

MAJOR RESEARCH PROJECT REPORT

**DETERMINANTS OF MOONLIGHTING
INTENTIONS AMONG YOUNG PROFESSIONALS**

SUBMITTED BY: -

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Declaration

I, Muskan Singh, hereby declare that this research report titled "Determinants of Moonlighting Intentions Among Young Professionals" is my original work. The research was conducted under the supervision of Dr Rajan Yadav for the Delhi Technological University. All the data collected, analysis performed, and conclusions drawn are authentic and based on the research conducted by me.

I further declare that no part of this research report has been submitted for any other degree or qualification. Any sources of information or ideas taken from other works have been properly acknowledged and cited in the text.

Muskan Singh

CERTIFICATE

This to certify that MUSKAN SINGH, roll number 2K22/DMBA/78 a student at Delhi School of Management Delhi Technological University has worked on a research project title titled "Determinants of Moonlighting Intentions Among Young Professionals " in the partial fulfilment of the requirement for the award of the degree of Master in Business Administration program for the academic year 2022-2024

Prof Rajan Yadav

ACKNOWLEDGEMENT

I would like to express my heartfelt gratitude to all those who have contributed to the completion of this research report on the determinants of moonlighting intentions among young professionals.

I am deeply thankful to my supervisor, Dr Rajan Yadav, for their invaluable guidance, support, and encouragement throughout the research process. Their expertise and insights have been instrumental in shaping this study.

I am also grateful to the participants of this study, whose cooperation and willingness to share their experiences have enriched the findings of this research. Their contributions are deeply appreciated.

I would like to extend my thanks to my family and friends for their unwavering support and encouragement. Their understanding and patience have been a source of strength throughout this endeavour.

Lastly, I would like to acknowledge the support of Delhi Technological University, for providing me with the necessary resources and facilities to conduct this research.

Thank you all for your support and encouragement.

Muskan Singh

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EXECUTIVE SUMMARY

This research report investigates the determinants of moonlighting intentions among young professionals. Moonlighting, or the practice of holding multiple jobs, has become increasingly common among young professionals seeking to supplement their income or pursue entrepreneurial ventures. Understanding the factors that influence individuals' intentions to engage in moonlighting is crucial for employers and policymakers to address the challenges and opportunities associated with this phenomenon. The study utilizes a quantitative research design, surveying a sample of young professionals to collect data on their demographic characteristics, job-related factors, entrepreneurial orientation, and attitudes towards moonlighting. The results indicate that several factors significantly influence moonlighting intentions among young professionals. First, job satisfaction and income inadequacy are found to be strong predictors of moonlighting intentions. Young professionals who are dissatisfied with their current job or feel that their income is inadequate are more likely to consider moonlighting as a means of supplementing their income or pursuing alternative career opportunities. Second, entrepreneurial orientation, including a desire for autonomy and innovation, is positively associated with moonlighting intentions. Young professionals who exhibit a strong entrepreneurial orientation are more inclined to engage in moonlighting to explore new business ideas or develop entrepreneurial skills. Third, attitudes towards moonlighting, such as perceptions of its ethicality and feasibility, significantly influence intentions to moonlight. Young professionals who view moonlighting as a viable and morally acceptable practice are more likely to consider engaging in it. Overall, this research provides valuable insights into the determinants of moonlighting intentions among young professionals. The findings suggest that addressing job satisfaction, income inadequacy, and promoting entrepreneurial orientation may help organizations and policymakers better understand and manage moonlighting behaviour among young professionals.

ABOUT MOONLIGHTING AND ITS DETERMINANTS AMONG YOUNG PROFESSIONAL

Moonlighting, the practice of working a second job alongside a primary job, has become increasingly common among young professionals. This trend has garnered significant interest from researchers and practitioners due to its impact on individuals, organizations, and the wider economy. Studying the factors that influence young professionals' intentions to moonlight is crucial for creating effective policies and practices that promote career growth and work-life balance.

Several factors influence moonlighting among young professionals, including demographics, job-related factors, and personal motivations. Demographics such as age, gender, education, and marital status can shape attitudes toward moonlighting. Younger professionals, for instance, may be more inclined to moonlight to gain additional skills early in their careers. Studies suggest that women are more likely to moonlight, possibly to supplement income or balance caregiving responsibilities.

Job-related factors like job satisfaction, insecurity, and income levels also play a role. Those dissatisfied with their primary job or feeling insecure may seek additional work for financial stability or to explore new career paths. Similarly, individuals with higher incomes may be more inclined to moonlight without affecting their lifestyle.

Personal motivations, such as the desire for personal growth, career advancement, or better work-life balance, also influence moonlighting. Some see it as a way to gain new skills or pursue passions outside their main job, while others use it to diversify income or enjoy flexible work arrangements.

The rise of the gig economy and remote work has further fuelled moonlighting among young professionals. Online platforms and digital tools have made it easier for individuals to find freelance or part-time work, blurring the lines between work and leisure.

Understanding the determinants of moonlighting among young professionals is crucial for policymakers, organizations, and individuals. By identifying these factors, we can develop strategies that support young professionals in achieving their career goals while maintaining a healthy work-life balance.

LITERATURE REVIEW

A) Moonlighting Behaviour: Theory and Evidence

This article talks about the phenomenon of moonlighting, where individuals work multiple jobs simultaneously. The authors tried to find the reasons behind moonlighting and its impact on labour supply. They found that many individuals engage in moonlighting due to constraints on their primary job and not just monetary benefits people get many non-monetary benefits as well. They claim that if the estimation of male wage elasticities excludes moonlighting and restrictions on labour supply, then this could result in biased estimates. In many labour supply studies, it is common to exclude moonlighting behaviour for several reasons, which tends to overstate the distortions in the conclusions about wage responsiveness to labour supply. Additionally, some studies make unrealistic assumptions about workers being solely constrained by their primary jobs, resulting in biased estimates. This leads the authors to develop a model considering motives for moonlighting and labour supply behaviour with respect to primary and secondary jobs. The authors test patterns of moonlighting with data from the Survey of Income and Program Participation. The results obtained from the study indicate that moonlighting is one of the main factors that affects labour supply, and other studies may have underestimated the role of wages in labour supply. In general, the paper contributes to underlining the necessity of considering moonlighting behaviour and its motivations for the ability to interpret labour supply dynamics.

B) Literature Review: Moonlighting Decisions in a Post-Pandemic World

This Paper Talks about Moonlighting, which means doing secondary jobs with primary job, which has become very common after COVID-19 and economic uncertainty therefore this research examines the employees reason to take second job.

Financial need is one of the most important reasons why moonlighting takes place. In most studies, it is negatively related to income satisfaction as moonlighting intentions. Employees are more likely to seek additional income from moonlighting when the compensation from a primary job is insufficient for basic needs or for financial goals. But moonlighting is also done non-monetary purposes, such as career development opportunities and variety in work experiences.

Age is also a factor that influences moonlighting behaviour; that is, relatively young employees are more likely to moonlight than employees who are relatively older, probably because younger workers are offered a starting salary that is relatively low or because they have different attitudes toward multiple job experiences. A surprising difference that did not prove to be significant in the research was by gender.

The impacts of moonlighting in an organization may be positive or negative. It is an expression of dissatisfaction or burnout, reduced productivity, but at the same time, it reflects motivation and the need for professional growth. Organizations may counter the concept of moonlighting through the building of trust, competitive salary scales, and opportunities for growth and skill-building processes.

The future of moonlighting will be determined by the growth of remote working and the rise of the gig economy, which has made it easier to manage second jobs. Nevertheless, future moonlighting could be limited by certain gig economy-related ethical considerations and changes to regulations.

While the research reviewed offers valuable insights into moonlighting behaviour, additional studies need to be done that will explore trends across different industries and regions. Longitudinal studies would permit one to get a better sense of the ways in which moonlighting behaviour changes over time and affects employees' careers. This would help organizations understand these motivations and develop strategies to meet employee needs and reduce potential negative consequences in a changing work landscape.

C) Moonlighting and Employee Productivity

This Paper explores the multi-faceted topic of moonlighting and its implications on employees and organizations. Definitions of moonlighting, or the taking on of extra work outside of a primary job, are driven by a number of factors, from financial needs and desires to develop skill sets, to dissatisfaction with one's primary job. According to this Paper moonlighting divides into four types based on intensity and impact: blue, quarter, half, and full moonlighting, each presenting different challenges and advantages.

It seeks to understand what moonlighting is and its effects on employee efficiency and organizational dynamics. This paper uses a number of research outputs to pull together the conflicting findings on the consequences of moonlighting. While some studies indicate that moonlighting leads to disloyalty, decreased productivity, and ethical concerns for employees, others indicate possible benefits, such as an increase in job satisfaction and skill development.

The review shows how complex this relationship is between moonlighting and the impacts it can have, underlining that all decisions made by employees about moonlighting are determined by financial necessity, job satisfaction, and individual motivations. Apart from these advantages, it also suggests potential pitfalls of moonlighting for both employees and organizations: overwork, loss of productivity, legal problems, data security breaches, and reputation damage.

Further, the result points to a recent court ruling in which a judge serving at the International Criminal Court made efforts to keep her job while simultaneously being named as an envoy for another country. The court allowed it but with a fair share of controversy, making the need for clarity in policies and considerations regarding moonlighting activities pressing.

From this paper it can be inferred that while moonlighting can have advantages with regard to increased income and the development of skills, it also involves challenges that need to be managed by organizations through proper policies and action in advance.

D) An exploration of multiple jobholding (moonlighting) and an investigation into the relationship between multiple jobholding and work -related commitment

The paper categorizes moonlighting into different types and provides examples for each category. Blue moonlighting involves seeking part-time work due to dissatisfaction with primary job salary, while quarter moonlighting entails dedicating a portion of time to a part-time job alongside the primary one. Half moonlighting involves devoting roughly half of one's time to a part-time job or a new venture, and full moonlighting involves dedicating all time and effort to a part-time job or new venture, leaving the primary job on the backburner.

Examples of moonlighting in various sectors are discussed, including home moonlighting, psychiatric moonlighting, teaching moonlighting, and artist moonlighting. The paper also considers the impacts and issues of moonlighting, noting both positive aspects such as financial security and skill enhancement, as well as negative impacts such as employee fatigue, reduced productivity, conflicts of interest, and legal issues.

In conclusion, the research emphasizes the need for further exploration of moonlighting, particularly in the context of the growing gig economy and remote work arrangements. It highlights the importance of effective HR practices that enhance job satisfaction, promote employee engagement, and potentially reduce the prevalence of moonlighting. By focusing on employee well-being and career development, organizations can strive to retain skilled employees and minimize the potential downsides associated with moonlighting.

E) An Empirical Investigation of Moonlighting Practices and Its Implications

The paper discusses the changing landscape in Human Resource Management and the call for fresh strategies in employee management. It recognizes the significance of financial rewards for employees as a key motivation factor. Moonlighting, or the situation where employees work secondary jobs in addition to their primary ones, is discussed, taking into consideration the benefits and drawbacks for both the employer and employees. The background of moonlighting is described in terms of the historical context and its rise as a means of supplementing income due to economic factors and the restriction in working hours for primary jobs. Several motivations for moonlighting are examined; these include financial needs, tax benefits, and opportunity for work-life balance. The study focuses on different industries where moonlighting is most common, categorizing it into types, including blue, quarter, half, and full moonlighting, which respectively represent the varying commitment levels into secondary work. Specific examples of moonlighting are given to different sectors like home improvement, psychiatric work, teaching, and art. The paper discusses both the positive and negative impacts of moonlighting, such as the provision of financial security and skill development at the expense of employee fatigue and low productivity in the main job. It concludes by calling for more research in moonlighting with regard to the gig economy and remote work arrangements, and points out the need for effective HR practices in the management of moonlighting and the retention of employees.

F) Effect of Job Satisfaction on Moonlighting Intentions: Mediating Effect of Organizational Commitment

The IT industry has been the target of moonlighting, as employees hold a second job concurrently with their primary employment. This article attributes this trend to aspects such as companies based on the internet allowing flexible practices and the unpredictability of the IT industry, as companies would lay off workers at any time. The paper states that HR departments should consider this trend by engaging employees and developing their skills to reduce intentions to leave and retain quality talent. The paper defines moonlighting, classifies it based on the number of hours devoted to the second job, and explains various reasons for moonlighting, which include financial pressures, achieving work-life balance, and realizing career objectives that are not satisfied in the primary employment. The research is grounded in the Social Exchange Theory and the Attitudes and Alternatives Model of Withdrawal Cognitions. SET asserts that employees who are valued and satisfied by the organization would not intend to moonlight or leave. AAM describes the process of withdrawal employees will go through if dissatisfied, including hunting for alternative jobs such as moonlighting. Whereas previous research has tested job satisfaction, organizational commitment, and turnover intentions, a gap exists regarding the connection of these factors with moonlighting intentions. The paper attempts to test the mediation role of organizational commitment in the relationship between job satisfaction and moonlighting intention within the context of employees in the IT sector in North India. The literature review covers past research on job satisfaction and moonlighting, organizational commitment and moonlighting, and the mediation role of organizational commitment in the context of withdrawal behaviors. The paper proposes a model wherein job satisfaction positively influences organizational commitment, which in turn, negatively influences moonlighting intentions. Conclusion The paper emphasizes the need for further research to verify the proposed model. It emphasizes the necessity of HR practices that improve job satisfaction and organizational commitment, thus reducing moonlighting and retaining talent in the IT sector, especially under Industry 4.0 and the fast-growing gig economy.

G) Determinants of moonlighting in Ghana: an empirical investigation

The research article is based on the practice of moonlighting among workers in Ghana amidst economic reforms and shifting labour market dynamics. For workers, especially those affected by public sector retrenchment and privatization, the strategy for the maintenance or improvement of their living standards has been to moonlight, among others. However, there remains much to be understood about the determinants and characteristics of moonlighting in Ghana. Based on nation-wide household surveys conducted in 1998/99 and 2005/06, this paper uses probit regression analysis to explore the main factors that determine moonlighting in Ghana. It finds that important personal and household characteristics, location, and labour market factors—such as individual earnings and hours spent in the main job—are strong predictors of individual decisions to hold more than one job. The research suggests that beyond financial motivations, moonlighting may also come from sources such as reduced hours of work in the main job, indicating visible or time-related underemployment. Using the economic theories of labor supply, specifically the work-leisure choice theory, this paper identifies two possible motives behind moonlighting: the hours constraint view and the job portfolio motive. The hours constraint view is that persons take up additional jobs because they are constrained on the hours they can offer in the main job, while the job portfolio motive is that persons take up different jobs because they desire varied job experiences or some supplementary income. Previous empirical studies in other countries in both views support the fact that moonlighting motivations have several dimensions. The study is therefore aimed at deepening the understanding of the moonlighting behaviour in Ghana and providing empirical evidence for policymakers. It stresses that individual as well as contextual factors should be considered to be a way of explaining the prevalence and determinants of moonlighting.

RESEACH METHODOLOGY

PARTICIPANTS: The study targeted a diverse sample of young professionals aged 22-35 across various industries. A sample size of at least 100 participants will be sought.

DATA COLLECTION: A mixed-methods approach will be employed, combining quantitative surveys and qualitative interviews. Surveys will be distributed electronically, and interviews will be conducted with a subset of participants to gain deeper insights.

RESEARCH DESIGN: research method was used in this research study and quantitative research methodologies were applied in this study. This enables the acquisition of detailed data analysis utilizing IBM SPSS, which allows for a more comprehensive examination of students perceptions and attitudes.

DATA ANALYSIS AND INTERPRETATION

1) Gender

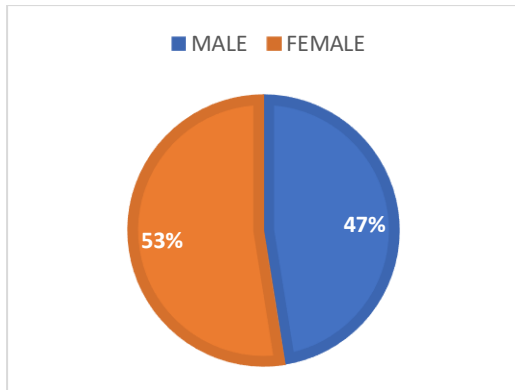


FIGURE - 1

2) AGE

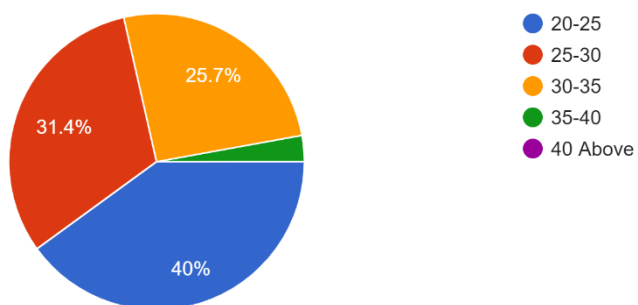


FIGURE -1.2

3) Education Qualification

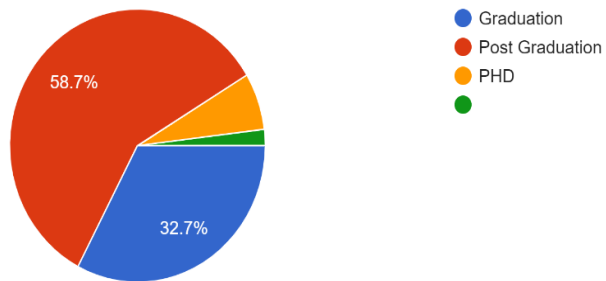


FIGURE -1.3

4) Most of the respondent believe that education level which is one of the socio-economic factors strongly influences your inclination towards moonlighting.

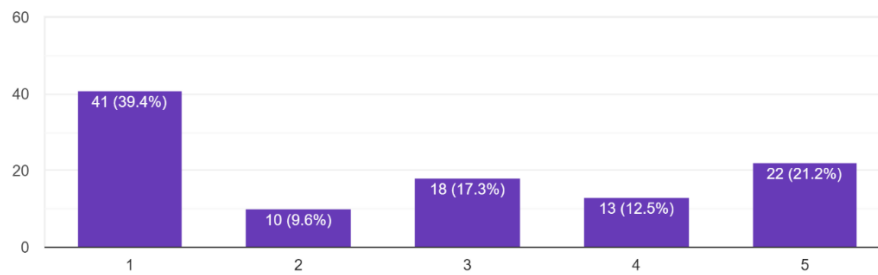


FIGURE-2

5) More than half of the respondent believe that the current job satisfaction influence intention to engage in moonlighting.

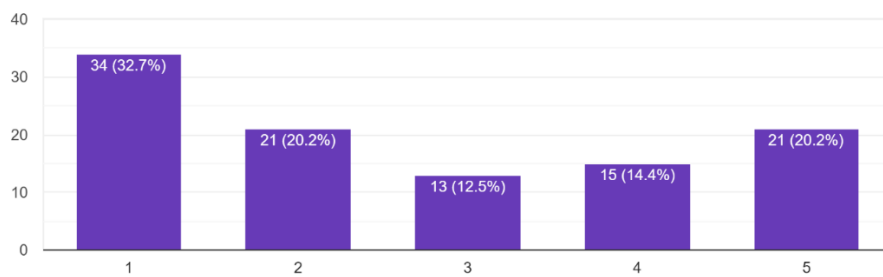


FIGURE-3

6) Most of the responded believes that organizational policies and culture impact your consideration of moonlighting.

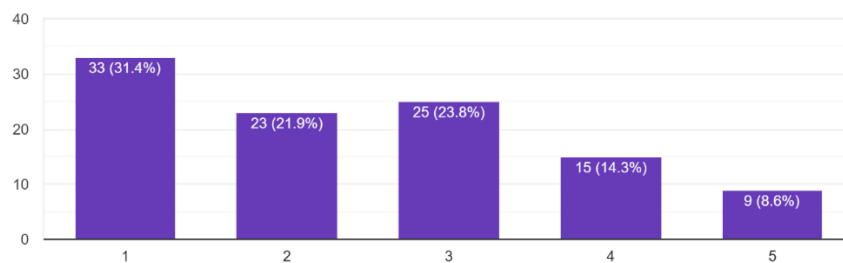


FIGURE-4

7) Most of the respondent believe that the personal motivations, such as financial goals or skill development, influence your intention to engage in moonlighting.

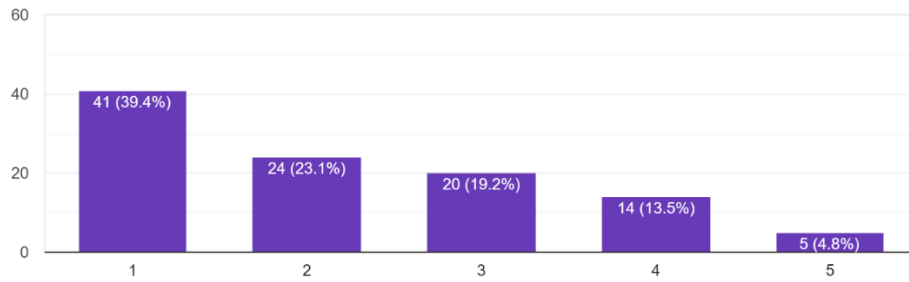


FIGURE-5

8) Most of the respondent thinks legality of moonlighting in their current organization.

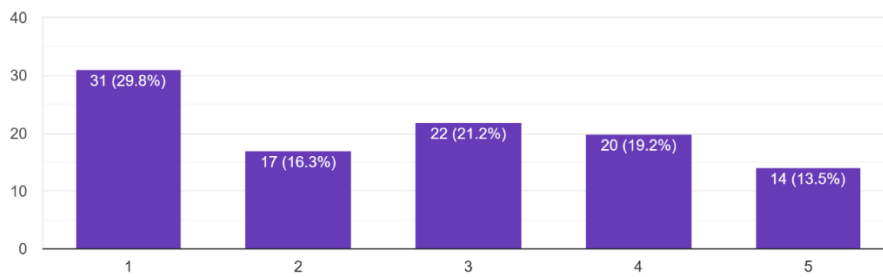


FIGURE-6

9) most of the responded said availability of flexible work arrangements impact their consideration of moonlighting.

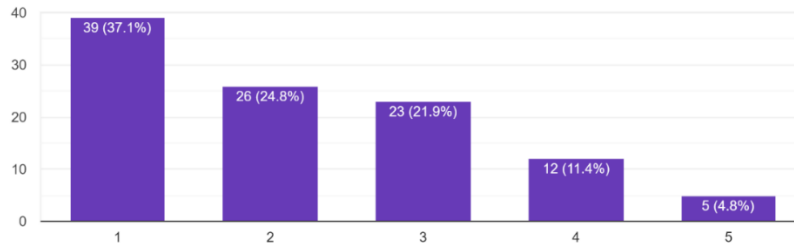


FIGURE-7

10) Most of respondent thinks that the availability of advancement opportunities in their primary job influence their intention to engage in moonlighting.

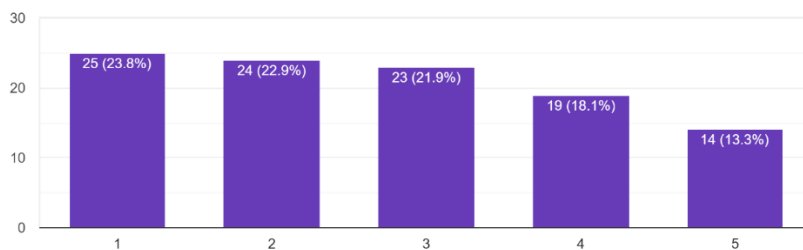


FIGURE – 8

11) Most of the responded believe that the level of job demand and workload influence their intention to engage in moonlighting.

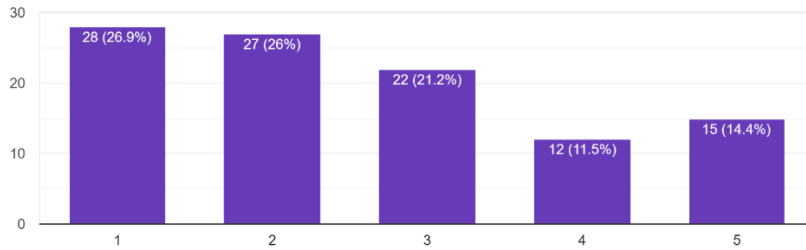


FIGURE-9

13) Most of the responded believe that level of job autonomy and control over their tasks in their primary employment impact their inclination towards moonlighting.

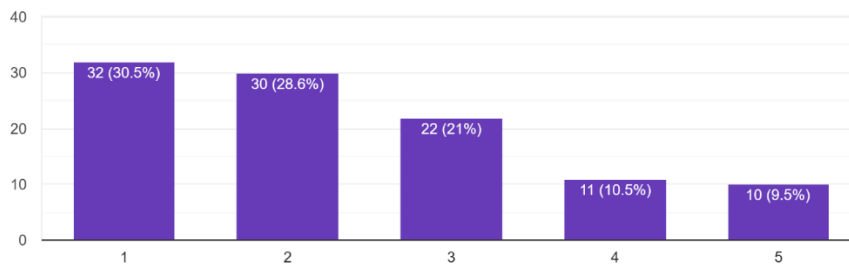


FIGURE – 10

14) Most of the responded believe moonlighting may impact their primary job performance.

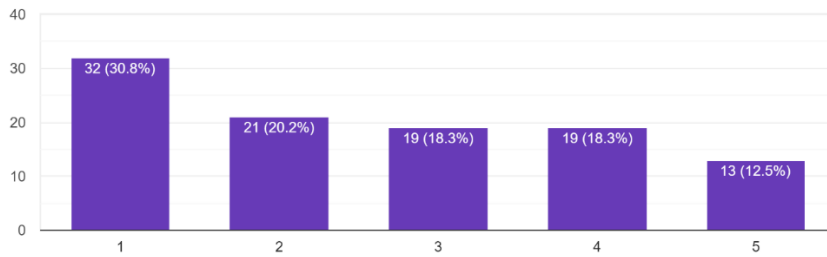


FIGURE- 12

15) Most of the people agree that the level of engagement and satisfaction with primary job influence intention to engage in moonlighting.

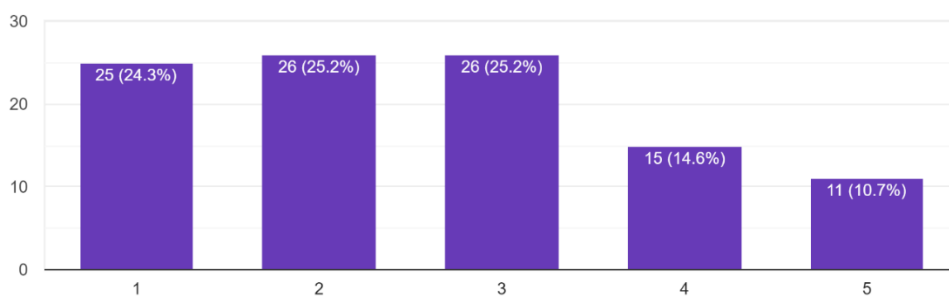


FIGURE - 13

16) Most of people thinks moonlighting is ethical.

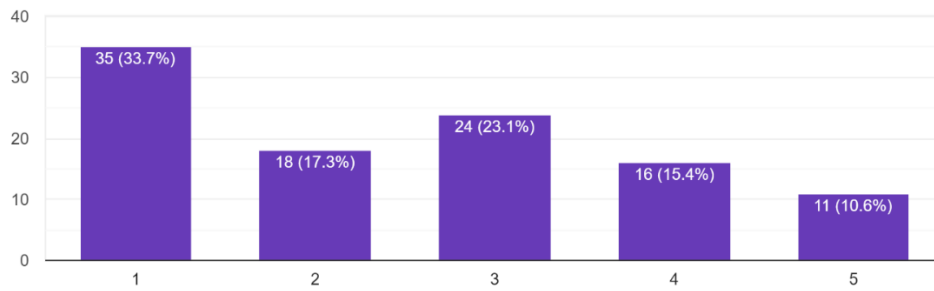


FIGURE – 14

17) Most of the respondent believe that the level of support from friends and family influence intention to engage in moonlighting.

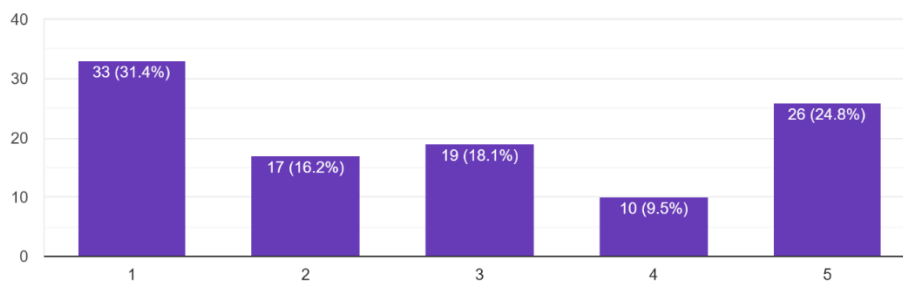


FIGURE – 15

18) According to most respondent the moonlighting doesn't impact overall well-being and quality of life.

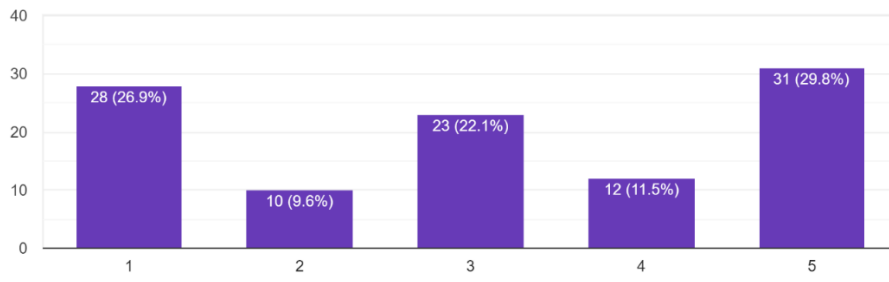


FIGURE - 16

HYPOTHESES

Null Hypothesis (H0): There is no Significant association between current job satisfaction and the intention to engage in moonlighting, considering age.

Alternative Hypothesis (H1): There is a Significant association between current job satisfaction and the intention to engage in moonlighting, considering age.

Age * Does your current job satisfaction influence your intention to engage in moonlighting?
Crosstabulation

			Does your current job satisfaction influence your intention to engage in moonlighting?					
			1	2	3	4	5	Total
Age	20-25	Count	12	12	6	7	5	42
		Expected Count	13.7	8.5	5.3	6.1	8.5	42.0
	25-30	Count	10	7	6	6	3	32
		Expected Count	10.5	6.5	4.0	4.6	6.5	32.0
	30-35	Count	10	2	1	2	12	27
		Expected Count	8.8	5.5	3.4	3.9	5.5	27.0
	35-40	Count	2	0	0	0	1	3
		Expected Count	1.0	.6	.4	.4	.6	3.0
Total		Count	34	21	13	15	21	104
		Expected Count	34.0	21.0	13.0	15.0	21.0	104.0

Figure -17

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	22.224 ^a	12	.035
Likelihood Ratio	23.242	12	.026
N of Valid Cases	104		

a. 9 cells (45.0%) have expected count less than 5. The minimum expected count is .38.

FIGURE -18

Symmetric Measures

		Value	Approximate Significance
Nominal by Nominal	Phi	.462	.035
	Cramer's V	.267	.035
N of Valid Cases		104	

FIGURE - 19

The calculated Pearson chi-square value is 22.224 with 12 degrees of freedom. The associated p-value is .035. This p-value indicates that there is a statistically significant association between current job satisfaction and the intention to engage in moonlighting, considering age, at the 0.05 significance level. we reject the null hypothesis (H₀) and accept the alternative hypothesis (H₁).

HYPOTHESES

Null Hypothesis (H0): There is no Significant association between Organisation policies and job satisfaction on the intention to engage in moonlighting.

Alternative Hypothesis (H1): There is a Significant association between Organisation policies and job satisfaction on the intention to engage in moonlighting.

Does organizational policies and culture impact your consideration of moonlighting? * Does your current job satisfaction influence your intention to engage in moonlighting? Crosstabulation

		Does your current job satisfaction influence your intention to engage in moonlighting?					Total	
		1	2	3	4	5		
Does organizational policies and culture impact your consideration of moonlighting?	1	Count	23	0	1	4	4	32
		Expected Count	10.5	6.5	4.0	4.6	6.5	32.0
	2	Count	3	8	3	4	5	23
		Expected Count	7.5	4.6	2.9	3.3	4.6	23.0
	3	Count	5	7	2	6	5	25
		Expected Count	8.2	5.0	3.1	3.6	5.0	25.0
	4	Count	3	5	6	0	1	15
		Expected Count	4.9	3.0	1.9	2.2	3.0	15.0
	5	Count	0	1	1	1	6	9
		Expected Count	2.9	1.8	1.1	1.3	1.8	9.0
Total	Count	34	21	13	15	21	104	
	Expected Count	34.0	21.0	13.0	15.0	21.0	104.0	

FIGURE – 20

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	61.693 ^a	16	<.001
Likelihood Ratio	64.242	16	<.001
Linear-by-Linear Association	10.600	1	.001
N of Valid Cases	104		

a. 18 cells (72.0%) have expected count less than 5. The minimum expected count is 1.13.

FIGURE – 21

Symmetric Measures

	Value	Approximate Significance
Nominal by Nominal Phi	.770	<.001
Cramer's V	.385	<.001
N of Valid Cases	104	

FIGURE - 22

The calculated chi-square values are 61.693 and 64.242 respectively, both with 16 degrees of freedom. The associated p-values are $<.001$ for both tests, indicating a highly statistically significant association between organizational policies and culture impacting consideration of moonlighting., the analysis suggests that both organizational policies and culture, as well as current job satisfaction, have a significant impact on the consideration of moonlighting.

HYPOTHESES

Null Hypothesis (H0): There is no Significant association between Education Qualifications and advancement opportunities in primary job influence intention to engage in moonlighting.

Alternative Hypothesis (H1): There is Significant association between Education Qualifications and advancement opportunities in primary job influence intention to engage in moonlighting.

Education Qualification * Does the availability of advancement opportunities in your primary job influence your intention to engage in moonlighting? Crosstabulation

Does the availability of advancement opportunities in your primary job influence your intention to engage in moonlighting?

		1	2	3	4	5	Total
Education Qualification	Count	0	1	2	0	0	3
	Expected Count	.7	.7	.7	.5	.4	3.0
Graduation	Count	9	4	12	7	2	34
	Expected Count	8.1	7.8	7.4	6.2	4.5	34.0
PHD	Count	0	1	1	1	4	7
	Expected Count	1.7	1.6	1.5	1.3	.9	7.0
Post Graduation	Count	16	18	8	11	8	61
	Expected Count	14.5	13.9	13.4	11.0	8.1	61.0
Total	Count	25	24	23	19	14	105
	Expected Count	25.0	24.0	23.0	19.0	14.0	105.0

FIGURE - 23

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	26.486 ^a	12	.009
Likelihood Ratio	24.901	12	.015
N of Valid Cases	105		

a. 11 cells (55.0%) have expected count less than 5. The minimum expected count is .40.

FIGURE - 24

Symmetric Measures

		Value	Approximate Significance
Nominal by Nominal	Phi	.502	.009
	Cramer's V	.290	.009
N of Valid Cases		105	

FIGURE - 25

The calculated Pearson chi-square value is 26.486 with 12 degrees of freedom. The associated p-value is .009. This p-value suggests that there is a statistically significant association between the variables at the 0.05 significance level. we reject the null hypothesis and accept the alternative hypothesis, suggesting that there is a statistically significant association between the variables being examined at the 0.05 significance level.

HYPOTHESES

Null Hypothesis (H0): There is no Significant association between Age and socio-economic influences inclination towards moonlighting.

Alternative Hypothesis (H1): There is Significant association between Age and socio-economic influences inclination towards moonlighting.

Age * Which of the following socio-economic factors do you believe strongly influences your inclination towards moonlighting? Crosstabulation

Which of the following socio-economic factors do you believe strongly influences your inclination towards moonlighting?

			1	Debt Burden	Education Level	Household Income	Others	Total
Age	20-25	Count	0	0	0	21	11	42
		Expected Count	.8	.4	.8	15.2	14.8	42.0
	25-30	Count	2	0	0	9	14	33
		Expected Count	.6	.3	.6	11.9	11.6	33.0
	30-35	Count	0	1	2	8	10	27
		Expected Count	.5	.3	.5	9.8	9.5	27.0
	35-40	Count	0	0	0	0	2	3
		Expected Count	.1	.0	.1	1.1	1.1	3.0
Total		Count	2	1	2	38	37	105
		Expected Count	2.0	1.0	2.0	38.0	37.0	105.0

FIGURE - 26

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	19.846 ^a	15	.178
Likelihood Ratio	20.409	15	.157
N of Valid Cases	105		

a. 15 cells (62.5%) have expected count less than 5. The minimum expected count is .03.

FIGURE - 27

Symmetric Measures

		Value	Approximate Significance
Nominal by Nominal	Phi	.435	.178
	Cramer's V	.251	.178
N of Valid Cases		105	

FIGURE – 28

The calculated Pearson chi-square value is 19.846 with 15 degrees of freedom. The associated p-value is .178. This p-value suggests that there is no statistically significant

association between the variables at the 0.05 significance level. , we fail to reject the null hypothesis, suggesting that there is no statistically significant association between the variables being examined at the 0.05 significance level.

HYPOTHESES

Null Hypothesis (H0): There is no Significant association between Gender and the perception of work-life balance are independent of the likelihood of considering moonlighting.

Alternative Hypothesis (H1): There is Significant association between Gender and the perception of work-life balance are associated with the likelihood of considering moonlighting.

Gender * Does your perception of work-life balance affect your likelihood of considering moonlighting? Crosstabulation

Count

	Does your perception of work-life balance affect your likelihood of considering moonlighting?					Total
	1	2	3	4	5	
Gender	1	0	2	0	0	3
Female	27	5	10	3	9	54
Male	13	5	6	10	13	47
Total	41	10	18	13	22	104

FIGURE – 29

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	15.829 ^a	8	.045
Likelihood Ratio	15.465	8	.051
N of Valid Cases	104		

a. 6 cells (40.0%) have expected count less than 5. The minimum expected count is .29.

FIGURE – 30

Symmetric Measures

	Value	Approximate Significance
Nominal by Nominal		
Phi	.390	.045
Cramer's V	.276	.045
N of Valid Cases	104	

FIGURE - 31

the association is not statistically significant based on the p-values obtained from the chi-square tests. Therefore, we fail to reject the null hypothesis, suggesting that gender and perception of work-life balance are not significantly associated with the likelihood of considering moonlighting.

HYPOTHESES

Null Hypothesis (H0): There is no Significant association between Age and level of support from friends and family influence intention to engage in moonlighting.

Alternative Hypothesis (H1): There is Significant association between Age and level of support from friends and family influence intention to engage in moonlighting.

Age * does the level of support from friends and family influence your intention to engage in moonlighting? Crosstabulation

does the level of support from friends and family influence your intention to engage in moonlighting?

		1	2	3	4	5	Total	
Age	20-25	Count	8	9	10	3	12	42
		Expected Count	13.2	6.8	7.6	4.0	10.4	42.0
	25-30	Count	14	3	5	4	7	33
		Expected Count	10.4	5.3	6.0	3.1	8.2	33.0
	30-35	Count	10	4	4	2	7	27
		Expected Count	8.5	4.4	4.9	2.6	6.7	27.0
	35-40	Count	1	1	0	1	0	3
		Expected Count	.9	.5	.5	.3	.7	3.0
Total		Count	33	17	19	10	26	105
		Expected Count	33.0	17.0	19.0	10.0	26.0	105.0

FIGURE - 32

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	11.094 ^a	12	.521
Likelihood Ratio	11.834	12	.459
N of Valid Cases	105		

a. 10 cells (50.0%) have expected count less than 5. The minimum expected count is .29.

FIGURE - 33

Symmetric Measures

		Value	Approximate Significance
Nominal by Nominal	Phi	.325	.521
	Cramer's V	.188	.521
N of Valid Cases		105	

FIGURE - 34

The calculated Pearson chi-square value is 11.094 with 12 degrees of freedom. The associated p-value is .521. This p-value suggests that there is no statistically significant association between the variables at the 0.05 significance level. we fail to reject the null hypothesis, suggesting that there is no statistically significant association between the variables being examined at the 0.05 significance level.

HYPOTHESES

Null Hypothesis (H0): There is no Significant association between age and the belief that moonlighting is ethical.

Alternative Hypothesis (H1): There is a Significant association between age and the belief that moonlighting is ethical.

Age * Do you believe moonlighting is ethical ? Crosstabulation

		Do you believe moonlighting is ethical ?						
		1	2	3	4	5	Total	
Age	20-25	Count	12	6	11	8	5	42
		Expected Count	14.1	7.3	9.7	6.5	4.4	42.0
	25-30	Count	9	8	8	3	5	33
		Expected Count	11.1	5.7	7.6	5.1	3.5	33.0
	30-35	Count	13	3	5	4	1	26
		Expected Count	8.8	4.5	6.0	4.0	2.8	26.0
	35-40	Count	1	1	0	1	0	3
		Expected Count	1.0	.5	.7	.5	.3	3.0
Total		Count	35	18	24	16	11	104
		Expected Count	35.0	18.0	24.0	16.0	11.0	104.0

FIGURE - 35

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	9.923 ^a	12	.623
Likelihood Ratio	10.837	12	.543
N of Valid Cases	104		

a. 10 cells (50.0%) have expected count less than 5. The minimum expected count is .32.

FIGURE – 36

Symmetric Measures

		Value	Approximate Significance
Nominal by Nominal	Phi	.309	.623
	Cramer's V	.178	.623
N of Valid Cases		104	

FIGURE - 37

The calculated Pearson chi-square value is 9.923 with 12 degrees of freedom. The associated p-value is .623. This p-value suggests that there is no statistically significant association between the variables at the 0.05 significance level. we fail to reject the null hypothesis, suggesting that there is no statistically significant association between the variables being examined at the 0.05 significance level.

FINDINGS

- There is a Significant association between current job satisfaction and the intention to engage in moonlighting, considering age.
- There is a Significant association between Organisation policies and job satisfaction on the intention to engage in moonlighting.
- There is Significant association between Education Qualifications and advancement opportunities in primary job influence intention to engage in moonlighting.
- There is no Significant association between Age and socio-economic influences inclination towards moonlighting.
- There is no Significant association between Gender and the perception of work-life balance are independent of the likelihood of considering moonlighting.
- There is no Significant association between Age and level of support from friends and family influence intention to engage in moonlighting.
- There is no Significant association between age and the belief that moonlighting is ethical.

LIMITATIONS

- The study's sample may not fully represent the broader population of young professionals due to potential sampling bias. Participants recruited through specific channels or online platforms may not capture the diversity of the target demographic, leading to limited generalizability of the findings.
- There is a possibility of self-report bias in survey responses, where participants may provide socially desirable answers rather than reflecting their true thoughts or behaviors regarding moonlighting intentions. This bias could affect the accuracy and reliability of the collected data.
- The research objectives cover various socio-economic, work-life balance, organizational, and personal factors influencing moonlighting intentions. However, there may be additional variables or contextual factors that were not included in the study but could also play a significant role. This limitation may impact the comprehensiveness of the study's findings.
- Ethical considerations, including participant confidentiality, informed consent, and addressing potential risks associated with collecting sensitive information, were addressed in the research. However, these considerations may still impact the validity and reliability of the study's findings.

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ANNEXURE

QUESTIONNAIRE

Questionnaire

Name

Gender

Which of the following socio-economic factors do you believe strongly influences your inclination towards moonlighting?

- a) Education level
- b) Household income
- c) Debt burden
- d) Others

Does your perception of work-life balance affect your likelihood of considering moonlighting?

- A) Strongly Agree
- B) Agree
- C) Neutral
- D) Disagree

Does your current job satisfaction influence your intention to engage in moonlighting?

- A) Strongly Agree

- B) Agree
- C) Neutral
- D)Disagree

Does organizational policies and culture impact your consideration of moonlighting?

- A) Strongly Agree
- B) Agree
- C) Neutral
- D)Disagree

Do personal motivations, such as financial goals or skill development, influence your intention to engage in moonlighting?

- A) Strongly Agree
- B) Agree
- C) Neutral
- D)Disagree

How would you rate the legality of moonlighting in your current organization?

- A) Strongly Agree
- B) Agree
- C) Neutral
- D)Disagree

Does the availability of flexible work arrangements impact your consideration of moonlighting?

- A) Strongly Agree
- B) Agree
- C) Neutral
- D) Disagree

Does the availability of advancement opportunities in your primary job influence your intention to engage in moonlighting?

- A) Strongly Agree
- B) Agree
- C) Neutral
- D) Disagree

To what extent does your level of job demand and workload influence your intention to engage in moonlighting?

- A) Strongly Agree
- B) Agree
- C) Neutral
- D) Disagree

Does your level of job autonomy and control over your tasks in your primary employment impact your inclination towards moonlighting?

- A) Strongly Agree
- B) Agree

C) Neutral

D)Disagree

Do you believe moonlighting may impact your primary job performance?

A) Strongly Agree

B) Agree

C) Neutral

D)Disagree

Does your level of engagement and satisfaction with your primary job influence your intention to engage in moonlighting?

A) Strongly Agree

B) Agree

C) Neutral

D)Disagree

Do you believe moonlighting is ethical?

A) Strongly Agree

B) Agree

C) Neutral

D)Disagree

Does the level of support from friends and family influence your intention to engage in moonlighting?

A) Strongly Agree

B) Agree

C) Neutral

D) Disagree

Do you believe moonlighting may impact your overall well-being and quality of life?

A) Strongly Agree

B) Agree

C) Neutral

D) Disagree

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