

**“A STUDY ON ANTECEDENTS OF MOONLIGHTING  
ADOPTION AMONG PROFESSIONALS”**

*Dissertation Submitted to Mahatma Gandhi University,  
Kottayam*

*in Partial Fulfilment of the Requirement for the Degree of  
MASTER OF COMMERCE*

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**MARCH 2022**

## **DECLARATION**

I hereby declare that the project work titled “**A STUDY ON ANTECEDENTS OF MOONLIGHTING ADOPTION AMONG PROFESSIONALS**” is a Bonafede record of the project work done by me under the supervision of Dr. Ajay Joseph, Assistant Professor, Department of Commerce, Bharata Mata College Thrikkakara for the partial fulfilment of the requirement for the award of master of Commerce. This project report has not been submitted previously by me for the award of any degree, diploma, fellowship or other similar titles of any other University or Board.

Place: THRIKKAKARA

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Date: 28/09/2022

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**CERTIFICATE**

This is to certify that the dissertation titled “**A STUDY ON ANTECEDENTS OF MOONLIGHTING ADOPTION AMONG PROFESSIONALS**” submitted by APARNA SABU in partial fulfilment of Master of Commerce to Mahatma Gandhi University, Kottayam is a Bonafede record of the work carried out under my guidance and supervision at Bharata Mata College, Thrikkakara, Cochin.

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## **ACKNOWLEDGEMENT**

First of all, I would like to express my gratitude to Almighty God to enabling me to complete this project on **“A STUDY ON ANTECEDENTS OF MOONLIGHTING ADOPTION AMONG PROFESSIONALS”**. I would like to express my indebtedness appreciation to my research guide Dr. Ajay Joseph, Department of Commerce, Bharata Mata College, Thrikkakara. His constant guidance and advice played the vital role in making the execution of the project. He always gave me his suggestions that were crucial in making this report as flawless as possible.

I would like to convey my sincere gratitude to Dr. Johnson K M, Principal, Bharata Mata College, Thrikkakara and the Head of the Department of Commerce, Ponny Joseph for their encouragement and support during the course of this study.

I am also grateful to all the respondents who answered my questions regarding my study which were helpful for the successful completion of this project I am ever grateful to my parents also for their guidance and sacrifice to continue my study.

Finally, I am indebted to all of my friends and all the teaching and non-teaching staff of the Department of Commerce without whose help it would not be possible to complete this report.

Place: Thrikkakara

Date:

APARNA SABU

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## **ABSTRACT**

*The moonlighting industry has grown significantly. In order to achieve their financial and non-financial goals, employees who moonlight hold a second job alongside their primary one at the same time. Working two or more jobs at once has a detrimental impact on how well an organisation performs, on the health of its employees, and on their ability to balance work and life. It can also increase employee turnover. Organizations and policymakers must identify the elements that lead to behavioural intentions for employees to adopt moonlighting in order to prevent its negative effects. The study on " antecedents on antecedents on moonlighting among professionals." The current study used data from 130 non-government employees in the state of Kerala special reference to Cochin City to analyse those issues and discovered that workers intended to join moonlighting to achieve their monetary and non-monetary goals. The results show that when workers receive financial benefits, opportunities for career advancement and the acquisition of new experiences and skills, as well as personal development, efficient time management, and job security, among other benefits, their intentions to moonlight are positively increased. Specifically, it studies the effect of Pecuniary motivation, opportunity, personal reasons and primary job-related motivation on Moonlighting Intention among professionals.*

**Keywords:** Moonlighting, Pecuniary motivation, Opportunity, Personal reasons, Primary Job-related motivation.



**CHAPTER I**  
**INTRODUCTION**

## 1.1 INTRODUCTION

"The practise of moonlighting" refers to when a person works multiple jobs at once (Nunoo et al., 2018). It is common for workers to moonlight or generate additional money in both developed and developing economies (Dickey et al., 2011; Hurka et al., 2018). The practise of moonlighting, which is also known as holding numerous jobs, is widespread among low-wage earners whose primary goal is to generate a sufficient income and lift their family out of poverty (Betts, 2006; Hausken & Ncube, 2018a, 2018b; Urwick & Kisa, 2014). Non-financial factors, such as skill development, career growth, passion, personnel development, enjoyment of another job, social recognition, job insecurity, gaining experience for a new profession, etc., all play an equally important role in drawing people to moonlighting in addition to financial factors (Böheim & Taylor, 2005; Conway & Kimmel, 1998; Dickey et al., 2011, 2015; Heineck & Schwarze, 2004). 2010 Winters). Despite the various reasons for moonlighting, the decision to do so may also be influenced by main impediments, such as the fact that a person is not interested in moonlighting, would like to moonlight but couldn't find another job, or would like to moonlight but couldn't find a secondary job with desirable qualities (Dickey et al., 2009).

In addition to them, organisational and personal restraints, organisational commitment, time restrictions at one's primary job, and work-role conflicts hinder someone from starting a second job (Dickey et al., 2009; Heineck, 2009; Obermaier & Koch, 2015; Renna, 2006; Seema & Sachdeva, 2020). A person's demographic traits, such as their gender, age, education level, number of family members who are employed, marital status, etc., may also have a significant push or pull effect.

According to several studies (Abdukadir, 1992; Allen, 1998; Asravor, 2021; Averett, 2001; Conway & Kimmel, 1998; Timothy & Nkwama, 2017), an individual's demographic characteristics, such as gender, age, education level, and the number of family members who are employed, may also be significant push or pull factors for them to pursue side jobs.

However, the coronavirus Covid-19 pandemic's rise has also encouraged people to join for side jobs. The pandemic began in China at the end of 2019 and spread to every nation in the world except Antarctica. The pandemic has had a significant impact on health, life, education, living standards, employment, businesses, economic & social conditions, and the global economy. As a result, the global economy has seen significant changes since the pandemic's outbreak. It has had a significant impact on people's social and economic

lives because the economy as a whole had collapsed during the epidemic, and because individuals are still required to stay at home, work from home, and keep a social distance from others in order to stop the transmission of the coronavirus. Homebound living and employment, social withdrawal, pandemic news, and detrimental impacts. The global GDP has turned negative as a result of this social-economic crisis pandemic, firms have shut down, and millions of people have lost their jobs or income, making it the sharpest slump since the depression of 2009. (ILO, 2021; World-Bank, 2021). The World Bank (2021) asserted that after the Covid-19 outbreak, millions of individuals were unable to meet even their most basic necessities. In addition, the unemployment rate in India and the global economy has significantly increased in 2020 compared to the depression-era jobless rate of 2009. After the pandemic, both the costs of health and hygiene and the rates of illness and mortality increased. Therefore, after the epidemic, people are looking at moonlighting as the greatest way to handle their financial issues, decrease their psychological tension and boredom, make the most use of their time, and improve their social lives. After the epidemic, digital technology was heavily utilised, which made it simple to multitask. Owing to the extreme financial hardships caused by decreasing primary income due to the Covid-19 outbreak, many are working overtime and moonlighting (Asravor, 2021). Men and women are also thinking the urgent need to start moonlighting or working numerous jobs as a risk-coping strategy to deal with the possibility of losing their principal occupation.

The rest of the article is organized as follows; Chapter II highlights the literature available on moonlighting and its motives. Chapter III describes the analysis and interpretations and chapter IV demonstrates the analysis results and summary statistics. Section V discusses the results of the study. Chapter VI provides the conclusion and managerial implications and limitations of the study.

## **1.2 STATEMENT OF THE PROBLEM**

Though there is plenty of literature that examined reasons or factors affecting moonlighting intention. But Moonlighting Adoption among the professionals in Kerala is Understudied. The purpose of study is to find out the answers to the following questions;

1. What are the factors influencing Moonlighting Adoption among professionals?
2. How the factors affect Moonlighting Adoption among professionals?

### **1.3 NEED AND SIGNIFICANCE OF STUDY**

This study is to examine the major factors which are responsible for moonlighting adoption among professionals in Kerala with special reference to Cochin City. Future research may include examining the impact of demographic Variables like Age, Gender, Income, Family Type, Level of Education, Marital Status etc.

### **1.4 OBJECTIVES OF THE STUDY**

The study on “antecedents of moonlighting adoption among professionals” is carried out with the following objectives:

- ❖ To explore the reasons for moonlighting among professionals.
- ❖ To measure the impact of factors influencing moonlighting towards moonlighting intention among professionals.
- ❖ To validate the model developed for antecedents of moonlighting and its adoption.

### **1.5 HYPOTHESIS**

**H<sub>0</sub>1:** Pecuniary motivation has no significant relationship between moonlighting intention among professionals.

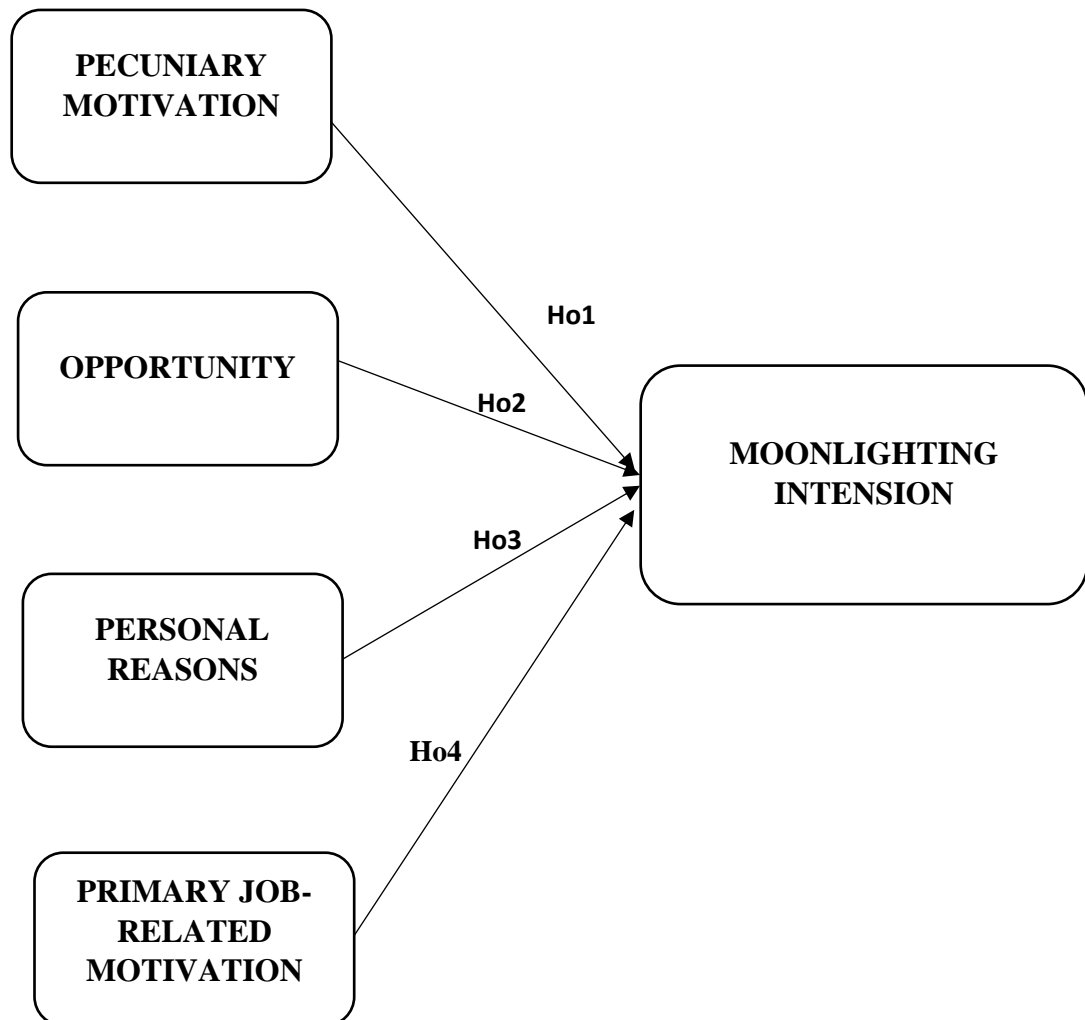
**H<sub>0</sub>2:** Personal reasons have no significant relationship between moonlighting intention among professionals.

**H<sub>0</sub>3:** Opportunity has no significant relationship between moonlighting intention among professionals.

**H<sub>0</sub>4:** Primary job-related motivation has no significant relationship between moonlighting intention among professionals.

## Hypothesised Model

Figure No: 1



### 1.6 MATERIALS AND METHODS

In this study, one dependent variable and four independent variables are tested. The dependent variable is Moonlighting Intention and the independent variables are Pecuniary motivation, Personal Reasons, opportunity, and primary job-related motivation.

#### 1.6.1 Data

Both primary and secondary data sources will be used for this study.

*Primary Data:* was collected from 130 respondents by using structured pretested questionnaires prepared digitally in Google Forms. Responses on various measures used in

the study were obtained on 5-point scale as strongly agree, agree, neutral, disagree and strongly disagree and always, often, sometimes, rarely and never.

*Secondary data:* Secondary data are those data which have already been collected, tabulated and presented in some form by else for some other purpose. It has been sourced from the reputed journals, magazine, newspaper and websites.

### **1.6.2 Sample Design**

Data was collected from 130 respondents of different age group; sample was selected by purposive sample method. 170 Google form questionnaires were sent to respondents, out of these 170 only 132 responded back and after sorting the incomplete and incorrect questionnaire forms 130 were selected for conducting the research.

### **1.6.3 Tools for Analysis**

The collected primary data were statistically processed, classified, tabulated and analysed by using statistical and mathematical tools and techniques like percentages, mean, mode and standard deviation, Correlation analysis, regression. In most cases tables and the statistical results were derived with the help of the software called Statistical Package for Social Sciences (SPSS).

## **1.7 LIMITATION OF THE STUDY**

Some of the limitations of the study are:

1. The sample size was limited to 130 respondents only.
2. The study's conclusions are based on the respondents' responses, which may have some inherent limitations.
3. It is assumed that the information given by the respondents is true as per their knowledge and hence the chances of biased information is remote but definitely cannot be ruled out.
4. Due to the limited number of respondents, the findings may not be the same for the whole population.
5. The study is limited to Cochin city, Kerala.

## **1.8 CHAPTERISATION**

Chapter 1 Introduction

Chapter 2 Review of literature

Chapter 3 Analysis and interpretation

Chapter 4 Findings and suggestion

**CHAPTER 2**  
**REVIEW OF LITERATURE**



# LITERATURE REVIEW

## 2.1 MOONLIGHTING

### 2.1.1 INTRODUCTION

Moonlighting becomes an important aspect in the economy. There are numerous factors responsible to induce a person to decide for moonlighting. Moonlighting is defined different ways by various individuals. A person is said to be moonlighting or holding many jobs, according to Shishko and Rostker (1976), if they continue their principal job while taking on additional paid labour. According to the American Heritage Dictionary of the English language (2009), Moonlighting refers to working at a secondary job, work at another job, often at night, in addition to one's full- time job. Two types of additional employment are typically taken into consideration when discussing secondary job-holding: working at a secondary formal job or engaging in individual economic activity (informal job). A person who moonlights is a moonlighter.

The point definition look at the employee at a specific time and labelled the employee as a moonlighter if they held multiple jobs throughout the reference period. This definition did not take into account the time that the two jobs had been held concurrently. The workers were monitored over a period of time in accordance with the duration definition, and if more than one job was held over the entire time, the person was regarded as a moonlighter. The issue with the original definition is that it comprised people who might be working temporary jobs but don't intend to hold both or all of them at once as moonlighters.

Despite the fact that moonlighting is a normal practice, there has been remarkably little empirical research on it. Additionally, moonlighting or holding multiple jobs is regarded. To be more prevalent in underdeveloped nations than in the developed world. Moonlighting is an obvious and significant phenomenon on the labour market. However, little is known about the factors that contribute to this economically significant aspect of the Indian labour market. it is a critical matter that demands academics' attention. Such focus is anticipated to be on determining its cause, economic impact, policy implications, and demographic characteristics of moonlighters.

## **2.1.2 MEANING AND DEFINITION OF MOONLIGHTING**

The act of working a second job outside the regular business hours is referred to as moonlighting. Consequently, an individual may have a regular 9 to 5 job as their main source of income while also working overnight at another employment to supplement their income. In other words, working for one organization while taking on additional tasks, usually without the employer's knowledge, is known as moonlighting. Working a second job at night or on the weekends is known as moonlighting. A person might have more than one side job, and a second job can be a full-time profession, a part-time contract, or freelance work. The phrase "moonlighting" has historically been used to describe extra income. As an illustration, consider a person who works as a teacher in a school during the day and owns a boutique at night. Although many people work second jobs to supplement their income, some do so to advance their knowledge in various professions, while others do so to escape boredom. For several reasons, moonlighting might be exhausting. Having a second job that is not necessarily related to one's primary job and is usually done covertly at night is known as moonlighting.

Betts (2005) simply defined moonlighting as having several jobs usually part-time, in addition to primary job, full-time job. While in the opinion of Witzel (1999) is holding a several job, often at night, in addition to a primary day job. Danzer (2008) defined moonlighting as labour performed outside of one's regular employment that requires 12 or more additional hours per week. The idea of moonlighting has recently been broadened to cover pursuits like self-employment, investments, hobbies, and other interests for which additional compensation is received, he continued. In addition, he added, the idea that doing a second job is a permanent outside commitment has lost part of its validity due to the variety of forms it might take, some of which are challenging to pinpoint. Moonlighting is also no longer only a second job for low-paid blue-collar workers; for some professionals, it is a plan for career advancement. More and more managers are splitting their time between full-time employment and side jobs as consultants or independent contractors. Their income rises thanks to consulting, which also diversifies their lives and gives them new experiences. In addition, many people view these tasks as offering added security, particularly during periods of middle manager layoffs.

### 2.1.3 TYPES OF MOONLIGHTING

In his 2012 article on moonlighting, Banerjee said that there are four different types of moonlighting, which are as follows:

- Quarter Moonlighting
- Half Moonlighting
- Full Moonlighting
- Blue Moonlighting

**Quarter Moonlighting:** when a worker looks for a part-time job to work after their regular employment in order to earn more money since they are not content with their existing compensation. Quarter moonlighting is what is meant by this (Banerjee, 2012).

**Half moonlighting:** Many workers have extravagant lifestyle fantasies in which they frequently spend more than they make. They also frequently save enough money to start a business or for the future. Instead of working at their primary job, this type of individual does a second job part-time for 50% of the time (Banerjee, 2012). Half moonlighting is the term used to describe this practise.

**Full Moonlighting:** Also, a lot of people are affected by things like family, friends, culture, and society. Such variables increase psychological pressure on people over the disparity in their earning potential, and they prefer to hunt for alternative sources of money. Due to this strain, many are forced to start their own business or take on a second full-time work in order to supplement their income. Full moonlighting is the term for this (Banerjee, 2012).

**Blue Moonlighting:** The majority of firms use various performance evaluation processes. They put them into practise on an annual or biannual basis. Some employees are content with their raise, while others are not. Employees who are dissatisfied with their raise begin seeking for new positions to earn more money, but their efforts rarely bear fruit. Such an endeavour is referred to as a "blue moon" (Banerjee, 2012).

## **2.1.4 LEGALITY OF MOONLIGHTING**

In terms of finances, dual employment, sometimes referred to as overemployment in India, is acceptable in the US and the UK. The payroll department of the first employer wouldn't be directly told of this, and in big organizations, it's likely that it would go unreported, even though a second job in the UK may alter a worker's tax status. The US tax system is simpler because it is founded on the ideas of self-assessment and voluntary reporting. It is acceptable to work numerous jobs in India without breaking the law. Although many businesses impose such restrictions in their employment agreements in addition to regulations against holding down other jobs, a person with a similar set of jobs may raise concerns about a breach of confidentiality. Moonlighting might be seen as cheating if an employee's contract calls for non-compete and exclusive employment, as is the case with the majority of conventional employment contracts. It is not deemed cheating if the employment contracts don't include this clause or include exceptions. The Factories Act prohibits dual employment. However, the rule does not apply to IT companies in other states. Before looking for side work or starting a business, employees should carefully study their employment contract with their principal employer to make sure that any moonlighting policies are being followed. Moonlighting, or working a second job on top of your normal one, used to be only for people who were unemployed or experiencing financial hardship.

People from all professions and social levels are moonlighting to augment their primary income these days, and even employed professionals could find themselves in financial difficulty. Some people work a second job for more than simply financial gain; they do it to develop their skills and feel more self-sufficient. A lot of managers are also sympathetic when a team member takes a job on the side, even if taking on additional part-time work used to be prohibited. Consider the advantages and disadvantages carefully before taking on a second job, experts advise.

## 2.1.5 EFFECTS OF MOONLIGHTING

Working a second job has a corresponding effect. First off, the following reasons are why the employer won't accept it.

**Fatigue:** The term "fatigue" refers to a state of weakness and exhaustion. It is common for physical and mental weariness to coexist; for instance, someone who has been physically exhausted for a time will also be psychologically exhausted. A person who works two or more jobs feels emotionally and physically spent. It affects how well he or she performs.

**Lack of sleep:** Because the person is working two jobs at once, there may be a health risk.

**Transport Obstacles:** For people who work two jobs, getting to and from both places on time has become the main obstacle. Consequently, a hasty performance as a result of the transportation difficulty could lead to a loss for either of the two.

**Lack of attention:** Working several tasks as a result of a second job may cause a lack of focus and serious distractions. In the end, it affects organisation since it may result in memory loss and weak memories of events. The guy completes his assignment by hustling and juggling various chores because he has several jobs to finish each day. In this position, organisational effectiveness is lacking.

**Poor performance:** When a work is not done to the predetermined, stated standards for correctness, completion, cost, and time, this is referred to as poor performance. However, moonlighters are unable to fulfil their duties to the organisation. Simply put, moonlighters are not prepared, timely, or present from the employer's standpoint. Moonlighters acquire new skills and the capacity to think creatively or differently as a result of working two jobs in diverse settings, which can be useful to their employer.

**Employee Retention:** The employer accepts the employee's second job without reservation in order for the employee to feel at ease in the workplace and content with the second job's added money. This lessens his propensity to leave their company.

**Benefits are less onerous:** Since they are considered regular workers, they are subject to less eligibility restrictions for things like health insurance and retirement benefits.

**Economical:** Because no formal hiring procedures or interview processes are necessary and positions can be filled as needed, hiring a moonlighter is more affordable. Since they are part-time jobbers, the Factory Act's provisions do not apply to them.

## **2.1.6 OBSTACLES HR MANAGERS ASSESS**

The global environment and economy are changing rather quickly during this age of competition. Human resource practises are also changing and taking on new shapes. Employees are now more concerned with their financial situation than just keeping their jobs in the modern economy. The culture of extra labour and revenue that has developed as a result will undoubtedly coexist with the principal occupation. Therefore, HR managers today have a really difficult task. During this point, what ought I to do? Either you can advise the employee to look for another work without interfering with their current one, or you can urge them to sustain themselves financially and forbid side jobs.

## **1.2.7 ADVANTAGES OF MOONLIGHTING**

By this period, the current recession is affecting almost everything, both those in and out of the profession. The rising gas price affects everyone who drives, but it also has an impact on every sector of the consumer economy, even those who are fortunate enough to have access to reliable public transportation. In order to make ends meet and retain their standard of life, many workers have taken on second jobs as a result of the increases in the price of everything from groceries to heating oil. The job market may be the source of any positive news in the current economic climate. In the past, jobs were frequently the first thing to disappear when the economy slowed down, but so far, the job picture has held up reasonably well. Salaries have not held up as well, and the stagnation of earnings has also compelled many people to look for new sources of income. The outlook for raises continues to be fairly gloomy as corporations struggle to fulfil their earnings targets and margins continue to contract. Naturally, this is bad news for the employees, but it's fantastic news for the businesses that depend on moonlighters to cover available positions.

The good news for individuals who are struggling financially is that moonlighting can be quite beneficial - and not just for financial ones. Having a second job has many unnoticed perks, and many employees discover that the extra money they earn each week is only one of them.

**Constructing a better connection:** Expanding your network of co-workers and business contacts is one of the main advantages of taking on a second job. Every employee is aware of the benefits of having a solid network in place while looking for work, and taking on more responsibility gives employees yet another chance to expand their contact list. The

necessity of such a network will only increase if the economy weakens further and more jobs are lost. Workers who unexpectedly lose their principal source of income might rely on the strength of their extended network to locate a fantastic new position. Of course, the money from that additional employment can lessen the impact of a sudden and unexpected financial setback.

**Startup:** Employees who have been in a rut in their existing employment may find that taking on a second job opens up new possibilities for them. Many people who have worked for the same job for a long time may acquire a type of tunnel vision where they are unable to see beyond of their own industry and their own role within the organisation. Getting a new job can open up new opportunities and expose individuals to different sectors of the economy.

Workers may find themselves with more job opportunities if they learn about a new industry. Employees might discover that the new company offers some wonderful chances for full-time employment, and being on the inside is usually a positive thing. Many employees discover that they prefer their side job to their day job, and some of those employees may decide that switching to a new company is a good option. It is all too simple to get bogged down, and occasionally a shift of viewpoint may be extremely energising.

**The Learning Experience:** Developing new skills has always been necessary, but in difficult economic times, it is even more crucial to maintain those talents that are relevant to your employment current. Those employees with crucial talents that are in great demand are frequently the last to be let go when businesses scale back, so keeping those skills current might help to safeguard your primary source of income. As there are a variety of ways to develop and keep up with those talents, moonlighting can allow you to make money while you study. If you are fortunate enough to have the necessary talents, you can discover that there are numerous options for supplementary employment. So can employ the skills you already possess while expanding on them and broadening your skill set by taking on an additional night or weekend job. You'll not only get some much-needed money, but you'll also become more competitive at your regular job.

**Enjoy a Full Social Life:** Although we may not go to work to socialise, it is undeniable that many of our most significant social connections occur in the office or in the factory.

In fact, the value of social engagement is so great that many people who have recently retired discover that they are missing their regular interactions with co-workers and business partners. A second job can be a fantastic location to meet interesting new people and create new friends. Many people also discover that their second job has a more laid-back work environment and more opportunity for social interaction. Meeting new people is a nice side benefit of any second job, whether it is at the neighbourhood factory, a regular office, or the corner grocery store.

**Get Paid to Exercise:** Many individuals spend a lot of money going to the gym to exercise, but there is an easier way. A wonderful strategy to get paid for an excellent workout is to take a second job at the nearby factory or mill. For diligent manufacturing workers, there are various part-time jobs available. From unloading trucks to stocking shelves, there are many options to combine a terrific workout with an increased pay stub.

So, if you are in good shape and looking for a way to improve your physical and financial health, you may want to consider moonlighting at the local factory. A side benefit of this approach to moonlighting is that physically demanding jobs often pay better, so you can not only get a great workout but a highly rewarding payday as well. So, if you find yourself struggling in today's economy, why not take those economic lemons and make some great tasting lemonade? You may find that the benefits of moonlighting go far beyond the extra money in your pocket.

## **2.1.8 DISADVANTAGES OF MOONLIGHTING**

A second job has a few pitfalls that you should be aware of. Working a second job is frequently not worthwhile for many people due to these drawbacks.

**Low annual wages:** When it comes to working a second job, the retail or service sectors are the most popular. Although it is wonderful to have the choice to work and earn more, these occupations often offer little income.

**Insufficient spare time:** You're going to have a lot less free time when you work two jobs. Even if you only moonlight for 20 hours per week, it still consumes a sizable portion of your free time. Without a second job, let's say you normally arrive home by 5 p.m. and go to bed at 10 p.m. As a result, you have 25 hours of spare time each week. If you wake up



at 9 a.m. and go to bed at 11 p.m. on the weekends, you will have extra 28 hours. You will spend over half of your 53 hours of leisure time each week working a second job. If you already struggle to get everything done, working two jobs will make it even more difficult because you won't have as much time to complete everything. This is a significant problem in software and other fields where you apply the skills you obtained from your primary company, according to Marr. Employers adamantly claim ownership of your intellectual property.

**Added stress:** Taking on a second job will make your life more stressful. I'll serve as an example. When I was younger, I worked in retail to help pay off credit card debt. I had to get up at five in the morning to go to my full-time job. I had to leave there at five thirty and drive an hour to my other job, which started at seven thirty.

**contrasting objectives:** J. Daniel Marr, managing director of the legal firm Hamblett and Kerrigan in New Hampshire, claims that working as a consultant for a direct (or even indirect) rival can put you in danger.

**Performance deterioration:** The concern that they would burn out is one of the reasons why many companies view moonlighters with suspicion. Some businesses could require your constant attention, even after hours.

**Employer annoyance:** Even if the company permits moonlighting, managers could object to the practise. Some people might irately retort, "We're paying this guy X dollars a year and it's still not enough?" Marr opined.

**Additional monthly costs:** Finally, having a second job increases your expenses. You will first notice an increase in the cost of maintaining your vehicle. More wear and tear, more frequent oil changes, and higher gas prices are just a few examples. Then there are additional costs. Do you require any particular attire? If so, you may have to pay money to purchase them. You can see an increase in eating out spending depending on your work schedule as you don't have time to drive home and prepare a meal. Additionally, you might be too exhausted to prepare food or go grocery shopping, which results in you spending more money on a meal out. Since you can essentially offset the additional income you generate with increasing spending, this is one area that most people underestimate.

## **2.1.9 TIPS FOR MAKING IT WORK**

If you are considering a second job, the experts add these three tips:

**Pick an unrelated field:** You'll reduce the risk of burnout and conflict of interest. A nurse who builds Web sites on the side, a marketing professional who teaches music or an insurance adjuster who moonlights as a landscape architect would be safer bets.

**Check with HR:** Many companies have moonlighting policies. But even if they don't, it's wise to see if a second job might be a conflict, especially if you're considering a professional part-time job or one related to your full-time job, Marr says.

**Consider why you're doing it:** "Supplementing income is fine, but it's best if a second job is part of an overall career plan," McKee says. "Otherwise, you risk scattering your resources."

## **2.1.10 EMPLOYER WORRIES ABOUT MOONLIGHTING**

**Business secrets:** If a worker has a side job in a similar industry, they may be able to divulge trade secrets. Employees need to understand the importance of safeguarding information that could be advantageous to a competitor.

**Weakened Workers:** Working long hours at a second job may cause an employee to become physically exhausted, divert their attention from their primary responsibilities, and ignore their work responsibilities. This might also cause someone to fall asleep at work.

**Employing Company Resources:** Operating costs increase as a result of employees using corporate resources for a second job.

**Effects on Health:** Poor diet, insufficient sleep, and exercise can all have an impact on an employee's health.

## **2.1.11 A MOONLIGHTING POLICY IS REALLY WHAT?**

It can be used to describe a doctor who works many shifts, a high school teacher who also provides private lessons after class, or even a software developer who works on launching a business after work. People work second jobs for a variety of reasons. These people are frequently trying to make extra money. Some people may engage in it to advance both their professional and personal life. Others, though, see it as an opportunity to experiment

with new ideas and innovate. For some people, moonlighting is necessary and even admirable.

However, professionals run the risk of breaching moral and legal laws when they take on additional job. If their extracurricular activities directly contradict with the goals of their company or negatively impact their performance, these employees are more likely to have a conflict of interest. However, the rules that apply to moonlighting at different companies vary substantially. Some companies forbid it, while others encourage it due to the benefits of such self-directed work. Their employment agreements forbid them from working second jobs. These conditions could have various terms depending on the firm and its businesses.

### **2.1.12 MOONLIGHTING'S PURPOSE AND POLICY BRIEF**

In general, businesses avoid hiring from outside sources. Newer tendencies are starting to emerge, though, and the Covid-19 pandemic's global impact has given people very little options. Therefore, rather of outright rejecting moonlighting, businesses have laboured to develop a policy.

This policy's objective is to keep top personnel at the company while enabling them to augment their income without jeopardising the organization's objectives or intellectual property. Such a policy has provisions built in that protect the business' interests without interfering with an employee's free time.

### **2.1.13 AIM OF MOONLIGHTING POLICY**

The focus of creating such a policy should be on the company's employees, to whom it applies. Such a policy often only applies to full-time and part-time salaried workers, leaving contractual workers outside its purview. This policy also covers legitimate actions. Any employee who is discovered to be involved in any unlawful activity (such as fraud or drug dealing) may be fired right away. If an employee uses business tools, resources, or information to promote any illegal acts, the corporation may even take legal action against them.

### **2.1.14 MOONLIGHTING POLICY ELEMENTS**

A business might demand openness on the nature of its employees' side jobs. This will avoid any issues with their primary employment. The principal employer may have

requirements that the employee who wants to take on a secondary employment must agree to. These circumstances include: The second job cannot be with a direct rival of the employer. The first employment's workload or project cannot cross over into the secondary job. The time spent on the secondary employment cannot interfere with the primary work. The primary job and the secondary job cannot have any conflicts of interest. It is a conflict of interest and may lead to prompt termination if an employee launches a new company that is in direct competition with his or her current job. The performance standards of the primary job cannot be impacted by the secondary work profile. While doing the secondary job, the secrecy agreement from the first employment will always apply.

Freelancing, volunteering, or even sporadic work at a family business do not consider as supplementary jobs and are typically exempt from such regulations.

### **2.1.15 VIOLATING THE POLICY ON MOONLIGHTING**

The company that offers primary employment may have different infraction policies depending on the type of business it does. Performance problems, attendance problems, the release of private information, and working closely with competitors are all transgressions that may result in a variety of disciplinary measures. The business may do things like: action in court: Request to leave the second job right now. Send a formal warning and/or start a disciplinary procedure. Put an immediate end to employment.

### **2.1.16 MOONLIGHTING POLICY OF SWIGGY**

One of the first businesses in India to adopt such a progressive attitude toward side jobs is Swiggy. All full-time staff members of Bundl Technologies, as well as its subsidiaries, affiliates, associates, and group companies, have access to their policy.

Swiggy's head of HR, Girish Menon, stated that the company has always made an effort to comprehend the various goals of its employees and to tailor its organisational rules to meet their demands. Our intention with the Moonlighting Policy is to support staff in following their passions without being constrained by their full-time job with us. This is another another step in the process of creating a 'people first' organisation of the highest calibre. Under this groundbreaking moonlighting strategy, Swiggy's full-time staff are permitted to accept outside tasks with the internal team's agreement. These outside initiatives may be accepted for payment or without charge. Of course, in accordance with

Swiggy's corporate policy, this effort must be done beyond regular business hours without interfering with Swiggy's commercial objectives.

While moonlighting is a common practise in the west, it is relatively new and expanding in India. With the pandemic fueling job losses and layoffs, many professionals choose to moonlight, especially in the last couple of years. Additionally, the concept of earning extra money is very alluring due to the extra time available, particularly in the work-from-home culture. The key to moonlighting and a major day job is effective time management.

## 2.2 PREVIOUS STUDIES REVIEWED & MODEL DEVELOPMENT

### 2.2.1 REVIEW OF VARIABLES

#### PECUNIARY MOTIVATION

Pecuniary motivation simply means monetary motivations. We should always have alternative sources of income, as any financial advisor will likely advise us. Some people's passive income comes from investments or a side business that they operate. But for some people, it works as a second job. Making extra money is always in demand, which is likely what motivates people to moonlight. Financial analysts' predictions of an inevitable recession are making the employment situation worse. To pay off debt, many rely on moonlight. They might have a car, laptop, or home loan from before the pandemic. They are able to cover the cost with a second employment. To measure pecuniary motivation, a scale that was modified from studies by Asravor (2020), Averett (2001), Dickey et al. (2011, Guariglia & Kim (2004), and Kawakami (2019) was adopted.

**TABLE NO: 2.1**

#### MEASURES OF PECUNIARY MOTIVATION

SL. No.	ITEMS/ MEASURES	REFERENCE
1	The financial benefits of the primary employment are satisfactory.	(Asravor, 2021; Averett, 2001; Dickey et al., 2011; Guariglia & Kim, 2004; Kawakami, 2019)
2	My financial conditions are expected to deteriorate.	
3	To boost my income and save money for future.	
4	To payback my debts and deal with temporary financial hardship.	

**Source:** From existing Review of Literature

## **OPPORTUNITY**

Opportunity is a favourable situation for a positive outcome. Some people place a higher priority on pursuing their passion than making money. However, following your passion might not always be financially rewarding. Therefore, you must work a day job and perform as a DJ at night. Even if a passion project isn't likely to be a significant source of revenue right immediately, it might be beneficial in the long run. So, by doing a second job, you may follow your passions without having to be concerned about losing your primary source of income. Many are still in dissatisfying employment merely for the sake of having stable finances. When daily life prevents from employing their resourcefulness, many turn to a side job as a way to keep their minds active and stay on top of their game. You might sometimes find the push you need to spark your creative side by taking on a part-time second job. Without such challenge, you could lack the motivation to develop original concepts or approaches to problems. To measure personal reasons, the scale modified from studies by Asravor (2021) and Kawakami (2019) was utilised.

**TABLE NO: 2.2**

### **MEASURES OF OPPORTUNITY**

<b>SL. No.</b>	<b>ITEMS/ MEASURES</b>	<b>REFERENCE</b>
1	To gain experience in different occupations/build-up a business.	(Asravor, 2021; Averett, 2001)
2	To gain experience, upgrade my skills and use my talent.	
3	To build up my career and enrich resume	
4	I am doing my passionate work.	

**Source:** From existing Review of Literature

## PERSONAL REASONS

Personal reasons" are a particular category of reason and are meant to provide more detailed descriptions. The aim is to distinguish between valid reasons illness—that I would disclose to you and those—personal in nature—that I'd prefer not to discuss with my "employer." People who want to change their career path occasionally take on a second job to become comfortable to it. You can keep working at your current employment while looking for side jobs or freelance possibilities in whatever industry you want. If you don't already have a formal basis in your target industry, people moonlight as a side job to gain the experience they need to later land lucrative employment in it. The scale from Asravor, 2021 and Averett, 2001 studies was modified for measuring opportunity.

**TABLE NO: 2.3**

### MEASURES OF PERSONAL REASONS

SL. No.	ITEMS/ MEASURES	REFERENCE
1	For my self-improvement and to avail my free time.	(Asravor, 2021; Kawakami, 2019)
2	To improve my social life, psychological benefits.	
3	To relieve stress.	
4	I was asked to do another job and couldn't refuse.	

**Source:** From existing Review of Literature



## **PRIMARY JOB-RELATED MOTIVATION**

The adapted scale from studies by Ashwini et al., 2017, Asravor, 2021, and Kawakami, 2019 was used to measure job-related motivation.

Due to lack of employment security, low promotion, etc. the employee may go for moonlighting employment in order to ensure job security, promotion etc. Sometimes the employee may not be able to utilise his/her skill, knowledge, and experience in the primary job and that may make a feel bad emotions among them, could be also a reason for moonlighting.

**TABLE NO: 2.4**

### **MEASURES OF PRIMARY JOB-RELATED MOTIVATION**

<b>SL. No.</b>	<b>ITEMS/ MEASURES</b>	<b>REFERENCE</b>
1	To ensure employment security.	(Ashwini et al., 2017; Asravor, 2021; Kawakami, 2019)
2	Due to delay in promotion.	
3	Dissatisfaction with the primary work profile.	
4	To play a more active role at workplace.	

**Source:** From existing Review of Literature

## MOONLIGHTING INTENSION

Adapting a scale from Seema and Sachdeva's work, the moonlighting intention was assessed (2020). Both the emerging and industrialised economies have long practised moonlighting or having two jobs. The majority of employees moonlight for financial gain, however non-financial priorities created by the modern lifestyle might also motivate someone to do it. People can have a variety of reasons for moonlighting, and these motivations determine whether the behaviour is permanent or temporary. Transitory moonlighting is done to change jobs into the secondary employments after getting the necessary abilities from it. Persistent moonlighters always moonlight for some specific benefits and don't aim to convert their primary occupations via it (Sangwan, 2014).

**TABLE NO: 2.5**

### MEASURES OF MOONLIGHTING INTENTION

SL. No.	ITEMS/ MEASURES	REFERENCE
1	How often have you considered having a second job apart from your regular occupation?	(Seema & Sachdeva, 2020)
2	How frequently do you scan newspapers/employment websites in search of part-time job opportunities?	
3	How often have you decided that you will join a secondary job shortly?	
4	How frequently do you contact employment agencies, friends, relatives, etc., to get another job?	

**Source:** From existing Review of Literature

## 2.2.2 PREVIOUS STUDIES REVIEWED

Moonlighting is defined as "the concurrent performance of two or more jobs by an individual at a specific time" (Nunoo et al., 2018). In other words, a person who moonlights holds both their primary work or employment and a second job at the same time (Boyd et al., 2015). It is also referred to by other names like additional income-generating activity, secondary employment, side job, dual jobs holding, multiple jobs holding, plural employment, extra income, and double work, according to Betts (2006), Hausken & Ncube (2018) a, 2018b; Timothy & Nkwama (2017), Urwick & Kisa (2014). Usually, a person works full-time at their major or main job and part-time at their side employment (Betts, 2006). Due to the potential for inter-working role conflicts and a negative influence on organisational performance, moonlighting is often done without disclosing the principal employment to the employer (Bin Md Sabron et al., 2017). (Ologunde et al., 2013).

Additionally, those who work a second job have stronger intentions of leaving their current position (Rispel et al., 2014). However, the pulling variables, such as the primary job's hour restrictions, organisational constraints, organisational commitment, work-family conflicts, personal welfare, personal interest, and the availability of moonlighting jobs, may have a negative impact on the decision to moonlight. (Kats & Goldberg, 1982; Obermaier & Koch, 2015; Renna, 2006; Seema & Sachdeva, 2020; Boyd et al., 2015; Dickey, 2009; Heineck, 2009; The hour-constraints view (HCV) and job portfolio motivation (JPM), respectively, are the two main points of view of the leisure-choice theory, and they both typically explain the propensity for moonlighting. JPM grounds his viewpoint on his own preferences for specialised work. According to this, people take on side jobs to diversify their career possibilities by dividing their time between several employment prospects rather than for financial benefit (Asravor, 2021; Böheim & Taylor, 2005). The foundation of HCV is also the premise that if someone cannot put in the required amount of time at their primary work to maximise their income and free time, they may be motivated to put in time at a secondary job to generate enough money (Heineck, 2009; Shishko & Rostker, 1976). Sussman (1998) divided the motivations for moonlighting into two groups in their study: financial motivations and non-financial motivations. The category of financial motives includes factors like increased income, debt repayment, special purchases, liquidity limits, future savings, covering ordinary household expenses, and other economic factors (Abdukadir, 1992; Amini-Philips, 2019; Guariglia

& Kim, 2004; Kawakami, 2019; Sussman, 1998). Non-financial motivations are involved in JPM; these include career advancement, passion, skills development, enjoyment of a different job, gaining new experience for a different profession, social recognition, job security, using free time, delay in promotion, dissatisfaction with the primary job, playing a significant role at the primary job, and other personal motivations (Baah-Boateng et al., 2013; Conway & Kimmel, 1998; Heather Dickey e However, our study argued that people work second jobs for both monetary and non-monetary reasons.

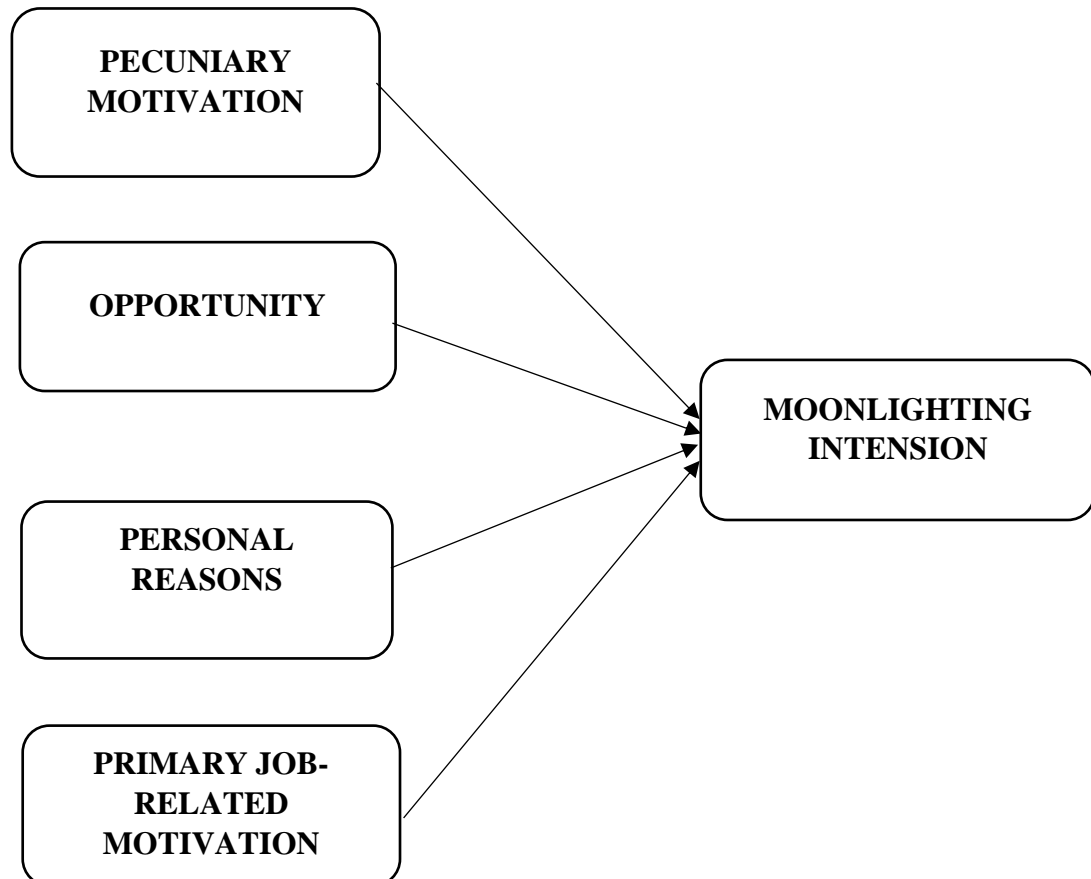
Baah-Boateng et al. (2013) also pointed out that teachers have many occupations to diversify their skill sets and knowledge, ensure their employment in the teaching industry, and ease their financial obligations. Sussman (1998), Kawakami (2019), and Asravor (2020) also pointed out that incentive originates from places other than money. To pursue non-financial goals including developing new skills, obtaining new experiences in their current profession, improving their social status, ensuring the security of their current employment, making the most of their free time, and other purposes, a person may also be driven to work many jobs. Additionally, the tendency for individuals to hold multiple occupations may be viewed as advantageous or as a symptom of labour market challenges (Asravor, 2021). The Covid-19 pandemic is one of the factors pushing people to moonlight because many perceive it as a dangerous coping mechanism to handle the current intense financial and psychological hardships and potential labour market challenges of layoffs or job loss (Asravor, 2021). Furthermore, Kats & Goldberg (1982) argued in their study that during pandemics, people are more prone to join side employment.

## 2.3 MODEL FOR VALIDATION

Based on the above review the following Model was developed for Validation.

**FIGURE 2.1**

**MODEL FOR VALIDATION**



## 2.4 SUMMARY

This chapter developed the theoretical background of moonlighting and executed a model development and concept review. This offers a thorough plan and structure to move the project ahead, and the creation of the questionnaire was made simple. Several items found in the current review itself were used to measure the variables or constructs indicated here. In order to create a valid model, all the prior research that was available was reviewed.

**CHAPTER III**  
**DATA ANALYSIS AND INTERPRETATION**

## DATA ANALYSIS AND INTERPRETATION

This chapter deals with analysis of the data collected. The data was analysed in three different stages. The first section is the profile analysis which includes a brief analysis of the Demographic profile of the sample respondents. In the second section the descriptive analysis and reliability test of the measures are done. In the third section the hypothesis formed at the outset were tested and model validation.

### SECTION I

#### 3.1 Demographic profile of the respondents

##### 3.1.1 Age

Table 3.1.1 Measures of Age

Age Group	Frequency	Percentage
Below 25 years	14	10.8
25-35 years	75	57.7
36-45 years	21	16.2
46-55 years	12	9.2
Above 55 years	8	6.1
<b>Total</b>	<b>130</b>	<b>100</b>

Source: Primary Data

Table 3.1.1 presents age wise composition of respondents. It can be concluded that from the total of 130 respondents, respondents below 25 years were 10.8 percent, 25 to 35 years were 57.7 percent, 36 to 45 years were 16.2 percent, 46 to 55 years were 9.2 percent and above 55 years were 6.1 percent. Most of the respondents belong to 25-35 age group.

### 3.1.2 Gender

**Table 3.1.2 Measures of Gender**

<b>Gender</b>	<b>Frequency</b>	<b>Percentage</b>
Male	53	40.8
Female	77	59.2
<b>Total</b>	<b>130</b>	<b>100</b>

Source: Primary Data

Table 3.1.2 represents the type of gender wise composition of the sample respondents. Among 130 respondent's 40.8 percent were male and 59.2 percent were female. From the above table it is clear that more females are doing moonlighting employment rather than males.

### 3.1.3 Educational Qualification

**Table 3.1.3 Measures of Educational Qualification**

<b>Educational Qualification</b>	<b>Frequency</b>	<b>Percentage</b>
Primary Education	12	9.2
Secondary Education	37	28.5
Higher Education	81	62.3
<b>Total</b>	<b>130</b>	<b>100</b>

Source: Primary Data

Table 3.1.3 presents the educational wise categorisation of respondents. Out of the 130 respondent's 9.2 percent were qualified primary education, 28.5 percent were qualified Secondary education and 62.3 percent were qualified higher education. Thus, it is evident that majority of the respondents holding higher education go for moonlighting employment.



### 3.1.4 Effect of Covid-19 in joining moonlighting employment.

**Table 3.1.4 Effect of Covid-19 in joining moonlighting employment.**

<b>Yes/ No</b>	<b>Frequency</b>	<b>Percentage</b>
YES	92	70.8
NO	38	29.2
<b>Total</b>	<b>130</b>	<b>100</b>

Source: Primary Data

Table 3.1.4 represents the composition of respondents who think Covid-19 pandemic pushed them towards joining moonlighting employment. Out of 130 respondent's 70.8 percent of respondents joined moonlighting employment due to covid19 pandemic and 29.2 percent respondents joined moonlighting employment due to non-covid-19 pandemic. Thus, it is evident that majority of the respondents were pushed towards moonlighting employment by covid-19 pandemic.

### 3.1.5 Nature of primary employment.

**Table 3.1.5 Measures of Nature of primary employment.**

<b>Nature</b>	<b>Frequency</b>	<b>Percent</b>
Full Time	89	68.5
Part Time	41	31.5
<b>Total</b>	<b>130</b>	<b>100</b>

Source: Primary Data

Table 3.1.5 presents the nature of primary employment of respondents who choose moonlighting employment. Out of 130 respondents, 68.5 percent were choosing full time and 31.5 percent were part time as the nature of primary employment.

## SECTION II

### 3.2 Reliability Analysis

The reliability test was carried out using Cronbach's Alpha, which measures the internal consistency of research constructs and the result is exhibited in Table 3.2.1. The alpha values for all the five factors are above 0.70, the threshold suggested by Nunnally (1978). Thus, it can be concluded that the scale has internal consistency and reliability.

**Table 3.2.1 Cronbach's Co-efficient Alpha- PM, OPP, PR, JRM, MI**

<b>Factors (Constructs)</b>	<b>Aacronym</b>	<b>Number of Items</b>	<b>Cronbach's Alpha</b>
Pecuniary Motivation	PM	4	0.932
Opportunity	OPP	4	0.928
Personal Reasons	PR	4	0.930
Job Related Motivation	JRM	4	0.929
Moonlighting Intension	MI	4	0.986

Source: Author's Calculation

### 3.3 DESCRIPTIVE ANALYSIS – I

#### 3.3.1 PECUNIARY MOTIVATION

The measure pecuniary motivation, a scale that was modified from studies by Asravor (2020), Averett (2001), Dickey et al. (2011), Guariglia & Kim (2004), and Kawakami (2019) was adopted. Pecuniary motivation simply means monetary motivations. We should always have alternative sources of income, as any financial advisor will likely advise us.

**TABLE 3.3.1**

#### **MEASURES OF PECUNIARY MOTIVATION**

<b>Measures</b>	<b>Item Aacronym</b>	<b>Mean</b>	<b>Mode</b>	<b>Standard Deviation</b>
The financial benefits of the primary employment are satisfactory.	PM1	3.42	4	1.133
My financial conditions are expected to deteriorate.	PM2	3.52	4	1.196
To boost my income and save money for future.	PM3	3.64	4	1.128
To payback my debts and deal with temporary financial hardship.	PM4	3.54	4	1.116

Source: Author's Calculation

From table 3.3.1, it is evident that both Mean and Standard Deviation shows highest of 3.64 and 1.196 respectively. The highest mean is for PM3 and lowest standard deviation is for PM4. This means that Professionals agree to the statement that moonlighting is to boost income and save money for future. Based on the above mean scores there exist a high rate of adoption of moonlighting among professionals.

### 3.3.2 OPPORTUNITY

People who want to change their career path occasionally take on a second job to become comfortable to it. You can keep working at your current employment while looking for side jobs or freelance possibilities in whatever industry you want. If you don't already have a formal basis in your target industry, people moonlight as a side job to gain the experience they need to later land lucrative employment in it. To measure personal reasons, the scale modified from studies by Asravor (2021) and Kawakami (2019) was utilised.

**TABLE 3.3.2**

#### **MEASURES OF OPPORTUNITY**

<b>Measures</b>	<b>Item Acronym</b>	<b>Mean</b>	<b>Mode</b>	<b>Standard Deviation</b>
To gain experience in different occupations/build-up a business	OPP1	3.51	4	1.170
To gain experience, upgrade my skills and use my talent.	OPP2	3.55	4	1.188
To build up my career and enrich resume	OPP3	3.58	4	1.238
I am doing my passionate work.	OPP4	3.61	4	1.158

Source: Author's Calculation

The mean, mode and standard deviation of the measures of the variable opportunity are displayed in this table 3.3.2. Mean stands the highest for OPP4 with a value of 3.61. Mode value is the same for all the four measures. Standard deviation is the lowest for the measure OPP4 with a value of 1.158. Since all the mean values are near to 4 which clearly indicates that professionals have opportunity over the moonlighting intention.

### 3.3.3 PERSONAL REASONS

Personal reasons" are a particular category of reason and are meant to provide more detailed descriptions. The aim is to distinguish between valid reasons illness—that I would disclose to you and those—personal in nature—that I'd prefer not to discuss with my "employer." People who want to change their career path occasionally take on a second job to become comfortable to it. You can keep working at your current employment while looking for side jobs or freelance possibilities in whatever industry you want. If you don't already have a formal basis in your target industry, people moonlight as a side job to gain the experience they need to later land lucrative employment in it. The scale from Asravor, 2021 and Averett, 2001 studies was modified for measuring opportunity.

**TABLE 3.3.3**

#### **PERSONAL REASONS**

<b>Measures</b>	<b>Item Aacronym</b>	<b>Mean</b>	<b>Mode</b>	<b>Standard Deviation</b>
For my self-improvement and to avail my free time.	PR1	3.62	4	1.164
To improve my social life, psychological benefits.	PR2	3.65	4	1.173
To relieve stress.	PR3	3.70	4	1.249
I was asked to do another job and couldn't refuse.	PR4	3.57	4	1.226

Source: Author's Calculation

The mean, mode and standard deviation of the measures of the variable opportunity are displayed in this table 3.3.3. Mean stands the highest for PR3 with a value of 3.70. Mode value is the same for all the four measures. Standard deviation is the lowest for the measure PR1 with a value of 1.164. Since all the mean values are near to 4 which clearly indicates that professionals have Personal reasons over the moonlighting intention.

### 3.3.4 PRIMARY JOB-RELATED MOTIVATION

The adapted scale from studies by Ashwini et al., 2017, Asravor, 2021, and Kawakami, 2019 was used to measure job-related motivation.

**TABLE 3.3.4**

#### **JOB-RELATED MOTIVATION**

<b>Measures</b>	<b>Item Aacronym</b>	<b>Mean</b>	<b>Mode</b>	<b>Standard Deviation</b>
To ensure employment security.	JRM1	3.58	4	1.790
Due to delay in promotion.	JRM2	3.62	4	1.215
Dissatisfaction with the primary work profile.	JRM3	3.66	4	1.242
To play a more active role at workplace.	JRM4	3.65	4	1.205

Source: Author's Calculation

The mean, mode and standard deviation of the measures of the variable job-related motivation are displayed in this table 3.3.4. Mean stands the highest for JRM3 with a value of 3.66. Mode value is the same for all the four measures. Standard deviation is the lowest for the measure JRM4 with a value of 1.205. Since all the mean values are near to 4 which clearly indicates that professionals have Job-related motivation towards the moonlighting intention.

### **3.3.5 MOONLIGHTING INTENSION**

Adapting a scale from Seema and Sachdeva's work, the moonlighting intention was assessed (2020). Both the emerging and industrialised economies have long practised moonlighting or having two jobs. The majority of employees moonlight for financial gain, however non-financial priorities created by the modern lifestyle might also motivate someone to do it. People can have a variety of reasons for moonlighting, and these motivations determine whether the behaviour is permanent or temporary. Transitory moonlighting is done to change jobs into the secondary employments after getting the necessary abilities from it. Persistent moonlighters always moonlight for some specific benefits and don't aim to convert their primary occupations via it (Sangwan, 2014).

**TABLE 3.3.5**

#### **MOONLIGHTING INTENSION**

Source: Author's Calculation

The mean, mode and standard deviation of the measures of the variable Moonlighting Intention are displayed in this table 3.3.5. Mean stands the highest for MI1 and MI2 with a value of 3.62 and 3.61 respectively. Mode value is the same for all the four measures. Standard deviation is the lowest for the measure MI3 with a value of 1.035

### 3.3.6 MEASURES OF VARIABLES

**Table 3.3.6**

**shows the constructs used to measure the antecedents of moonlighting intention**

<b>Measures</b>	<b>Item Aacronym</b>	<b>Mean</b>	<b>Standard Deviation</b>
Pecuniary Motivation	PM	3.5288	1.07681
Opportunity	OPP	3.5635	1.14768
Personal Reasons	PR	3.6346	1.16062
Job-Related Motivation	JRM	3.6308	1.18584
Moonlighting Intention	MI	3.5577	0.99004

Source: Author's Calculation

The Mean and Standard Deviation of independent and dependent variables are given in Table 3.3.6. Mean is highest for Personal Reasons which is 3.6346, followed by job-related motivation with Mean 3.6308. Moonlighting Intention has the lowest Standard Deviation with 0.99004 and job-related motivation has the highest Standard Deviation of 1.18584.



### 3.4 DESCRIPTIVE ANALYSIS II

#### 3.4.1. ONE SAMPLE T TEST FOR INDEPENDENT AND DEPENDENT VARIABLES

The mean scores of the 5 main variables are calculated and compared with the second quartile (i.e., Central Value or Q2). The opinion of the respondents is treated as poor or very poor when the mean score is less than the second quartile. It is treated as average when the mean score is equal to the second quartile. The responses of the respondents are treated as good or very good when the mean score is above the second quartile (Jojo, 2008). The below table shows the criteria fixed in this regard.

**Table 3.4.1 Criteria for Comparison – Mean Score and Central Value**

<b>Mean Score</b>	<b>Opinion</b>
Less than Q1(<2)	Very low
Between Q1 and Q2 (2-3)	Low
Equal to Q2(=3)	Medium
Between Q2 and Q3 (3-4)	High
More than Q3(>4)	Very high

To check whether the responses of the respondents significantly differ from the moderate or neutral state of responses, one sample T test were carried out (Second Quartile).

**Table 3.4.2 One Sample t Test**

<b>Measures</b>	<b>Acronym</b>	<b>Mean Value</b>	<b>Q2</b>	<b>T value</b>	<b>P value</b>	<b>Inference</b>
Pecuniary Motivation	PM	3.5288	3	11.051	.000**	High
Opportunity	OPP	3.5635	3	11.362	.12*	High
Personal Reasons	PR	3.6346	3	1.125	.000**	High
Primary Job- related Motivation	JRM	3.6308	3	5.691	.000**	High
Moonlighting Intention	MI	3.5577	3	12.361	.000**	High

Source: Author's Calculation

- Based on the above table the mean source of pecuniary motivation is 3.5288. It is statistically significant from Q2(3). Based on the developed scale the value falls between Q2 and Q3 (3-4). The value denoted as high. There exists a high level of Pecuniary motivation among the respondents regarding the aspect of moonlighting intention.
- Based on the above table the mean source of opportunity is 3.5635. It is statistically significant from Q2(3). Based on the developed scale the value falls between Q2 and Q3 (3-4). The value denoted as high. There exists a high level of opportunity among the respondents regarding the aspect of moonlighting intention.
- Based on the above table the mean source of Personal reasons is 3.6346. It is statistically significant from Q2(3). Based on the developed scale the value falls between Q2 and Q3 (3-4). The value denoted as high. There exists a high level of personal reasons among the respondents regarding the aspect of moonlighting intention.

- Based on the above table the mean source of primary Job-related motivation is 3.6308. It is statistically significant from Q2(3). Based on the developed scale the value falls between Q2 and Q3 (3-4). The value denoted as high. There exists a high level of primary Job-related motivation among the respondents regarding the aspect of moonlighting intention.
- Based on the above table the mean source of Moonlighting Intention is 3.5577. It is statistically significant from Q2(3). Based on the developed scale the value falls between Q2 and Q3 (3-4). The value denoted as high. There exists a high level of Moonlighting Intention among the respondents regarding the aspect of moonlighting.

## SECTION III

### 3.5 HYPOTHESIS TESTING AND MODEL VALIDATION

#### 3.5.1 Correlation Analysis

Correlation analysis is carried out before conducting regression analysis in order to quantify the strength of relationship between the variables. It tests the linear relationship between the variables. Each correlation appears twice: above and below the main diagonal. The correlations on the main diagonal are the correlations between each variable itself.

**Table 3.5.1 Correlation between Independent and Dependent Variable**

<b>Variables</b>	<b>PM</b>	<b>OPP</b>	<b>PR</b>	<b>JRM</b>	<b>MI</b>
<b>PM</b>	1				
<b>OPP</b>	0.937**	1			
<b>PR</b>	0.933**	0.953**	1		
<b>JRM</b>	0.935**	0.954**	0.975**	1	
<b>MI</b>	0.579**	0.589**	0.547**	0.563**	1

Source: Compiled by the researcher

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

The correlation coefficients between the independent variables like pecuniary motivation, opportunity, personal reasons, job-related motivation and Intention are reported in Table 3.5.1. The correlation coefficient should always be in the range -1 to 1. A correlation is statistically significant if its P value < 0.05 and P value <0.01. From the above table it is understood that there is a correlation which is statically significant at a p value of <0.01. here it can be concluded that there exists a positive correlation between independent and dependent variable.

The correlation between various variables are as follows:

- Pecuniary Motivation and opportunity are correlated 93.7 percent of the time.
- The association between Pecuniary Motivation and Personal Reasons is 93.3%.
- There is a 93.5 percent link between Pecuniary Motivation and Primary job-related Motivation.
- Pecuniary Motivation and moonlighting intention are connected by 57.9 percent.
- 95.3 percentage of the time, opportunity and personal reasons are correlated.
- Opportunity and Primary Job-Related Motivation are 95.4 percent connected.
- Opportunity and moonlighting Intention are related by 0.589 percent.
- There is a 97.5 percent linkage between personal factors and the primary job-related motivation.
- There is a 54.7 percent relationship between personal motives and moonlighting intention.
- There is a 56.3 percent association between intention to moonlight and motivation related to one's employment.

### 3.5.2 Regression Analysis

Regression Analysis was conducted to measure the influence of PM, OPP, PR, JRM on MI. The independent variables PM, OPP, PR, JRM are and dependent variable is MI. The main objective of regression analysis is to explain the variation in one variable (called dependent variable) based on the variations in one or more other variables (independent variables). If multiple independent variables are used to explain variation in a dependent variable, it is called a multiple regression model. The output of multiple regression analysis was used to test the hypothesis.

#### TABLE 3.5.2 Regression

##### Analysis between PM, OPP, PR, JRM

Table 3.5.2 Model Summary

MODEL	R	R Square	Adjusted R square	Standard error of the estimate	Durbin Watson
1	0.601 <sup>a</sup>	0.361	0.340	0.80405	1.991

Source: Author's Calculation

R square is the percent of the variance in the dependent explained uniquely or jointly by the independents. The R square and adjusted R square will be same when used for the case of few independents. The R square and adjusted R square shown in Table 3.5.2 is almost the same. Hence, adjusted R square value is used for interpreting the results.

Table 3.5.2 shows that 80.405 percent variation in MI and is explained by PM, OPP, PR, JRM. The Durbin-Watson statistic tests for autocorrelation. As rule of thumb, the value should be between 1.5 and 2.5 to indicate independence of observations (Garson, 2010). The value of test is 1.991, which indicates independence of observations.

**Table 3.5.3 ANOVA of regression model**

Model		Sum of square	Df	Mean Square	F	Sig.
1	Regression	45.630	4	11.407	17.645	.000*
	Residual	80.812	125	0.646		
	<b>Total</b>	126.442	129			

Source: Author's Calculation

a. Predictors: (constant) PM, OPP, PR, JRM

b. Dependent: Variable: MI \*\*significant at 1 percent level.

ANOVA table showing the regression model fit presented in Table 3.5.3 shows that the model is statistically significant at 1 percent significance level (F=17.645)

**Table 3.5.4 Coefficients of Regression Analysis**

Factors (Constructs)	Item Acronym	Standardized Beta Coefficient	Sig. (P value)
Pecuniary Motivation	PM	0.460	0.46*
Opportunity	OPP	0.281	0.000**
Personal Reasons	PR	0.140	0.000**
Primary Job-Related Motivation	JRM	0.350	0.000**

Source: Author's Calculation

\*Significant at 5% level

\*\*significant at 1% level

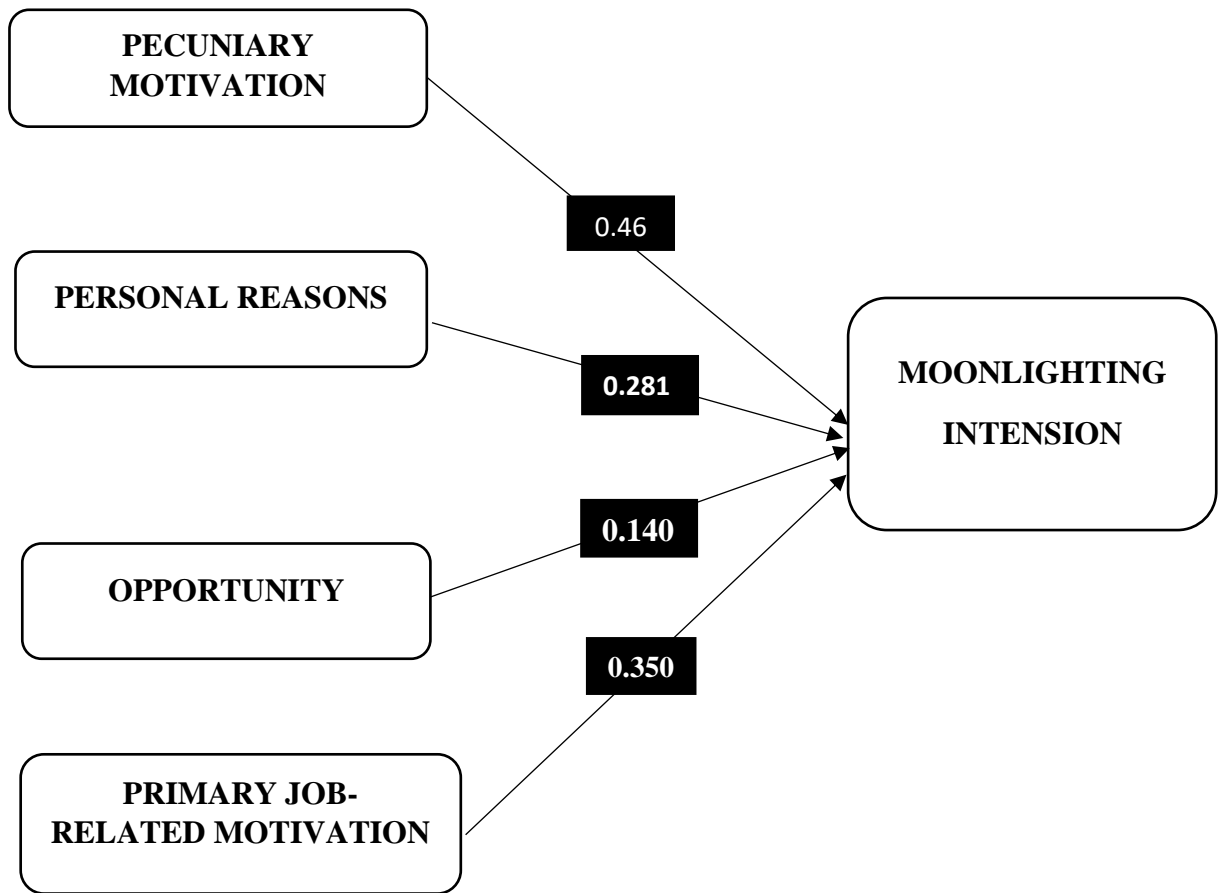
Table 3.5.4 presents the Standardized Beta coefficient values and the significant values of independent variables Pecuniary Motivation (PM), Opportunity (OPP), Personal Reasons (PR) and Primary Job-related motivation (JRM). The Independent Variables Pecuniary Motivation (PM), Opportunity (OPP), Personal Reasons (PR) and Primary Job-related motivation (JRM) has impact on the dependent variable Moonlighting Intention (MI). Hence H01, H02, H03, H04 and H05 are rejected.

### 3.6 Hypothesis Testing and Model Validation

1. The beta coefficients of Pecuniary Motivation, Opportunity, Personal Reasons and Primary Job- Related Motivation are statistically significant at 1 percent significance level ( $p < 0.01$ ).
2. Therefore, it is clear that Pecuniary Motivation, Opportunity, Personal Reasons and Primary Job- Related Motivation has an effect on Moonlighting Intention among Professionals. Hence, **H<sub>01</sub>, H<sub>02</sub>, H<sub>03</sub> and H<sub>04</sub> are rejected.**
3. Pecuniary Motivation has **effect** on Moonlighting intention among professionals with its beta coefficient, 0.460 (H<sub>01</sub>). This result is in conformity with the findings of (Asravor, 2021; Averett, 2001; Dickey et al., 2011; Guariglia & Kim, 2004; and Kawakami, 2019).
4. Opportunity has **effect** on Moonlighting intention among professionals with its beta coefficient, 0.281 (H<sub>02</sub>). This result is in conformity with the findings of (Asravor, 2021; Averett, 2001).
5. Personal Reasons has **effect** on Moonlighting intention among professionals with its beta coefficient, 0.140 (H<sub>03</sub>). This result is in conformity with the findings of (Asravor, 2021; Kawakami, 2019).
6. Primary Job-related motivation has **effect** on Moonlighting intention among professionals with its beta coefficient, 0.350 (H<sub>04</sub>). This result is in conformity with the findings of (Ashwini et al., 2017; Asravor, 2021; Kawakami, 2019).



**Fig 3 Validated Model**



Source: Compiled by the Researcher based on Hypothesis test

Empirically validated model is portrayed in Figure 3.1. pecuniary Motivation (beta = 0.460) has the highest beta coefficient followed by Primary Job-Related Motivation (beta = 0.350). The beta coefficient of Pecuniary Motivation, Opportunity, Personal Reasons and Primary Job-Related Motivation are statistically significant at 1 percent significance level ( $p < 0.01$ ). Based on the above model it is understood that all null hypothesis is rejected and all independent variables have a strong relationship with the Moonlighting Intention.

### **3.7. Summary**

This chapter deals with the analyses of the data collected. The data was analysed in three different stages. The first section displays the profile analysis which includes a brief analysis of the Demographic profile of the respondents. In the second section the reliability of the measures was tested and found satisfactory. The multiple regression analysis of the measures was done in the third section and hypothesis formed at the outset were tested.

It was found that Pecuniary Motivation, Opportunity, Personal Reasons and Primary Job-Related Motivation intends professionals to adopt moonlighting. Pecuniary Motivation has the highest influence on Moonlighting Intention.

**CHAPTER IV**  
**FINDINGS, SUGGESTIONS AND**  
**CONCLUSION**

# **FINDINGS, SUGGESTIONS AND CONCLUSIONS**

## **4.1 Introduction**

The percentage of persons moonlighting in some professions has grown to a magnitude that presents a significant issue for authorities in many nations, particularly in emerging and transitional economies. There are two basic types of moonlighting: moonlighting through legitimate occupations and moonlighting through unauthorised jobs. People who work in formal jobs on the side (such as artists who moonlight, people who work multiple full-time jobs that aren't related to each other, etc.) may affect workers' productivity in some ways, but if the income from these jobs is disclosed to the federal agency in charge of collecting taxes, the severity of the negative effects on the economy won't be fully appreciated. The study tries to identify the antecedents of moonlighting adoption among professionals in Kerala with special reference to Cochin city. Most of the Professionals opt for Moonlighting because of the benefits that they avail both Pecuniary and non-Pecuniary factors.

## **4.2 Objectives of the study**

The study aims the following objectives:

- ❖ To explore the reasons for moonlighting among professionals.
- ❖ To measure the impact of factors influencing moonlighting towards moonlighting intention among professionals.
- ❖ To validate the model developed for antecedents of moonlighting and its adoption.

## **4.3 Findings of the study**

### **4.3.1 Demographic Profile**

- ❖ The large percentage of respondents were between the ages of 25 and 35.
- ❖ Compared to men, women made up the majority of responses.
- ❖ The majority of responders had advanced degrees, while only a small percentage had only completed primary education.
- ❖ The majority of respondents believe that the Covid-19 epidemic has influenced them to join Moonlighting.
- ❖ The majority of respondents who work a second job did so in addition to their primary job, which they did full-time.

### 4.3.2 Descriptive Findings

**Reliability Test** was carried out shows the Alpha values for all the five factors and it can be concluded that the scale has internal consistency and reliability. This section deals with the findings regarding Descriptive statistics.

#### 1. Pecuniary Motivation (PM)

- ❖ The majority of respondents agreed that they select side work to increase their income and save money for the future because it has the highest mean.
- ❖ The majority of those polled said that they choose moonlighting since it has the second-highest mean in order to pay off their debts and handle short-term financial hardship.
- ❖ The majority of those surveyed agreed that when they start moonlighting, their financial situation is likely to get worse.
- ❖ The majority of respondents are comfortable with the financial advantages of their principal job.
- ❖ All of the means' scores are over 3, therefore we may draw the conclusion that professionals choose to moonlight in order to reap financial rewards.

#### 2. Opportunity (OPP)

- ❖ The mean value for OPP4 is the highest and shows that professionals often moonlight as a motivation of passion.
- ❖ Since there is no much difference in the mean score for all the other three measures to gain experience in different occupations/build-up a business upgrade skill and use talent, build up my career and enrich resume which indicates that Opportunity has Intend them to adopt moonlighting.

#### 3. Personal Reasons (PR)

- ❖ Majority of the respondents argue that they adopt moonlighting to relieve stress as it has the highest mean.
- ❖ The means scores for the other three measures—improving my social life, gaining psychological benefits, improving myself, and using my leisure time—don't differ significantly here at all. Most of them were requested to take on more responsibilities and were unable to refuse. Since all the mean values are near to 4 which clearly indicates that professionals have Personal reasons over the moonlighting intention.

#### **4. Primary Job-Related Motivation**

- ❖ Most of the respondents adopt moonlighting as they are dissatisfied with the primary work profile as it has the highest mean.
- ❖ Due to a delay in promotion, employees who want to play a more active role in the workplace and protect their employment security turned to moonlighting.

#### **5. Moonlighting Intention**

- ❖ The majority of respondents chose to say that they were frequently thought of as having a second job in addition to their primary employment; this clearly shows the Moonlighting Intention.
- ❖ All mean scores are above 3 which indicates their high perception towards the variable Moonlighting Intention.

#### **4.3.3 Regression Analysis**

Regression analysis was conducted to measure the influence of PM, OPP, PR and JRM on MI. The independent variables are PM, OPP, PR and JRM and the dependent variable is MI. Following are the results:

1. The correlation coefficients between independent variables Pecuniary Motivation, Opportunity, Personal Reasons and Primary Job- Related Motivation and dependent variable Moonlighting intention show a positive correlation. This result conforms with the findings of the previous study (Davis et al. 1989).
2. The R square and adjusted R square were almost the same. The adjusted R square shows that 80.405 percent variation in MI is explained by PM, OPP, PR and JRM.
3. The Durbin-Watson statistic is 1.991.
4. The model is statistically significant at 0.001 percent level with F value 17.645.
5. The beta coefficients of Pecuniary Motivation, Opportunity, Personal Reasons and Primary Job- Related Motivation are statistically significant at 1 percent significance level ( $p < 0.01$ ).

## 4.4 Suggestions

This study aims at identifying the Moonlighting adoption factors that influence the Moonlighting Intention among professionals in Kerala, with special reference to Cochin City. Findings of the study might be useful for students and academicians doing similar nature of research in academic field in future.

Future research can be extended to all over the country to know the effect of moonlighting on the growth of the nation.

- ❖ The primary job providers when making moonlighting policies should consider the interest of their employees those who have a positive interest towards moonlighting and also, they should see to it that the organisational objectives are not compromised.
- ❖ The employees who are interested in moonlighting should consider the following factors such as nature and working hours of primary employment, time availability to handle a secondary job, etc. Otherwise, the moonlighting adoption can be stressful to the employees personal and professional life.
- ❖ The employees should always adhere to the norms and regulations of the primary employment related to the adoption of a secondary job, because some of the organisation have strict rules related to their employees opting moonlighting.
- ❖ The financial advisors suggest that it is always preferable to have multiple sources of income for an Individual because having a single employment can always create a case of uncertainty and contingency. So, it is advisable to have multiple sources of employment to have multiple sources of income.

## 4.5 Conclusion

Every nation experiences the phenomenon of moonlighting. Despite being pervasive across many countries and professions, it hasn't drawn much notice. In the early half of the twentieth century, labour economists did not find the study of moonlighting to be a particularly exciting area of study. However, as the impacts of moonlighting became more obvious in contemporary economies, particularly in the rising economies, the study of the topic experienced a new boom in the final quarter of the 20th century. Working a second job became a significant consideration in the employment market study. "A study on antecedents of moonlighting Adoption among Professionals" had its objectives to explore the reasons for moonlighting and the measure the impact of factors towards moonlighting Intention.

The research is primarily organised into four chapters: introduction, theoretical framework and literature review, analysis, and findings, recommendations, and conclusion. The first chapter is an introduction to the topic of the study and includes the study's goals, a problem statement, the scope of the investigation, the methodology, a working hypothesis, and a chapter summary.

The theoretical framework, literature review, and model development are the three sections that make up the second chapter. The primary component of the theoretical framework is the relevant theory of the issue being studied. A variety of secondary sources were used to formulate and compile theories. One can easily understand the subject from the theoretical section. The chapter's second section includes numerous reviews of earlier works related to our topic area. Additionally, it contains an overview of the factors employed in this research. All of these literature reviews were created by reading and researching various journal articles. Model Development of the research is covered in the third portion of the chapter. Model development is carried out based on a thorough literature assessment.

The third chapter is primarily broken down into three sections: Analysis of Demographic Profile, Descriptive and Regression Analysis, Model Validation, and Hypothesis Testing. Various demographic metrics utilised in the study were examined in the examination of the demographic profile. And to indicate how many responses fit into each demographic category, frequencies were spelled forward. Cronbach's Alpha reliability analysis was used to demonstrate the internal consistency of the research constructs. Analysis of the study's variables is part of the descriptive analysis. It includes calculating the mean, the mode, and



the standard deviation and one sample t test. To determine the degree to which variables are related to one another, we performed a correlation analysis in the last section. We also learned through the analysis that there is a strong positive correlation. The impact of independent variables on dependent variables is then evaluated using regression analysis. Four independent factors have a significant link with Moonlighting Intention, according to the regression analysis. All hypotheses are rejected as a result of these analyses.

Findings, Suggestions, and Conclusions are covered in the fourth chapter of the study. It comprises the results of the regression analysis, as well as the descriptive and demographic findings. By analysing the measures of Pecuniary motivation, Opportunity, personal reasons and Primary Job-related Motivation the study significantly contributes to the body of literature.

The current study seeks to find responses to the research questions of What are the factors influencing Moonlighting Adoption among professionals and how the factors affect Moonlighting Adoption among professionals. It was found that Moonlighting Intention is dependent on Pecuniary motivation, Opportunity, personal reasons and Primary Job-related Motivation.

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# **APPENDIX**

# **A STUDY ON MOONLIGHTING ADOPTION AMONG PROFESSIONALS**

I am Aparna Sabu, currently pursuing 2nd M. Com at Bharata Mata College, Thrikkakara. As part of my research project on the topic "A Study on Moonlighting to survive in a pandemic: Multiple Motives and Gender differences" under the guidance of Dr. Ajay Joseph. I humbly request you to spare your time for filling up this questionnaire. I assure you that the information provided shall be kept confidential.

Note: Moonlighting means Additional Job or secondary Job.

## **QUESTIONNAIRE**

### **DEMOGRAPHIC FACTORS:**

#### **1. AGE:**

- i. Below 25 Years
- ii. 25-35 Years
- iii. 36-45 Years
- iv. 46-55 Years
- v. Above 55 Years

#### **2. GENDER**

- i. Male
- ii. Female

#### **3. EDUCATIONAL LEVEL**

- i. Primary Education
- ii. Secondary Education
- iii. Higher Education

#### **4. NATURE OF YOUR PRIMARY EMPLOYMENT**

- i. Part Time
- ii. Full Time

#### **5. Do you think Covid-19 pandemic push you towards joining moonlighting.**

- i. Yes
- ii. No

## PECUNIARY MOTIVATION

MEASURES	SA	A	N	D	SD
The financial benefits of the primary employment are satisfactory.					
My financial conditions are expected to deteriorate.					
To boost my income and save money for future.					
To payback my debts and deal with temporary financial hardship.					

(SA) Strongly Agree; (A) Agree; (N) Neutral; (D) Disagree; (SD) Strongly Disagree

## OPPORTUNITY

MEASURES	SA	A	N	D	SD
To gain experience in different occupations/build-up a business					
To gain experience, upgrade my skills and use my talent.					
To build up my career and enrich resume					
I am doing my passionate work.					

(SA) Strongly Agree; (A) Agree; (N) Neutral; (D) Disagree; (SD) Strongly Disagree



## PERSONAL REASONS

MEASURES	SA	A	N	D	SD
For my self-improvement and to avail my free time.					
To improve my social life, psychological benefits.					
To relieve stress.					
I was asked to do another job and couldn't refuse.					

(SA) Strongly Agree; (A) Agree; (N) Neutral; (D) Disagree; (SD) Strongly Disagree

## PRIMARY JOB-RELATED MOTIVATION

MEASURES	SA	A	N	D	SD
To ensure employment security.					
Due to delay in promotion.					
Dissatisfaction with the primary work profile.					
To play a more active role at workplace.					

(SA) Strongly Agree; (A) Agree; (N) Neutral; (D) Disagree; (SD) Strongly Disagree

## MOONLIGHTING INTENTION

MEASURES	Always	Often	sometimes	Rarely	Never
How often have you considered having a second job apart from your regular occupation?					
How frequently do you scan newspapers/employment websites in search of part-time job opportunities?					
How often have you decided that you will join a secondary job shortly?					
How frequently do you contact employment agencies, friends, relatives, etc., to get another job?					

(SA) Strongly Agree; (A) Agree; (N) Neutral; (D) Disagree; (SD) Strongly Disagree