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MOONLIGHTING : AN EMERGING TREND

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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.

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- Self esteem needs- Association with a reputed concern becomes a glad point in the society. Even a part time job in a prestigious company of one's preference is a allure.

Merits of Moonlighting

1. Money - Additional income becomes a lifeline and that's a major reason why people take on extra work.
2. Moonlighting provides opportunity to do some inventive and innovative work in the inquisitive field of an individual.
3. Liberty- A second job brings the feeling of not being restrained in single company.
4. Moonlighting is an indication of the worker's choice to carry on organizational activities while preserving the financial security offered by the former job.
5. Supplementary Income - Having a part time job becomes a way to earn extra income and it also places a chance to give wings to your interested field job.

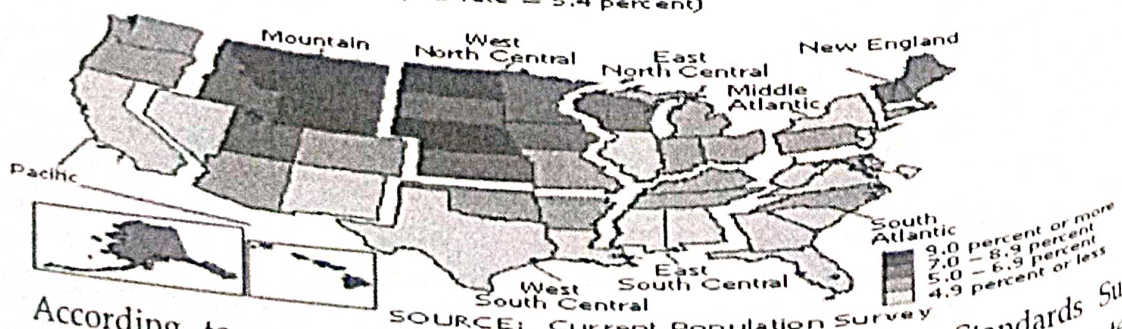
Demerits of Moonlighting

- 1 Time Consuming- It involves heavy wastage of time like it's very difficult to manage transportation between jobs.
- 2 It reflects negative impact on health due to long working hours of multiple jobs.
- 3 It increases the financial stress which results from declining earning.
- 4 Second job can deprive a person from its free time which he can spend with his family and friends.
- 5 Reduces potential of a worker if there are conflicts between the demands of primary and secondary job.
- 6 Moonlighting influences the working ability of employee.

Statistics Related To Moonlighting

Moonlighting can be explained as having more than one job at a time. Moreover, it is usually an assumption that primary placement is a full time job. According to Bureau of Labor Statistics (BLS) reports the general rate of moonlighting in 2000 was 5.6 percent of U.S workers which brought down to 5.4 percent in 2001. The rate of multiple jobholding in U.S has verge downward every year since 1996 when it was 6.2 percent. In simple words, 'Moonlighting' means holding multiple jobs by a person who had two or more than two jobs as a wage and salary worker.

Figure 1: Multiple jobholding rates by State, 2001 annual averages
(U.S rate = 5.4 percent)



According to one more survey of the Ghana Living Standards Survey (GLSS4&5) which was conducted in 1998/99 and 2005/06. These are represented as national household survey held around a period of twelve months which was started in the month of September. The GLSS4 captured a sample size of 26,411 individuals and 5,998 households having an average household size of 4.4. The GLSS5 covered a sample size of 37,128 individuals and 8,687 households yielding an usual household size of 4.3. Sampling framework is the main difference between both the samples

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.

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