

Moonlighting: Paving the way towards entrepreneurship-A Positive outlook

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ABSTRACT

In the contemporary landscape of employment, moonlighting, or the practice of holding multiple jobs concurrently, has emerged as a significant precursor to entrepreneurship. This paper explores the positive aspects of moonlighting as a stepping stone towards entrepreneurial endeavors. As individuals engage in diverse employment opportunities, they acquire a versatile skill set, exposure to different industries, and a nuanced understanding of market dynamics. Moonlighting provides a unique avenue for risk mitigation, allowing aspiring entrepreneurs to test their business ideas while maintaining financial stability through a primary job.

Furthermore, the paper delves into the psychological benefits of moonlighting, such as enhanced creativity, adaptability, and resilience, which are invaluable assets in entrepreneurial pursuits. The experience gained through juggling multiple roles fosters a proactive mindset and cultivates an entrepreneurial spirit. Additionally, the abstract highlights the societal impact, as moonlighting contributes to economic growth by fostering innovation and job creation.

Ultimately, this exploration emphasizes the affirmative role of moonlighting in shaping aspiring entrepreneurs, presenting a paradigm shift in how individuals perceive and approach their professional trajectories. It advocates for a supportive ecosystem that recognizes and encourages moonlighting as a positive catalyst for entrepreneurial success.

Keywords: *Entrepreneurs, Opportunity, Ecosystem*

INTRODUCTION

Moonlighting is the buzzword in many organizations after Wipro fired 300 employees. Before technological advancements, people used to live a simple life by making a little income by doing their household chores, the main occupation was farming. With industrialization, employees started getting better opportunities and those who are multi-skilled want to work more than 8 hours for better living. The concept of moonlighting is not new and negative, however, companies perceive it as data violation, against company norms and HR policies which

ultimately affecting the productivity of employees while involving themselves in multiple jobs. As per the survey conducted by renowned newspaper, 64.5% of employees consider it as ethical and 23.4% unethical and the rest are neutral on the same. This is worrisome if organizations consider it as a threat instead of an opportunity.

RISE OF MOONLIGHTING

The term moonlighting means having more than one job, the ultimate objective is to open doors for more income. The year 1930 depression witnessed

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heavy unemployment, the employees have very less job opportunities, the management negotiated for 36 hour week with labour union which give rise to moonlighting as this 36-hour week doesn't keep the workers fully employed so they have enough time for other work or leisure. The employees who prefer more income involve themselves in a second job rather than working overtime at his regular job—hence, moonlighting. And the shorter the work week, the more moonlighting.

ENTREPRENEURSHIP: NEED OF THE HOUR

Innovation is the key to success, organizations are spending huge amount on creating a culture of innovation and creativity which paves the ways for the budding entrepreneurs to experiment and produce which not only benefits the society but a nation as a whole. Moonlighting is an emerging concept which let the employees with creative mind to pursue the work which is of their areas of interest, The future is definitely of gig economy where people have freedom to choose their profession. While there is nothing inherently wrong with moonlighting, it seems a genuine way of solving the problem of the people who would prefer additional income through additional work which apparently leads to entrepreneurship.

WHY DO EMPLOYEES INDULGE IN MOONLIGHTING?

- Social Influence

It's a people's tendency to ask in the first meeting "where do you work?" or what do you do for living, the pressure of so many conflicting social roles (e.g., for women, Arthur & Lee, 2008), our commitments and responsibilities towards certain roles (as parent, employee, lover, or friend) are a form of social influence and we indulge in various activities to gain social acceptance. One such is moonlighting which is giving ways for multiple earning.

- Fear of Redundancy

Many employees believe that loss of income can cause major setbacks and that's why employees find out the ways and means to recover from redundancy.

- Monetary Benefits

During the pandemic many employees are being laid off, salary-cutting, fear of losing jobs motivated the employees to find out other sources of income which ultimately give rise to moonlighting, people starting collaborating with each other for financial stability.

EMPLOYERS' EXPECTATIONS

As per oxford dictionary "moonlighting refers to second job while continuing your permanent job. It is different from gig worker as they are not indulge in permanent job. Employers are looking for the best talent in their organization, one who fits with the requirement of company, one who can help in business sustenance.

-Multi-tasking: Employees who can perform more than one task simultaneously. so if he/she is able to manage multiple jobs without hampering the company's policy should be given privilege for the same.

- Intrapreneurial mindset: Employers seek candidates who can bring innovation and creativity in organization, one with the intrapreneurial mindset, who can suggest new methods and procedures for better outcome.

- Leadership skills: One who takes initiative and persuades others to give their best in every situation.

- Result -Oriented: One who believes in making things happen with better and positive results.

- Urge for continuous Learning: One who came up with a positive attitude and has firm belief in personal and professional growth through continuous learning approach.

HOW TO CHANGE THE PERCEPTION OF EMPLOYERS?

Employers perceive that by indulging themselves in multiple jobs employees are violating the laws, 31 % employers believes that employees moonlight because they are not engaged in the work effectively and 23% mentioned that they have sufficient time for second job, however as per the business news 43% of IT employees favours dual employment. Even 70% of pharmaceutical and healthcare employees, 71% in FMCG and 79% in manufacturing have the same

belief about moonlighting. This is high time as we are in the era of experiencing humans and it is necessary for the employers to draft a policy for the mutual benefit of both employer as well as employees. Also employers must acquaint the employees with required skills and abilities to enable the culture of innovation,

WHAT COULD LEADERS DO TO PAVE IT ANOTHER WAY TOWARDS ENTREPRENEURSHIP?

After the pandemic employers are focussing on what the future of work will look like. Many organizations are in the experimentation phase to find out the work model which suits their needs. By embracing moonlighting with right strategies can be a game changer as only those employees who are multi-tasker, having expertise in their area can opt for same. Leaders need to identify such talent in the organization and pave them different ways to grow and nurture. The founder of Outhinker, Kaihan Krippendorf, has coined the term Internal "entrepreneurs" for the employees who have brought great innovation and creates value for the the organization .

FUTURE AREA OF RESEARCH

Quiet quitting , Gaslighting, Social isolation are gaining popularity and are very much on trends in organization. Employers must understand the need of employees, By moonlighting employees are following their passion and freedom to work by gaining monetary benefits. It is high time to engage them in

what they love to avoid these scenarios in future and the best way is to develop intrapreneurs. This will enable the culture of empowerment, ownership and commitment.

CONCLUSION

Moonlighting is an opportunity for the internal entrepreneurs to better utilize their skills. It should not be considered a cheating or against any law, organization has to look at the positive aspects of it. However designing a mechanism which is more transparent is the need of the hour for fostering the healthy employer-employee relationship.

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