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## Impact of Moonlighting on Professional Institutes -A Study

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### ABSTRACT:

It has been known fact that, in the most of the education sector of course baring few (who are real teachers, contributing heavily for institutional development, true-blue employees) teachers found to be shirking and back-passing responsibility, procrastinating the work, instigating for informal hang-outs and very important making informal groups on one part. And on another part the employees are syphoned their energetic service hours for other than Institute work by keeping development, contribution, engagement at bay. Now in the digital era 'Moonlighting' has a peculiar place and understanding among service community at large.

This study has direct correlation of moonlighting with the quantum of energy, constructive contribution in the development of Institute/School/Colleges and perfunctory nature in the first job assignments. And moonlighting of course has cascading and deteriorating relationship among relatives, friends and even paucity of time for own family.

Further, of late the 'Symbol of Guruji' for the teaching community is sluggish to the extent of disappearing. The moonlighting practices jeopardies the dedication, commitment and constructive contribution by teaching community for grooming students/learner.

**Key words:** shirking and back-passing responsibility, syphoned their energetic service hours, the quantum of energy, cascading and deteriorating relationship, conflict of interest, moonlighting is platter to the competitors.

### I. INTRODUCTION:

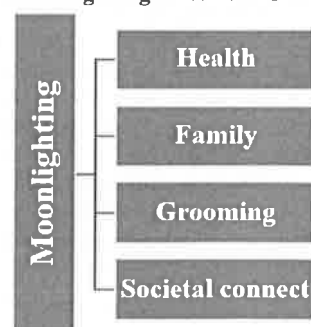
The simple and understandable dictionary meaning of 'moonlighting' is to have second job, typically secretly at night time, in addition to the regular employment. Therefore, Moonlighting stand for the working for second job/business normally

after the predetermined working hours of first employment. The 'moonlighting' may be to earn extra money, share the knowledge, exchange the experience and lot more positive points.

The culture and term of moonlighting came into prominence in the West, where employees started looking for secondary job to have extra income, especially during Covid-19 pandemic, when the work-from-home was the norm. The new and young working generation of Gen Z and the millennials how they take the moonlighting were all billion-dollar question. But the basic question remained unanswered was that, moonlighting at whose cost. The following diagram indicate the elements,

Diagram / Chart No.1

Moonlighting at Whose Cost



Source: Primary data

### II. Discussion:

**Health:** In this employee health is the first and foremost important concern, because it may adversely effect on the performance. Thus, health is the prime element in the moonlighting.

**Family:** In this study family is composition of parent, spouse, unmarried brothers and sisters. One has to give quality time to spouse balancing work life cycle, to the parent for their nursing and equally



same time to nurture unmarried brothers and sisters. This will extend to the children.

**Grooming:** This pertains to the well-being of the children. It includes manner, etiquettes, and life skills and human-values leanings. The education and further life avenues of the children need to think for, is a part of grooming.

**Societal Connect:** The urbanization, busy work schedule, logistic issues have constrained us and also the paucity of quality time for societal connect. It is well experienced that most of the times we have very rare connect with relatives, friends, even neighbours. This amount to deteriorating societal connect and relationship in one's human life.

In the SPOT POLL of Corporate Citizen Vol.8, Issue No.7-December 2022. The good, the bad, and the ugly of Moonlighting – corporate leaders present their views.

In Moonlighting Y/N Two-Timing...? Chairman of Indian IT giant Wipro, Rashid Premji recently fired over 300 employees for moonlighting and condemning the practices, said it amount to cheating. Since then, the moonlighting row came into limelight in Indian industry.

Let's approach it holistically by Mayurakshi Das, Founder and CEO, Elixir AI said that, employer and employees can have proper perspective of moonlighting only without any conflict of interest. The NDA-non disclosure agreement has crucial role to decide on issue of moonlighting at the organization to allow or not.

Christopher Roberts, Founder, MD, Engaged Strategy said that, 'moonlighting plaguing your organization, disengagement could be the key driver. If not monitor with proper balance it may leads to compromise on focus and quality output. And question of responsibility and ownership with the organization at stake.

Shaonlee Bose, Founder and Managing Partner, White Ideas Media opined that, 'blanket policies on moonlighting across industries and roles won't work'. When employees are working for second job on same space inadvertently let go USP and operational strategies creates serious problems. Further added that, the transient nature kind of services may be allowed. Hence it needs to be evaluated separately case by case to assess the ethical, goodwill and fundamental of both businesses.

Pecush Bajpai, CEO and Founder Spring People Software, favours for 'the practice can be tamed by ideating a moonlighting policy' he categorize moonlighting into three namely; time, passion and money. Moonlighting can be without using company's assets, resources and IP, since

moonlighting completely can't be eradicated in the culture of WFH. Thus company need to frame the moonlighting policy based on fiduciary responsibility.

Mahesh Dumbre, Start-up Advisor, Investor, and ex-Tata group Executive, said that, 'there has to be a balanced approach' with prior approval of the employer one can do moonlighting, if not it is matter of cheating since not respected to the contract of employment.

Nonetheless in the views of corporate leaders, the moonlighting has different dimensions and levels of understanding. But it is very crystal-clear that, for rearing passion, interest and hobbies moonlighting can be allowed and approved. But it should not create conflict of interest with due respect to the first job responsibilities, engagement and dedication. This is an outcome of the corporate views.

#### FRAMEWORK OF THE STUDY:

Actually we have taken all the primary data from KaLa's Research and Skill Training Organization, popularly known as KaLa. It is a government of Karnataka registered entity under Society Act 1960. KaLa has its registered office at Vijayapura 586 109, financially audited and effectively functioning in the field of research, skill training and inculcating value education among down trodden student in rural India at large.

KaLa has floated the Google form questionnaire on WhatsApp groups of academicians across PAN India and 37 numbers of responses were received. The questions were framed very prudently with correlation of each other, so that correct, fruitful, practicable and applied findings may be arrived. The Google form survey has given very interesting and dramatic responses. All these respondents are qualified teachers and in the field of teaching. Based on the questionnaire and responses, the interpretation on the Impact of 'Moonlighting' on Professional Institute is discussed and arrived.

#### OBJECTIVES:

The objectives of study are delineated herein,

- To know all about moonlighting.
- To study effect of moonlighting on first job.
- To analyse impact of moonlighting on variables.
- To suggest conclusion of moonlighting.

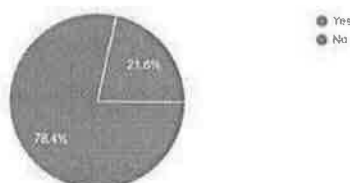


#### INTERPRETATION:

##### Diagram / Chart No.2

##### Pie Chart Showing Improvement in Relevant Knowledge by Moonlighting

5. Is moonlighting helps to improve the relevant Knowledge & Skills ?  
37 responses



Source: Primary data, survey conducted by KaLa

According to questionnaire this question was at No. 5. In this 78.4% (29) respondents said 'Yes' for improvement of relevant knowledge by virtue of 'moonlighting' and rest of 21.6% (8) respondents said 'No'. It means no improvement in relevant knowledge.

##### Diagram / Chart No.3

##### Pie Chart Showing 'No Time for Nurturing Family' by Moonlighting

6. Due to moonlighting no time for nurturing & nursing for family  
37 responses



Source: Primary data, survey conducted by KaLa

As per questionnaire this question was at No. 6. The 83.8% (31 faculties) respondents agreed that, they don't find time to nurture their family due to the moonlighting and 16.2% (6 faculties) not agreeing to the question. Thus, nurturing to the family is significant. It requires quality and dedicated time to the family. It includes parenting and grooming to the children with the life skills and human values.

##### Diagram / Chart No.4

##### Pie Chart Showing 'Energy & Workaholic Level' of Respondents

7. Are you energetic & workaholic for how many hours in a day?  
37 responses



Source: Primary data, survey conducted by KaLa

In the questionnaire this question stands at serial No. 7. This is very interesting question perhaps takes us to the right direction on 'moonlighting'. The energy level and workaholic output are two faces of the same coin.

In this interpretation 21.6% (8 faculties) respondents are energetic for 4 to 6 hours in a day. Second group of respondents 43.2% (16 faculties) are energetic for 6 to 10 hours in a day. The third group of respondents 29.7% (11 faculties) are energetic for 10 to 14 hours in a day. And rest 5.5% (2 faculties) have energy of working beyond 15 hours in a day, which is insignificant in the study.

Nevertheless, the bracket of all respondents tallying to 35 respondents categorize wise has energy and workaholic up to 14 hours a day. The utilization of the same judiciously is million dollar question, while looking to the diagram No. 3 above and may follow suit down the line. Thus, quantum of energy is really a very important variable, which indeed decide the pros and cons of moonlighting on the first job, along with the conflict of interest, constructive contribution and work belongings.

##### Diagram / Chart No.5

##### Pie Chart Showing 'Moonlighting Helps to Earn More'

8. Is it moonlighting helps you to earn more?  
37 responses



Source: Primary data, survey conducted by KaLa



The outbreak of Covid-19 actually made a place for moonlighting more particularly in IT sector, which was termed as second job, beyond the first job working hours. This is naturally and basically for to earn more. Even in the survey conducted by KaLa found that, 91.9% (34 faculties) respondents said 'Yes' moonlighting is to earn more and only 8.1 % (3 faculties) respondents said 'No'. That denotes insignificance in the study. In precise 'moonlighting' is for earning more without any kind of conflict of interest and without syphoning the resources of first job.

Diagram / Chart No.6

Pie Chart Showing 'Impact of Moonlighting on Involvement and Contribution for Development of Organization and Students'

9. Your moonlighting thought and practice really diminish your involvement, contribution towards your organization & students  
37 responses



Source: Primary data, survey conducted by KaLa

This is the crux question on impact of 'moonlighting'. It is in serial of No.9 in questionnaire. The very significant and valid responses are 45.9% (17 faculties) says 'Yes' certainly it diminishes the involvement and real time contribution towards development of the organization and students. And it followed by 29.7% (11 faculties) says 'No' and rest of the respondents 24.3% (9 faculties) is says 'Maybe'.

When we read the question in-between-line, 'Maybe' is the part and partial and it may merged with the Yes responses tallying to 70% (26 faculties) for agreeing and 30% (11 faculties) not vouch.

Diagram / Chart No.7

Pie Chart Showing 'Moonlighting Adversely Affect the Morale of Team Member and Deteriorate Work Culture'

10. Is moonlighting adversely affect the morale of other team members & deteriorate work culture?  
37 responses



Source: Primary data, survey conducted by KaLa

When working in the team and groups this is the most motivating variable one can notice and has greatest psychological impact. It is question 10<sup>th</sup> in the questionnaire. Out of 37 respondents 51.4% (19 faculties) 'Yes' that, moonlighting cause adverse effect on the morale of team member and deteriorate work culture. And 27% (10 faculties) said 'No' it will not damage work culture. But 21.6% (8 faculties) are in the category of 'Maybe'. The reading of the question in-between-line, 'Maybe' is the part and partial of Yes responses.

Diagram / Chart No.8

Pie Chart Showing 'Moonlighting Leads to Conflict of Interest since it Share Knowledge & Skill of Domain'

11. Is moonlighting leads to the conflict of interest since it shares knowledge & skill of your domain?  
37 responses



Source: Primary data, survey conducted by KaLa

In thereview opinion of the corporate SPOT POLL, referred in the above said that, diluting inadvertently the USPs, IP, business secret and operational strategies, amount to cheating. And it is serious matter of conflict of interest. In the primary survey for the question No.11, out of 37 respondents 70.3% (26 faculties) said 'Yes' that moonlighting is the main cause of the conflict of interest and 29.7 (11 faculties) said 'No' that moonlighting not creating conflict of interest. But, when we talk about sharing of skill, knowledge and intellectual properties inadvertently and informally cause a serious conflict of interest and that happens in the course of moonlighting.

### III. FINDINGS:

- In accordance to the above pie chart No. 2 and 5 it shows that 78.4% (29) respondents and 91.9% (34 faculties) respondents believes that moonlighting improves knowledge and help to, earn more respectively.
- The pie chart No. 3 said that, 83.8% (31 faculties) respondents don't find time to nurture their family due to the moonlighting. Thus, nurturing to the family is significant, which need quality time and dedication.



- c) The interpretation of pie chart No. 4 reveals that, 21.6% (8 faculties) respondents are energetic for 4 to 6 hours in a day. Second group of respondents 43.2% (16 faculties) are energetic for 6 to 10 hours in a day. The third group of respondents 29.7% (11 faculties) are energetic for 10 to 14 hours in a day. Thus, the effective energy level only 4 to 6 and 6 to 10, that amount to 24 faculties are energetic viz 65% of respondents.
- d) The findings of pie chart No.6 is very significant, 45.9% (17 faculties) respondents says 'Yes' moonlighting diminishes the involvement and real time contribution for the development of the organization and students. Since the 'Maybe' response is the part and partial of Yes responses, it tally to 70% (26 faculties) for agreeing and 30% (11 faculties) not vouch.
- e) The diagram No.7 pertains about adverse effect on the morale of team member and deteriorates work culture due to moonlighting. 51.4% (19 faculties) and 21.6% (8 faculties) respondents said 'Yes' and 'Maybe' said respectively that, moonlighting cause adverse effect on the morale of team member and deteriorates work culture.
- f) The diagram No. 8 talks about conflict of interest by moonlighting, 70.3% (26 faculties) said 'Yes' that moonlighting is the main cause of the conflict of interest Because sharing of skill, knowledge and intellectual properties happen informally and inadvertently the course of moonlighting.

#### IV. CONCLUSION:

Based on the corporate views and survey conducted by KaLa out rightly the practice of moonlighting for the organization is not right. In present scenario organization intrinsically has techno-savvy-skills, research-based-knowledge and patent-intellectual properties and innovative strategic operations etc., to face the market and gain better edge in the competition as well. Thus, moonlighting practices by employees' amount to cheating.

The approval of employer for the transient nature of services may be allowed for moonlighting. Employees who really want to nurture hobbies, interest and talent etc., not conflicting with the nature of work also may be allowed, for instance teacher want to have value-based session on complementarity and so forth.

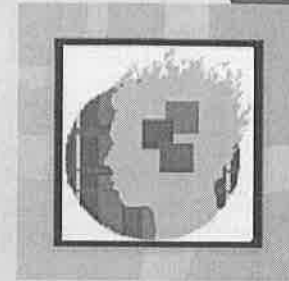
The Impact of Moonlighting on Professional Institutes really matter of concern. In this study based on all questionnaire and literature review certainly any kind of moonlighting by the teachers' amount to unethical, immoral, tarnish the symbol of Guruji. Moonlighting indeed deplete productive energy and workaholic tempo because quantum of quality energy is syphoned.

This study conclude that by virtue of National Education Policy 2020 lot of avenues are available to develop own Institute and groom students by utilizing hobbies, interest, talent, techno-skills, research-knowledge, life skills, universal human values and IPR etc., to make student market ready instead of moonlighting.

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