

- |    |   |         |
|----|---|---------|
| 11 | A CONCEPTUAL STUDY ON SUSTAINIBILITY OF RURAL ENTREPRENEURSHIP IN ODISHA<br><i>Dr Nishi Kanta Mishra</i>  | 84-90   |
| 12 | CHALLENGES OF THE SURVIVAL OF COMMERCIAL BANKS IN INDIA<br><i>Dr. Anupam K. Jain &amp; Vinita Jain</i>  | 91-94   |
| 13 | MOONLIGHTING : AN EMERGING TREND<br><i>Vaishali Agrawal &amp; Palak Mehta</i>   | 95-98   |
| 14 | A CRITICAL REVIEW OF AMBUSH MARKETING<br><i>Puneet Chawla &amp; Rakesh Chawla</i>   | 99-105  |
| 15 | LIFESTYLE MARKETING - A STRATEGIC APPROACH FOR THE MARKETER<br><i>Vikas &amp; Rajesh Gahlawat</i>   | 106-112 |
| 16 | SOCIAL ETHICAL ISSUES ON GREEN MARKETING INITIATIVE : AGLOBAL OUTLOOK<br><i>Dr. Sarika Sharma</i>   | 113-128 |
| 17 | 360 DEGREE PERFORMANCE APPRAISAL : AN OVERVIEW<br><i>Dr. Seema Baldua &amp; Minaxi Khatri</i>   | 129-133 |
| 18 | EMERGING ISSUES OF 21 <sup>ST</sup> CENTURY IN HUMAN RESOURCE MANAGEMENT<br><i>Madhu Monga</i>  | 134-138 |
| 19 | FINANCIAL LITERACY- AN ESSENCE OF FINANCIAL INCLUSION<br><i>Rekha Gupta &amp; Dr. L.R. Paliwal</i>  | 139-144 |
| 20 | IMPACT OF MERGERS AND ACQUISITIONS IN INDIAN BANKING SECTOR<br><i>Richa Agrawal &amp; Prof. B.P. Gupta</i>  | 145-153 |
| 21 | EMERGING TRENDS IN ENTREPRENEURSHIP<br><i>Archana Khangwal</i>  | 154-158 |
| 22 | A CASE STUDY ON CONSIDERING BRAND VALUE IN STOCK MARKET - AN INDIAN EXPERIENCE<br><i>Debendra Shaw</i>  | 159-162 |
| 23 | PERFORMANCE OF COMMERCIAL BANKS IN ENHANCING FINANCIAL INCLUSION: A CASE STUDY OF STATE BANK OF INDIA BANK OF BARODA AND UNION BANK OF INDIA<br><i>Siddharth Mishra</i> | 163-175 |

## MOONLIGHTING : AN EMERGING TREND

Vaishali Agrawal\*  
Palak Mehta\*\*

Moonlighting an emerging issue confronted with a state where people hold multiple jobs at a time. Why the term moonlighting has been used ? In past years people use to do supplementary work ,which used to be mostly after twilight (after working hours of main job). Therefore moonlight concept is used .In reference to Australian Bureau of statistics over half a million workers hold a secondary job along with its primary job. Additionally, moonlighting is an indication of the labour choice to proceed entrepreneurial undertakings while continuing with the financial solidity provided by the primary job. Change is an essential requirement of the decade. So it is necessary to adopt the changes in this progressive world .Those who deny to accept the changes will be left back and then they have to face the defeat.

### Definition of Moonlighters

Moonlighters refer to those persons who carry on their original job along with other jobs at a time. In precise manner we can say multiple holders of job are known as moonlighters.

### Reasons Behind Moonlighting

- Financial Pressure- increasing financial problems in the family force the employee to work at another place in addition to its primary job.
- Thrust to test waters-many people wants to indulge themselves in different spheres with a yearn to prove one-self that still an individual is capable of doing different things. So craving to evaluate one's knack in divergent jobs might encourage one to moonlight.
- Future Stability- Due to last recession in the world's economy, an employee has a fear of lay-off which leads them to look for additional job.
- Social coercion- Many times relatives or friends force to do some extra work. For example :to indulge in chain type business like Oriflamme, Amway, Tupperware etc or become insurance agents ,which in return provides incentives as a result people get attracted and get into the pool.
- Utilization of spare time- working hours of many jobs are less which leads to make the employee idle for the rest of the day. Consequently, they rush to take another job.
- Thwart Dissatisfaction at current job- Unsatisfactory organizational environment in terms of challenge, learning, sharing etc force an individual to fill with new job.

\* Assistant Professor, Deptt. of Accounting & Taxation, The IIS University, Jaipur

\*\* Assistant Professor, Deptt. of Accounting & Taxation, The IIS University, Jaipur



The framework of GLSS4 was ground on the 1984 population census while the GLSS5 was ground on the population census of 2000. In 1998/99 around 30% workers in Ghana engaged in one job on the other hand 18% in 2005/06 surviving on more than one job. The reason behind this decline is the extension of economy and remarkable increment in the incomes of citizens.

**Table 1: Multiple Jobholding by Sex and Locality in Ghana, 1998/99 and 2005/06**

Jobs	1998/99					2005/06				
	Male	Female	Urban	Rural	All	Male	Female	Urban	Rural	All
One	70.1	70.1	80.4	65.5	70.1	82.7	81.6	87.6	79.1	82.1
Two	28.1	26.6	18.3	31.3	27.3	17.1	18.1	12.2	20.6	17.6
Three	0.25	0.22	0.15	0.27	0.24	0.17	0.29	0.17	0.26	0.23
Four	1.59	3.09	1.11	2.97	2.39	0.03	0.11	0.03	0.04	0.07
Observations	4,298	5,151	2,878	6,571	9,449	7,141	7,676	4,956	9,861	14,817

(%) Source: Computed by Authors

#### Perspective of Various Authors:

##### Perlman (1966):

With reference to the standard labour - leisure model, workers may want to do more work but not get chance to do so with their primary job. The willingness of employees to work for extra hours may be followed by the reason of low or insufficient income in the primary job, this can also assigned as financial motive. According to the study of several empirical studies there is a relation between the worker's earning level and the propensity to moonlighting.

##### Paxson and Sicherman (1996):

In a fascinating integrated framework, instigate a stochastic dynamic model in which decision related to second job and any amendment in the first job are taken simultaneously. Those workers who are willing to work more can explore for various jobs that furnish preferable bundles of characteristics. With reference to the authors, the "hour's constraints" elucidation can lead to a dynamic procedure of moonlighting and job mobility (Allen 1998; Anderson and Bruce 2003; Averett 2001).

##### Heineck and Schwarze (2004):

They examined that workers may move on for second job due to some other benefits which may be attainment of new skills or to earn skills in alternative occupations. Moreover, they take up second job to make their livelihood smooth or as an option to make savings for future.

##### Boheim and Taylor (2004):

The study of multiple job holding has recognized four main basis behind the activities of moonlighting. Earlier empirical research concentrated basically on "hour's constraints" motive which explained that the purpose behind moonlighting is financial need. This shows that multiple job holding is a strategy which is used by the low income households. In addition, permanent contract also lessen the possibility of holding multiple jobs (Hart and James 1999; Kimmel and Conway 2001; Kimmel and Powell 1999).

#### Conclusion

The analysis of moonlighting explains that it represents a reasonable and clear sighted option to the individual worker. Indication is provided which proves that multiple job holders spends less working hours in the primary job with a motive of holding couple of jobs within the framework of maximum utilization and it is also

affected by the problem of underemployment. Besides, declining proportion of moonlighting with increment in earnings also defines the financial motive of moonlighting. The integration of financial motives and hours constraint indicates that workers may not have enough working hours to satisfy their desired income level. These observations suggest that an establishment of labour market should be there which provides information on available job openings and facilitates the poor who are willing to resort to multiple job-holding.

## References

- 1 Adaawen, A. S. and Jorgensen, H. S. (2012). 'Eking out a living: The livelihood implications of urban space regulation on street hawking in Accra, Ghana', *African Review of Economics and Finance*, vol.3, no. 2, pp. 49-95.
- 2 Allen WD. The Moonlighting Decision of Unmarried Men and Women: Family and Labour Market Influences. *Atlantic Economic Journal* 1998; 26 (2): 190-205.
- 3 Kimmel J and Smith. Who moonlights and why? Evidence from the SIPP. *Industrial Relations* 2001; 40(1): 89-120.
- 4 <http://search.workforce.com/search?q=MOONLIGHTING>
- 5 Boskin MJ and Nold FC. A Markov model of turnover in Aid for families with dependent children. *Journal of Human Resources* 1975; 10: 467-81.
- 6 Randall S. Hansen : Moonlighting in America: Strategies Managing Working Multiple Jobs viewed on June 1, 2013, [http://www.quintcareers.com/moonlighting\\_jobs.html](http://www.quintcareers.com/moonlighting_jobs.html)
- 7 Baniewicz, Cathy (2010): viewed on May25, 2013 <http://www.effortlesshr.com/blog/employee-policies/moonlighting>.
- 8 Shishko R and Bernard R. The economics of multiple job holding. *American Economic Review* 1976; 66 (3): 298-308.
- 9 Conway, Smith K and Kimmel J. Male labour supply estimates and the decision to moonlight. *Labour Economics* 1998; 5: 135-66.
- 10 Averett SL. Moonlighting: Multiple Motives and Gender Differences. *Applied Economics* 2001; 33: 1391-1410.