

Moonlighting Behavior and Its Impact on Organizational Productivity

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Abstract

Organizational productivity in all consequences is an essential concentration for each association as it estimates their determinant part as well as decides their accomplishment of profit and attainment of organizational goal. According to Shaout and Yousif (2014), productivity is defined as the rate at which an employer, organization, or country produces items and the amount produced in relation to the amount of time, effort, and money required to generate them. Productivity is concerned with how well individuals combine resources like raw materials, labor, abilities, capital, hardware, land, protected innovation, administrative skill, and monetary funding to deliver goods and services. moonlight tend to have higher standards of life, and they frequently try out other jobs to see how their talents fare. Job happiness and money rewards can discourage moonlighting. second employment on the part of both employer and employee. This paper conceptually discussed on the impact of moonlighting behaviour of employees and its impact on organizational productivity, and the factors for such situations are discussed and concluded accordingly

Keywords: organizational productivity, moonlighting organizational goals, employee, individual, capability

I. Introduction

Individuals may choose to work in a second job for reasons that are not connected to primary job's hours of work or earnings. The popular and practitioner presses reveal general issues that concern employers regarding multiple jobholding. Many organizations have policies, either implicit or explicit, that restricts or encourages multiple jobholding activity as stated by William J. Baumol and Sue Anne Blackman, in their book Productivity and American Leadership, productivity is the amount of output per unit of input—is a basic yardstick of an economy's health. When productivity is growing, living standards tend to rise. When productivity is stagnating, so, generally, is well-being. "It can be said without exaggeration that in the long run probably nothing is as important for economic welfare as the rate of productivity growth. The two productivity concepts are related. Increases in labor productivity can reflect the fact that each worker is better equipped with capital. 'Moonlighting' means, holding more than one job at hand. Employees moonlight because of certain reasons like, gaining experience in new field, pursue some hobby, job satisfaction which may be absent in primary job, ensure job security or monetary purposes. Employees who are fulfilled in their job are mostly perceived to be committed to their jobs and do not believe in moving to other jobs and they propagate about the organization in a positive perspective and advise other people to join the organization. Studies also based on employer's perspective that they nurture the employees to fulfill their personal and professional growth while attaining organizational goals and employees accomplish greater job satisfaction and are loyal to the organization

II. Review of literature

Organizational Productivity

1. **Prokopenko, (2017)** stated in their study that high productivity provides more profit for investors and promotes the development of enterprises. Productivity measurement indicates areas for possible improvements and shows how well improvement efforts are faring. It helps in the analysis of efficiency and effectiveness. It can stimulate perfection and motivate employees
2. **Nasar, (2012)** stated in their study that productivity can be defined in two basic ways. The most familiar is labor productivity, which is output divided by the number of workers, or more often by the number of hours worked.

3. **Owolabi and Abdul (2011)** mentioned that there has been growing evidence that firms' performance rests increasingly on the involvement of workers in the decision, and as well, scholars have argued that employee involvement contributes to organizational efficiency because it has the capacity to enhance the quality of decision making by increasing the inputs and promoting commitment to the outcomes of the decision making process in the workplace

Employee Moonlighting behaviour based reviews

4. **Sabron& Hassim (2018)** concluded that public sector employees had high rates of moonlighting engagement. They examined the employee 's perception on moonlighting practices in for Malaysian public sector hospitals. The study was conducted to determine the environment, personal and behavioural factors that are related to the employees practicing moonlighting. The findings obtained that personal factor and environment factor had a positive and significant relationship towards employee 's engagement in moonlighting and concluded that it is complex to implement moonlighting in an organization for employers and it is also time consuming. The results also state that environment factor and personal factor influences employee more to be engaged in moonlighting and recommended that government should offer part time basis admin job also so employees can learn new things.
5. **Shisko & Rostker, (1976)** concluded that the economic approaches assume that moonlighting activity is primarily a source of income. They concentrate on the trade off of free time for wages
6. **A Shaji. George & A.S Hovan George (3j July 2022):** - The report that has been based on how moonlighting affects the IT sector. The report that states that the moonlighting has been done by the employees for the additional income, now a day the employees in India earn less income comparing to other nations. This makes people work in different firms. As we concluded that this can't be controlled, the only way to deal with this is if the second job affects the productivity of the employee and the firm proves it then the necessary actions must be taken against them. And rules must be made with the interest of both parties.
7. **Susan L. Averett (2010), Averett (2010)** They focused on the factors that influence whether men and women choose to work more than one job and moonlight. the study founded that both men and women are less likely to say income the reasons for motivation to moonlighting varies according to gender
8. **Gabriel Montes-Rojas Sarmistha Pal (2015),** observed in their study on title: Public Pain and Private Gain: An Analysis of Moonlighting by Public Health Professionals, the study found that public health professionals frequently hold different roles to gain position and monetary benefits

Objectives of the study

1. To study the significance of moonlighting and organizational productivity
2. To study the impact of moonlighting behavior on organizational productivity

III. Research Methodology

Sources of data: Secondary data has been sourced for the present study through surf engines, journals, and magazines.

Limitations of the study

- Only secondary source has been sourced for the study
- The information gathered through secondary source may be considered for other studies or situations

Organizational Productivity

When employees are treated as humans they respond to their particular work situation in a positive way by increasing their productivity. According to Kreitner and Kinicki (2006) employees' behaviours for different professions and workplaces differ, as situations and work environments are different. In this study, there is not much study done on moonlighting perspectives towards behaviour theories. Behaviour is also influenced by employees' self-efficacy which are defined as employees' confidence in being capable of arranging or dealing effectively in their workplace

Moonlighting

Moonlighting has numerous significances but it is primarily regarded of doing Another job simultaneously without the knowledge of the employer as it can be attaining their passion or difficulties with the present financial status or existing job dissatisfaction or higher ambitions. The practice of moonlighting mentions to working a side job after normal working hours. It is possible to keep more than one-side job simultaneously, such as a full-time job, part-time contract, or freelance work. It is characteristically discussed to as a “day job” when an individual’s primary job is only meant to provide income such that they can follow alongside job of their best. Moonlighting, is a frequent practice that ranges from blue moonlighting to full moonlighting.

IV. Conclusions:

1. Skills, innovation and appropriate investment are the basic foundations of productivity when there are fulfilled organizational productivity can be attained It is the responsibility of both employer and employees on a continuous manner for attaining sustainability and minimize moonlighting behavior of employees.
2. Moonlighting behaviour of employees sometimes have higher motivations/ determinations and prefer to attain higher level ambitions and existing job may not provide such desires and such employees prefer moonlighting, it is the responsibility of the employer to identify them and provide a positive suture in the organization for understanding their spirits and provide opportunities to grow in the same organization through a conscious effort for minimizing employee moonlighting
3. From the studies it is observed that most of the employees do not have higher ambitions but they have a quitting mindset such employees prefer to go for moonlighting. Employers much understand the importance of efficient employees and transform them towards organizational productivity.
4. It is also observed from situations moonlighting behaviour is to pursue their passion rather preferring 9 to 9 job or in a shift oriented oranzations. Organizations must ensure to be flexibility or being agile will support such employees.
5. It is also observed that when there is a pressure from the employer and job insecurity is another aspect where people tend to moonlight.

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