these selection criteria, we excluded 10 additional articles, resulting in a final sample of 25 articles.

Data Extraction

From the initial pool of 25 articles, we selected those that met specific criteria: they had to be original research, published in English within the fields of social sciences, business, and economics, and originated from ASEAN countries. Additionally, these articles were required to have been published between 1990 and 2023.

PRISMA FRAMEWORK**Section III****Factors /causes of Moonlighting.****Causes of indulging in moonlighting**

Teachers are motivated by low pay, poor working conditions, and student behavior. IT employees seek financial stability due to job insecurity and market fluctuations. Job dissatisfaction, including low rewards and poor management, pushes individuals to moonlight for better opportunities. SMEs struggle to compete with large corporations, leading employees to seek additional income and growth. Healthcare professionals moonlight due to hiring challenges and financial needs. (Consolata Mulokozi, 2015; Dr. A. Shaji George et al. 2022; Kaukab Ara, 2016; Puja Khatri et al. 2014; S.kumaresh et al. 2020)

Table 3: Summarised Table

Sector	Causes of Moonlighting
Teaching	Inadequate income/money Poor working conditions Retention policies Student-related issues (discipline, motivation, academics)
IT	Frequent fluctuations in the IT market Inferior employee-employer devotion Increasing redundancy jeopardy Quicker job tenures
General	<ul style="list-style-type: none"> •Lack of job satisfaction •Inadequate rewards/recognition •Harsh management and uncooperative work environment •Desire for professional growth and learning
SME	<ul style="list-style-type: none"> •Difficulty in coping with competition •Desire for professional growth and higher income

Health Care	<ul style="list-style-type: none"> • Hiring and firing challenges • Desire for higher income
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Section IV: Detailed Industry Analysis

This section explores the detailed industry analysis containing the various sectors, the causes responsible for moonlighting and the suggested strategies to overcome the causes.

Sector	Causes	Strategies to Overcome	Citations
Academic (Teachers)	<ul style="list-style-type: none"> • Low salaries • High living costs • Insufficient inducements • Great demand for teachers • Open business openings • Overview of double sessions • Lesser workloads 	<ul style="list-style-type: none"> • Use of logbooks, attendance records, and performance inspections • Salary increases. • Providing incentives • Improving school management • Abolishing private tuition • Enforcing regulations 	(Uk, 2015)
Public Sector	<ul style="list-style-type: none"> • Residency • Education (higher education levels) • Income • Number of dependents 	<ul style="list-style-type: none"> • Implement policies and regulations to restrict dual employment. • Monitor employee activities and work hours. • Provide competitive compensation and benefits to reduce the need for moonlighting 	(ADEBISI, 2019)
University Teachers	<ul style="list-style-type: none"> • Supplementary income • Barred promotion. • Skill assortment • Job independence 	<ul style="list-style-type: none"> • Implement policies to address salary disparities and promotion barriers. • Provide opportunities for skill development within the university. • Enhance job autonomy and flexibility to reduce the need for moonlighting 	(Ara et al., 2016)
Health Care	<ul style="list-style-type: none"> • Need for extra income. • Desire for skill development • Flexibility and remote work opportunities 	<ul style="list-style-type: none"> • Implement flexible work arrangements. • Provide opportunities for skill development. • Monitor employee activities and work hours 	(S. Kumares, 2020)

Section: V Moonlighting and Organisational Commitment

Moonlighting and organizational commitment

The findings from the multifaceted analysis underscore the critical role of secondary jobs in providing monetary security, particularly for individuals with partial revenue or hours in their primary employment. Furthermore, engagement in secondary jobs not only addresses economic challenges but also has positive human capital spillover effects, enhancing skills and opening up new career opportunities.

A noteworthy revelation is that differentiating secondary job occupations can lead to significant changes in one's primary employment, contributing to a diverse and dynamic workforce. This aspect is particularly relevant in understanding the adaptability and evolution of individuals' careers.

Economic shocks and low-income households emerge as significant factors influencing the prevalence of individuals working multiple jobs. Recognizing this connection is crucial for formulating effective policy interventions, which should be geared toward addressing market failures and protecting workers, especially in less developed economies.

The policy analysis further emphasizes the need for targeted interventions, with a focus on market dynamics and worker well-being. Additionally, recognizing and valuing the skills acquired through part-time work is identified as a strategic avenue for enhancing job mobility, aligning with employment policies, and catering to evolving skill demands in the workforce. (Seema et al., 2021).

Moonlighting and its relation with organizational consequences

The study indicated that non moonlighters are not improved off than moonlighters in relations of bodily strength, occupation anxiety, communal reinforcement, non-attendance, projected throughput and occupation functioning.

Moonlighters were more energetic in participation in voluntary associations

The job satisfaction among blue collar employees are more the organizational commitment among non-moonlighters in fire fighter group are more

Absence of socio demographic variables and economic factor is more relevant in adopting moonlighting. (Muhammad, 1986)

Organisation Implications

1. Implications on the Common Worker:

The average worker often engages in a 9-to-5 job as their elementary foundation of revenue and utilizes their free time for additional sources of income through secondary employment.

2. Organizational Policies:

Organizations are increasingly implementing employment contracts that restrict secondary employment. Policies may vary based on the nature of the organization, with private businesses potentially having a more relaxed approach compared to stricter regulations in the public sector.

3. Challenges and Risks:

The potential risks associated with dual employment include lower liability, productivity, and efficiency from the workforce. Striking a balance between flexibility and control is crucial for organizational success.

4. Need for Regulatory Changes:

There is a recognized need for statutory regulations to adapt to the evolving nature of dual employment. Stricter guidelines may be necessary to ensure stability and legitimacy in multi-employment scenarios, considering the potential impact on commitment and productivity. (Maher, 2023).

Moonlighting: Boon or Bane

Employer's Perspective

Employers generally view moonlighting negatively. Concerns include potential conflicts of interest, decreased productivity, and increased burnout. IT companies are particularly wary, citing skill shortages and ethical breaches. Moonlighting teachers are also reported to compromise lesson preparation and teaching quality due to time constraints. (Dr Parikshit Mahankal et al. 2023; Ritika Surin et al.; Samriddhi Srivastava, 2022; Mayashree Acharya 2022; Monica Gulati, 2023; Consolata Mulokozi, 2015)

Employee Perspective

Moonlighting, prevalent in IT but spreading across sectors, is increasingly seen as acceptable by employees. It's driven by financial needs, skill enhancement, and career growth. Many employees view it as a means to increase income, gain

experience, and improve job prospects. While companies often oppose it, employees argue for personal freedom and the irrelevance of secondary jobs to primary employment. (Kaukab Ara, 2016; Priyanka. V et al. 2020; Puja Khatri, et al. 2014; S.kumaresh et al. 2020; NYASHA MAPIRA et al. 2023)

Section VI: Conclusion

The decision to moonlight is influenced by a variety of factors including financial need, job satisfaction, and personal growth. While it suggests prospects for skill development and additional income, it also presents challenges such as work-life balance plus potential conflicts of interest.

Research indicates that moonlighting is prevalent across sectors, with varying motivations and impacts. For instance, academics and healthcare professionals often moonlight due to economic pressures and desire for professional development. In contrast, IT employees are driven by financial incentives and skill enhancement.

Employers face a dilemma. On one hand, moonlighting can bring diverse skills and perspectives. On the other, it risks decreased productivity, potential conflicts of interest, and employee burnout. Effective moonlighting policies are essential to balance these competing interests.

Ultimately, moonlighting is a complex issue with no easy answers. It requires careful consideration by both employers and employees. As the workforce continues to evolve, finding a sustainable approach to moonlighting will be crucial for individuals and organizations alike.

Declaration:

List of Abbreviations:

No abbreviations are used in this paper.

Availability of Data and Material:

This is a review paper, and all literature has been collected from reputed journals, with appropriate citations and references provided.

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The authors declare that there are no competing interests.

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