

A STUDY ON THE EMPLOYEE MOONLIGHTING: ISSUES AND CHALLENGES

Y. JAHANGIR

Professor and research supervisor at Department of Business management, Osmania University, Hyderabad, India.

MARIAH TAHSEEN

Research scholar, Department of Business management Osmania University Hyderabad India.

Abstract

Employees often take on many jobs to increase their income and ensure their financial security as a result of the economy's ups and downs and the resulting uncertainty in the labour market. For various reasons, workers frequently take on extra responsibilities by running a side business or working at two jobs simultaneously. "Moonlighting" describes this situation. Its uses and applications are limited, but it does have some advantages. Working part-time raises a number of moral concerns. It's a problem for organisations and employees alike. In this paper, we attempt to weigh the merits of employees working on the side and the results that this trend can have for upper management.

Keywords: Employees, finance, Labour, Moonlighting, management etc.

INTRODUCTION

Recent years have seen a decline in employee-employer loyalty, an increase in the likelihood of unemployment, and a general shortening of work durations as a result of the flexibility of the IT labour market. As a result of these shifts, people need to devise new plans to safeguard their jobs and maintain a steady flow of money.

In today's employment marketplaces, occupational flexibility is more valued as a result of the need for constant training and development in response to technology advancements. Due to the aforementioned uncertainty, many people are taking on extra labour by working two or more jobs. One way to get around financial difficulties is to take on a couple of different occupations, as this will allow for longer stretches of steady employment and the chance to enhance one's career by gaining specialised knowledge in different fields. Because of the increasing adaptability of the Indian IT business, side gigs have become commonplace. To earn more money, many people work additional jobs outside of their main profession. When a person's regular paycheck isn't enough to cover basic living expenses, they may take on additional work as a means to make ends meet. The term "moonlighting" is used to describe the practise of holding down a second job outside of regular business hours. You can work multiple jobs at once, whether they're full-time, part-time, contracted, or freelance. Part-time work is growing in popularity in India. Due to low pay growth and salary stagnation, roughly a third of workers who rely on supplementary income are struggling to make ends meet. Most people take on extra work because they want more money in their pockets. A "day job" is what people call their principal source of income when they also have other interests they want to pursue on the side. Understanding the connection between occupational experience,

moonlighting, and job/occupational mobility is important for a number of reasons, including formulating future IT market legislation and gaining a better grasp on the dynamics of wage growth and professional advancement. Employees' health, productivity, work-life balance, and general well-being are all negatively affected when they have to juggle numerous jobs. More and more cutting-edge methods are being created to inspire workers to exert greater effort. There is a global war for talent, and to survive, businesses must change with the times and improve their human resource management strategies. Those that refuse to adapt will continue to lose ground in the backyard. As a result, modern HR procedures must be adopted by the company immediately. Most of us can get by with just one job. But for others, paying the bills means just scraping by, so they take on second or even third jobs. What effects does working more hours have on the workplace and employees? Blue moonlighting, in which one does an additional job in addition to one's regular job, is common, and full moonlighting, in which one works multiple jobs, is even more so. Before considering how to adapt your business to the full moon, you should learn about the blue moon cycle.

Objectives of the Study

1. to comprehend the nature of side work performed by employees and the necessity of doing so.
2. to investigate and evaluate the myriad of problems that are associated with moonlighting.
3. In order to evaluate the effects that working a second job can have on employers and to offer suggestions,

RESEARCH METHODOLOGY

This research investigates the many different variables that are associated with employees working side jobs. It makes use of secondary data gathered from publications such as journals and articles as well as online resources.

Why Do Employees Participate in Moonlighting Activities?

There are many different motivations for an employee to take on a second job. Although the desire to increase one's income is often cited as the primary motivation for taking on a second job, this is not the only aspect that plays a role in this decision. The following is a discussion of the primary justifications for moonlighting:

Monetary Reasons: Money is the most important advantage that a person receives in exchange for the efforts that they put into their profession, and this benefit is the reason why they work so hard. Money contributes to the satisfaction of the first two levels of Maslow's need hierarchy, which are referred to as the requirements for safety and security and fundamental physiological needs. The employee is able to bring in additional cash thanks to the second job that they have. In a nation like India, where the pay levels are not very great, employees are forced to resort to taking on more than one job in order to meet their fundamental requirements, which can be met by money.

Experience on the Job: Many workers have the goal of gaining greater experience in their chosen sector. This is especially true for new entrants who have a limited period of time yet want the largest amount of exposure possible. They are able to maximise their experience in a relatively short period of time by working in two different occupations at the same time.

Acquisition of Skills: Acquiring New Talents Employees constantly acquire new skills, which contributes to their overall personal development. Their employability has grown even further because to the expanded skill set.

Consider Other Career Paths: its not uncommon for workers to be dissatisfied with the path they're currently on in their professional lives. They can be interested in looking into different career paths while continuing to work at their current job. They are able to learn about fresh chances in many fields by working two jobs at the same time.

Job Security: Employees are extremely concerned about maintaining their current level of employment stability. Employees have the option of taking on a second job in the event that their first position does not give enough security to meet their essential requirements in the event that their primary position falls vacant. **Creating One's Own Business:** Many people who are currently employed have the ambition to create their own business. They stay on the work and consider it to be a shock absorber as a result of the fact that the early stages of any firm involve an investment but the returns do not come until later. The work experience also equips them with the abilities necessary to launch and run a thriving enterprise in the future. Therefore, the employees can perfect their talents while on the job and utilise this experience as a shock absorber in the event that their business venture is unsuccessful.

Data Analysis

The equality of variances hypothesis H1 has been tested using Levene's t-test for equality of variances to see if there are any differences in the amount of dedication shown by male and female workers to the company (Table 1). Executives, both male and female, show the same levels of emotional investment in their workplace ($t=0.621$, $p>0.05$) and sense of community ($t=-0.73$, $p>0.05$) as their male counterparts. Female workers feel as much a part of the firm as their male colleagues do since event management is a field that attracts new talent with an interest in this industry. More and more women are starting businesses, which has boosted morale and a shared feeling of purpose within the group. Employment in the small and medium-sized enterprise (SME) sector is a benefit for women since it provides an opportunity to put their talents on display while also gaining insight into the methods and procedures of the creative industry. This may explain why there is no gender gap in employees' loyalty to ($t=0.05$, $p>0.05$) or sense of duty to ($t=0.46$, $p>0.05$) the company. When looking at the whole definition of organisational commitment, it has been shown that there is no difference in the degree of commitment between male and female employees ($t=-0.65$, $p>0.05$). Therefore, we accept H1.

Table 1: Difference in the level of commitment of male and female working executives (t-test)

Independent Samples Test		Levene's Test for Equality of Variances		t-test for Equality of Means				
		F	Sig.	t	df	Sig. (2tailed)	Mean Difference	Std. Error Difference
Belongingness to The organization	Equal variances assumed	1.4	0.4	-0.73	98	0.466	-0.15322	0.2095
	Equal variances not assumed			-0.74	47.92	0.461	-0.15322	0.20628
Emotional attachment towards organization	Equal variances assumed	1.68	0.18	0.621	97	0.536	0.12963	0.2087
	Equal variances not assumed			0.678	56.36	0.5	0.12963	0.19112
Loyalty towards organization	Equal variances assumed	0.46	0.48	0.05	98	0.96	0.00863	0.17116
	Equal variances not assumed			0.046	39.81	0.963	0.00863	0.18707
Obligation towards organization	Equal variances assumed	0.64	0.47	0.46	98	0.647	0.0761	0.16547
	Equal variances not assumed			0.435	42.01	0.666	0.0761	0.17502
Organizational Commitment (Composite)	Equal variances assumed	0.2	0.66	-0.65	97	0.516	-0.05773	0.0886
	Equal variances not assumed			-0.62	42	0.542	-0.05773	0.09394

According to Table 2, there are significant gender differences in how men and women view moonlighting activities across a range of relevant factors. There has been shown to be no distinction having a dual career path is associated with more organisational loyalty ($t=-0.42$, $p0.05$) and greater opportunities for professional and personal development ($t=-2.67$, $p0.05$). This is due to the fact that employees in the SME sector are aware of the trends followed by corporate where employees generate money by other ways as well, such as consultation, conducting workshops, following some personal interest, etc., in order to keep job safe. This culture is ideal for advancing one's career and building connections in the event management industry, where men and women alike need to travel frequently to become familiar with the policies and procedures of major multinational corporations. Moonlighting behaviours were shown to have no effect on the variable of improved networking ($t=-0.65$, $p0.05$), suggesting that both male and female working executives in this industry understand the need of networking for their professional and personal success. The gaps are closing as more women join the workforce and find roles on creative teams. To make ends meet, both men and women in the SME category work additional jobs to make up for the lower pay they get in their primary positions ($t=-1.2$, $p0.05$). Many households increasingly rely on the income earned by their female breadwinners. No significant variations in attitudes toward moonlighting were observed between sexes ($t=-1.38$, $p0.05$). As a result, the counterargument to H2 holds.

Table 2: Difference in the perception regarding moonlighting practices between male and female employees (t-test)

Independent Samples Test		Levene's Test for Equality of Variances		t-test for Equality of Means				
		F	Sig.	t	df	Sig. (2tailed)	Mean Difference	Std. Error Difference
Utilization of capabilities	Equal variances assumed	0.01	0.942	-0.42	98	0.677	-0.10857	0.25995
	Equal variances not assumed			-0.42	46.05	0.68	-0.10857	0.26127
Monetary benefits from second job	Equal variances assumed	0.01	0.929	-1.2	98	0.232	-0.2826	0.23494
	Equal variances not assumed			-1.21	47.16	0.232	-0.2826	0.23321
Professional and Personal growth	Equal variances assumed	0	0.954		98	0.009	-0.60223	0.22552
	Equal variances not assumed			-2.73	48.54	0.009	-0.60223	0.22063
Enhanced networking	Equal variances assumed	0.01	0.946	-0.65	98	0.519	-0.13699	0.21178
	Equal variances not assumed			-0.64	45.3	0.527	-0.13699	0.21472
Moonlighting Practices (composite)	Equal variances assumed	1.41	0.238	-1.38	98	0.172	-0.11857	0.08625
	Equal variances not assumed			-1.45	51.48	0.154	-0.11857	0.08201

Table 3: Group Statistics- Moonlighting Practices (Male & Female working executives)

	Gender	N	Mean	Std. Deviation	Std. Error Mean
Utilization of capabilities	M	73	3.15	1.15	0.13
	F	27	3.26	1.16	0.22
Monetary benefits from second job	M	73	3.01	1.05	0.12
	F	27	3.30	1.03	0.20
Professional and Personal growth	M	73	3.03	1.01	0.12
	F	27	3.63	0.97	0.19
Enhanced networking	M	73	3.86	0.93	0.11
	F	27	4.00	0.96	0.18
Moonlighting Practices (composite)	M	73	3.15	0.39	0.05
	F	27	3.26	0.35	0.07

Moonlighting Types and Categories

Blue Moonlighting: When an employee is unhappy with the compensation that they are receiving at their current job, they may begin looking for a part-time employment to supplement their income. This practise is known as "blue moonlighting." However, the employee's efforts are fruitless if they are unable to secure even a single part-time position in spite of their best efforts. This phenomenon is known as blue moonlighting.

Quarter Moonlighting: It is referred to as "quarter moonlighting" when a person accepts a second job in addition to their current one and spends some of their time working at the second job. This occurs when the employee does both jobs simultaneously. In most cases, the

employee engages in this practise in order to augment the income received from their primary job and better meet their fundamental requirements.

Half Moonlighting: The employee takes up a second job or launches a business on the side while continuing to work full-time. This arrangement is referred to as "half moonlighting." The employee is able to live a life of relative ease as a result of either the second employment or the business.

Full Moonlighting: Full moonlighting is when an individual dedicates all of their time to doing a second job or starting a new business on the side. The employee continues to work at the first employment only for the purpose of acting as a shock absorber.

Advantages of Moonlighting

Job Mobility: Job Mobility can be achieved through moonlighting, which enables an individual to transition from one job to another and thus provides job mobility. It raises the possibility of obtaining a new job or starting a new business, while simultaneously lowering the possibility of being unemployed. (Georgios Panos et al)

Increases the Employees' Network Base Being around more people increases the size of the network base that employees have access to. If the worker is employed in a sector that provides goods or services to the first employer in the form of a supplier or distributor, then both employers stand to benefit from the relationship.

Enhanced Capabilities the employer reaps the benefits of an improved skill set from their workforce as a direct result of the employees' increased opportunities for professional development and skill improvement. Because of the employee's increased knowledge and abilities, the employer experiences benefits as a result of the employee's enhanced performance.

Low Employee Turnover Rates As a result of employees' economic contentment, there is a lesser likelihood of employee turnover, particularly when employees engage in continuous moonlighting.

Issues in Moonlighting

Employees who are involved in two tasks have a tendency to exhaust themselves, which might lead to poor health for the employee. They are forced to deal with stress and tiredness as a result of the mental and physical demands of their two professions. These workers are unable to perform to the maximum of their abilities in any of their occupations. They may be at risk for a variety of health issues as a consequence of their excessive workload.

When an employee leaves to work for a different employer or begins his or her own business that is comparable to the person's previous job, the original employer is put in a position where they face the threat of competition and must also maintain business secrecy. There is a potential conflict of interest given the circumstances presented here. The first employer can also be concerned about maintaining the secrecy of his proprietary information and trade secrets.

Inefficiency: If a person is responsible for two jobs, it's possible that they won't be able to focus on the one they have right now, which will lower the organization's overall efficiency. It has a detrimental impact on the employee's performance at the first job they hold.

Ethical Conundrum The practise of moonlighting presents employees with an ethical conundrum. When an individual works for two different employers in the same industry, a significant conflict of interest might develop. It is possible that this will result in big issues if employees start exploiting the information from one company for the benefit of the other. Additionally, there will be ethical concerns caused if employees use the resources, both physical and intellectual, that their employer provides for them in order to further their own businesses or work at other jobs. It's possible that the employer will even consider it theft.

In this post-pandemic period, working from home is becoming less common while working in an office setting has become the norm.

Are you able to hazard a guess as to what topic is currently drawing the ire of India's business community? Moonlighting is the practise of employees having a second job in addition to their primary job. To put it another way, it is doing the duties of more than one job.

Remember how the abrupt appearance of the Coronavirus two years ago led to the biggest crisis in the employment market that the world has seen since the Great Depression?

It caused widespread firings, salary cuts, and a halt in hiring across organisations in India as a result of the crisis. The staff were left with an even greater sense of dread and uncertainty as a result. Due to the fact that many individuals were laid off from their employment during those difficult times, a great number of people found themselves in the position of having to make a livelihood by selling food items such as vegetables and fruits.

But COVID-19 also turned out to be a significant factor. It is said that the pandemic caused a 46% increase in the number of people working as freelancers during the lockdown. During this time, a number of professionals, particularly in the information technology sector, in addition to working from home, also took on a second job in order to secure their position.

On the other hand, now that things are beginning to return to normal in the business world, an increasing number of corporations are making an effort to get their staff back to work. They have also found out that some of their workers, who had rather covertly taken up additional tasks during the COVID days, are somewhat hesitant to return to the workplace. This was uncovered after the COVID days.

Not so long ago, a technology business based in Delhi made headlines when it was reported that almost 800 of its employees quit en masse after the company ended its policy of allowing staff to work from home.

Although there are some employers who approve of moonlighting due to the fact that moonlighters are frequently more cost-effective than regular employees and are more willing to work flexible hours, there are other employers who are concerned about the loss of productivity at the primary job as a result of moonlighting because overwork can be caused by moonlighting.

Additionally, the use of company laptops or software by employees for their supplementary occupations is considered unethical by a significant number of businesses. However, that is another tale.

In spite of the fact that they already have a primary position that requires them to be there full-time, many people who are employed find that they need to take on additional employment in order to make ends meet or to raise their overall quality of life.

After their normal work hours, on weekends, or over vacations, it is not unusual for people in this situation to take on additional occupations for a variety of reasons. Some examples of such employment include accounting work for a different company, teaching private lessons, and a host of other possibilities.

Others might decide to get a second job in order to broaden their skill set or get themselves ready for a change in line of work. Is it unethical for a driver who works for a company to also operate a taxi during his off hours or for a maid to split her time between several households?

Therefore, a person could have a standard job as their primary source of income, while also working another job at night to bring in some additional cash. Suffice it to say that it appears that many people are losing their part-time jobs one by one.

A significant number of employers are of the opinion that having employees who have another job during regular work hours will negatively impact productivity, lead to conflicts of interest, and maybe result in data breaches.

On the other hand, there are some workers who appear to have come to the conclusion that the insufficient pay and uncertain future of their jobs drive them to engage in moonlighting.

Many companies, especially those in the information technology industry, are making preparations to transition to a hybrid model over the course of some length of time. Others have mandated that their staff spend at least three days per week at the office performing their duties.

The Chief Executive Officer of Microsoft, Satya Nadella, believes that employers should not monitor their workers in order to determine whether or not they are working. According to a survey conducted by Microsoft, 85% of managers are concerned that their staff aren't putting in enough effort, while 87% of workers believe they are productive, even to the point of feeling burned out.

According to recent reports, the Chairman of Wipro, Rishad Premji, observed, "There is a lot of talk going on about people working second jobs in the IT industry. This is dishonesty, in the purest sense of the word".

Isn't it shocking that it was discovered that 300 employees of Wipro were working with the company's competitors? They have since been fired from their positions.

Another major player in the information technology sector, Infosys, has issued a warning to its staff members not to engage in moonlighting, stating that doing so could result in the termination of their contracts.

Those who are in favour of moonlighting will state that "it's okay for employees to make extra from side occupations, as long as they aren't committing fraud." This is a common argument used by supporters of moonlighting.

The Union Minister of State for Electronics and Information Technology, Mr. Rajeev Chandrasekhar, has stated that firms should not place a cap on the dreams that their employees have for themselves. However, at the same time, he has emphasised that people who have contractual duties ought to adhere to the terms of the contract.

In the midst of these developments, the majority of Swiggy's employees were recently given the option to participate in a new policy that allows them to work from any location permanently. Swiggy is an online food ordering and delivery platform based in Bengaluru that operates in 500 cities across India.

As a result, its corporate, central business functions, and technology teams are able to work remotely and meet face-to-face just once every three months at their primary location for a week.

According to reports, Swiggy also introduced its "Moonlighting Policy" in the month of August of this year. This policy enables full-time employees of Bundl Technologies, the company that is responsible for running the Swiggy app, as well as its subsidiaries, affiliates, associates, and group companies, to take on outside projects for free or for monetary compensation, depending on whether or not the projects have received internal approval. Alongside their full-time jobs at Swiggy, employees will be given the opportunity to pursue entrepreneurial endeavours related to their personal hobbies and passions.

Therefore, according to the aforementioned policy, employees are permitted to work second jobs in specific circumstances, including but not limited to working outside of the typical business hours of their primary job. That is, any project or activity that is taken up outside of office hours or on the weekend that does not have a conflict of interest and does not impact production can be picked up by the employees.

The implication that may be drawn from this, however, is that initiatives of this nature that have a greater potential for employees' duties to the company to be interfered with are subject to an approval process.

There have been some strong reactions from certain quarters in response to the contention that unless Swiggy is able to provide proof that moonlighting employees earned a particular amount, it is going to look like a public relation stunt and an attempt to retain talent. Specifically, this has been in reference to the idea that unless Swiggy is able to provide proof that moonlighting employees earned a particular amount, it is going whatever the case may be.

What does it specify in the law? There is a prohibition on working two jobs at the same time in accordance with Section 60 of the Factories Act of 1948. As a result, "No adult worker shall be required or allowed to work in any factory on any day on which he has already been working in any other factory," with the exception of certain circumstances that may be prescribed. This

rule applies to both workers who are required to work and workers who choose to work. However, a large number of organisations do not fall under its purview.

Even if the discussion on moonlighting is still ongoing, it is important to recognise that working long hours may result in an increase in one's overall income, but it can also have a significant negative impact on one's physical and mental health.

A recent study that was published in the National Library of Medicine found that lengthy work hours can contribute to both psychological stress and work stress. The study looked at the relationship between the two types of stress. According to the findings of the study, experiencing emotions of stress was associated with working 10 or more hours per day, 40 or more overtime hours per month, and 60 or more hours per week. It was discovered that working long hours was associated with feeling depressed. Notably, when working the same number of hours as their male counterparts, female workers were shown to have a significantly higher chance of suffering depression and anxiety than male workers did.

Moonlighting is tough. To prevent employees from having the impression that they are being exploited, businesses should probably examine the policies governing their human resource departments. At the same time, workers need to be aware that while money can purchase some happiness, this is only true to a certain extent. On the other hand, according to a well-known proverb, "health is the greatest treasure." There is a direct correlation between one's health and money, and it is vital that this connection be acknowledged and respected. Employees who are in good health are more productive. Putting money into one's health can often pay off in spades.

Consequences for Businesses

Companies are starting to get nervous about their employees taking on side jobs. It raises a number of difficulties for the administration. It is maintained that workers should be free to spend their time off as they see fit. Many workers freelance, and the flexibility to do so from home means that part-time work may be quite rewarding financially.

Rather than try to outlaw the practise, companies should look for ways to manage employees' side gigs. Companies should take preventative measures to deal with employees who work side jobs. Employers are mostly concerned that employees' side gigs won't affect the quality of work they do for them. Managers should have a clear policy on moonlighting to achieve this. The company's policies on moonlighting should be spelled out in the policy. The following are some measures that companies can take to control employee moonlighting:

Commitment to Refrain from Working for or Establishing Competitors: Employers must take precautions to prevent their workers from joining or working for a rival company. It significantly lowers the possibility of revealing confidential company information. The employment agreement should include a noncompete clause.

To prevent any potential problems, employees should not take on any additional work whose goals are in direct opposition to those of their primary company.

Reduced Minimum Wage: Businesses must pay workers at least the amount needed to meet their most fundamental requirements. Incentive pay is a potential method of increasing base

pay. Employees are less likely to take on a second job if their financial needs can be met in their current position.

Separate the Two Roles Properly It's important that the secondary task doesn't disrupt the primary one. The worker is not permitted to perform work for the second employer during work hours set aside for the first. In addition, you can't meet the requirements of your second employment by dipping into your first one's funds.

Before starting a side business or second job, an employee must get their current employer's permission. The company and the worker will both gain from this. The worker won't have to worry about getting caught or feel bad about keeping a secret, and the boss will be able to make sure that the employee's new job doesn't interfere with or detract from their current responsibilities (S. Banerjee, 2012).

CONCLUSION

It is difficult to establish uniform rules for the discipline of employees who engage in side work. There are many various reasons why an employee could need to be disciplined on the job, and the standards that bosses and employees must follow when working together can vary based on the circumstances. It seems unnecessary to draw the conclusion that trying to place incidents of disloyalty into a single theoretical framework is bound to failure. As long as it is clear that the specific terms of a collective bargaining agreement must always be examined when assessing the appropriateness of any discipline imposed for moonlighting, a conceptual framework can be constructed for moonlighting situations. In order to determine if moonlighting is permitted, a number of factors must be taken into account. An employee may face disciplinary action if they take on additional work outside of their principal employer. Constant tardiness, frequent absence, or poor performance because of weariness from a second job are all grounds for dismissal, regardless of how minor the issue may seem at times. Instead, it should be up to an impartial arbitrator to decide whether or not the claim is true and whether or not the employer followed the relevant terms of any collective bargaining agreement when imposing sanctions. It would be inappropriate to place undue restrictions on an employee's ability to earn money or engage in other outside activities. The purpose of such a regulation is to safeguard legitimate business objectives. If a reasonable regulation was broken without any evidence of harm to the employer, a disciplinary action may be upheld. If a public official's private financial activity even gives the impression of impropriety, then that conduct should be restricted. It's difficult, if not impossible, to predict all the ways in which a worker would face repercussions from holding a second job. Consistency in this area can be achieved if employers remember the underlying ideas backing the criteria established earlier, namely that they may protect themselves from economic injury, reputational harm, and dishonesty on the part of employees. Punishing people who work for two companies at once needs to consider whether or not the regulation or provision is being utilised to standardise the industry. By following these guidelines, both the employee's right to privacy and the business's legitimate interests will be safeguarded. In addition, moonlighting may help businesses since it discourages

employees from becoming disengaged, allows them to learn new skills, and sparks their interest and enthusiasm for their work.

Because of their extra work, employees may get overworked and eventually burn out. On the other hand, it could run counter to the spirit of time off, holidays, and vacations. In addition, tech-savvy IT personnel consider moonlighting through platform work during frequent lockdowns as an economic safety cushion in the event of rapid layoffs as a result of the epidemic.

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