

MOONLIGHTING

M VIGNESH*

MOONLIGHTING

Survival of the fittest – is the mantra in the era of globalization. Amidst economic recession, slumps in business, layoffs, cut in salary, perks, employees of most concerns feel safe in running a part-time job. This process is referred as moonlighting. In other words, moonlighting refers to the art of having a second job or a dual

job or a part time job. Getting a part time earning is not an easier task amidst the unemployment and under employment. So the employee has to choose his own career as a part of entrepreneurship with or without the aid of his organization.

UNLOCK THE HIDDEN JOB MARKET



MOONLIGHTING VS ENTREPRENEURSHIP

Even though the concept sounds new, it is a part of the intrapreneurial concept, where in the employee can start his own business in his work environment, supported by his management. But

the part time working in moonlighting can be done without the knowledge of his management. If the entrepreneurship can be done in a public job market, then the moonlighting can be carried out in a hidden job market.



* Assistant Professor, Department of Management Studies, The American College, Madurai, 625009, Tamilnadu.
Correspondence E-mail Id: editor@eurekajournals.com

WHY EMPLOYEES OPT FOR MOONLIGHTING?

1. Even though many factors are involved, the first and foremost factor is the avenues for extra income
2. To be a own boss attitude.
3. To spend their leisure time in a effective and efficient way.
4. To attain a self-satisfaction
5. To test their efficiency in a new field
6. To work as a passion
7. to prove their versatility

DEGREES OF MOONLIGHTING

Despite the concept of dual job is perceived as single, moonlighting was classified by Banerjee, 2012 in his work, "Effect of Employee Moonlighting: A Challenging Task for Managers And Organizations". The various types of moonlighting carried out by the persons are mentioned as: -

BLUE MOONLIGHTING

When the management respond positively to the employees demand and hike wages and benefits, but some employees do not get satisfied with the level of wages and benefits and want to go for second job for additional income but due to their inabilities their efforts do not bring any fruit. Such type of failure in efforts is called Blue Moonlighting. This is not at all the actual concept of moonlighting.

QUARTER MOONLIGHTING

When an employee is not satisfied with his current salary and searches a part time job in which he works after his regular job for extra income this is known as Quarter Moonlighting. This is the normal practice that most of the part time employees prefer.

HALF MOONLIGHTING

Some employees wish to spend lavishly, more than their wants. They have the attitude to spend

more than what they earn. Such employees also save a sufficient amount of money for future and spend 50% of their time in part time job. This is called Half Moonlighting.

FULL MOONLIGHTING

This is a stage of self-realization. When employees of any concern employees feel that their income is negligible when compared to their peer members or friends whom they are earning huge money than them and friends with lower qualifications are enjoying better status in society. Thus secondary job is for a status icon.

MYTHS AND REALITY ABOUT THE MOONLIGHTING

Myth: Moonlighting gives an assured and stable income

Reality: Since it is a part-time job, a promising income and career upliftment may not be expected.

Myth: Running a dual-career is an easy task

Reality: The person who runs a dual job need to balance the tasks. It need arduous skills in time management.

Myth: Moonlighting gives relaxation from the occupational stress, hazards.

Reality: It gives fatigue, tiresome as we have to work continuously.

Myth: Moonlighting has the tendency for skill improvement.

Reality: Unless we understand the key skill requirements, pay attention to each of the job, dual career never hone up the skills.

Despite, some of the bottlenecks in maintain a dual career, the concept of moonlighting is a good source for the employees to earn extra income and to develop their skills. Moonlighting may be a precursor to new start-ups.