



THE ROLE OF MOONLIGHTING INTENTIONS ON EMPLOYEE SATISFACTION IN THE IT INDUSTRY IN MANGALORE.

LALID J

Assistant professor, Department of MBA, Harsha Institute of Management Studies Bangalore.

ABSTRACT :

Moonlighting has grown significantly over the year and covid has amplified this Trend moon lighting is a phenomenon where people work outside their working hour for another organization either full time contract or freelance working for more than one organization to combat various issues like boredom addition finance Etc. Is becoming common and the new generation of employees is more inclined towards it. This study investigates the effect of the intention to moonlight on the job satisfaction of IT personnel in Mangalore. Moonlighting is the practice of doing other jobs along with principal job. Nature of IT work and availability of freelance jobs motivate the IT workers to find secondary job. The research tries to determine how the intention to moonlight influences the job satisfaction levels of IT personnel in Mangalore City.

Some people pursue hobbies in their free time, while others look for part-time jobs. Especially in her IT industry, employees worked her two jobs at the same time and leveraged the remote working model. The idea of working for two organizations is termed moonlighting. This case study covers various aspects and impacts of moonlighting in the Indian IT industry including pre- and post-Covid situations to IT company's stand and future of work. By analyzing survey data from IT professionals, this study explores how intentions to moonlight impact job satisfaction, work-life balance, and overall engagement. Findings indicate that while moonlighting can provide financial relief and skill diversification, it may also lead to increased stress and reduced satisfaction due to time constraints and performance pressures. This study contributes to understanding the dual employment phenomenon in IT, providing insights for HR policies that balance employee needs with organizational productivity and retention.

Keywords: Moonlighting, Covid, Freelance Job, Work-life balance, HR Policies, Diversification.

INTRODUCTION :

Employees of a company or an organization play a vital role in the achievement of its objectives and smooth functioning. The main traditional factor is human activity, which is crucial for a company to operate efficiently. In the recent days the human resource department of an organization is emerging very fast and introducing customized working style for their employees. The new working schedules of the company have fascinated the employees to contribute to the secondary market by working additional hours either through additional jobs or through self-employment. This tendency gave rise to the new concept called *moonlighting* which is better understood as holding a second job outside of normal working hours. Employees take the initiative to moonlight for a variety of personal causes and demands. Moonlighting has always been done to supplement income. Moonlighting is the practice of an employee working multiple jobs, sometimes separating their interests from their primary position.

The concept of moonlighting draws its recognition from its relationship with several important employee behaviors particularly job satisfaction. Employee job satisfaction becomes critical when an organization expects to sustain and compete in the market. Moonlighting practice reflects the level of satisfaction of employees with their organization. The reasons of moonlighting can be explored by analyzing the relationship between the job satisfaction and moonlighting. If an employee is not motivated enough and not satisfied with work hours or work conditions on primary job, he will opt to seek additional job with the first job. It has been observed that motives of employees who seek second job or decide to continue the same are related to the level of job satisfaction with the organization.

Moonlighting is the practice of an employee working multiple jobs, sometimes separating their interests from their primary position. People opt to moonlight or work multiple jobs as a result of financial difficulties in their families and growing financial obligations in their households. As Americans started looking for a second job to supplement their 9-to-5 employment and increase their income, the term "moonlighting" became widespread. When working from home became the norm during the Covid-19 outbreak, which is supposed to have increased multiple employment, moonlighting has become a major topic in the IT industry. Some employees must hold down many jobs in order to meet their financial obligations.

Meaning of Moonlighting

Moonlighting is the practice of doing a second job or doing extra work on the side, usually in one's spare time, in addition to one's principal job. The name arose from the notion that people would work at night (moonlight) to supplement their income.

Moonlighting can take many forms, including taking on freelance tasks, launching a side business, working part-time in another profession, or even pursuing an income-generating passion or pastime.

Definition of Moonlighting

Benjamin Franklin: In addition to being a well-known statesman and inventor, Benjamin Franklin worked in a variety of other capacities. He was a printer and publisher, and his printing company was quite successful. He also contributed to many publications under various pen names.

Albert Einstein: While working as a patent examiner at the Swiss Patent Office, Einstein created the theory of relativity and contributed significantly to physics. However, in his leisure time, he conducted his own research, which resulted in the publication of several significant scientific papers.

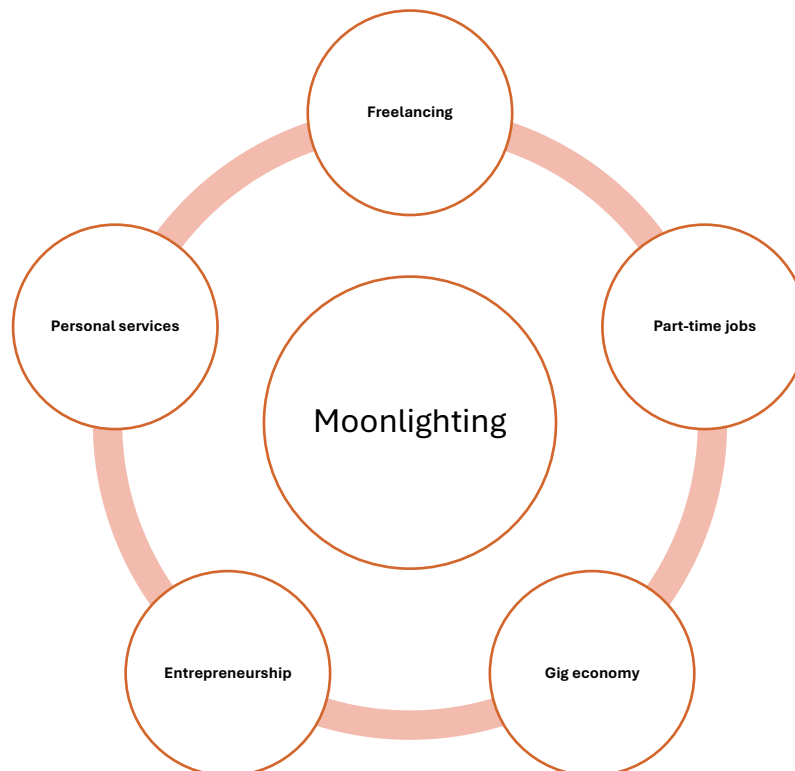
Steve Wozniak: Steve Wozniak, co-founder of Apple Inc., designed the first Apple computer while working as an engineer at Hewlett-Packard (HP). He continued to work at HP while also working on Apple with Steve Jobs, who was also working at HP at the time.

Mark Twain: Throughout his life, the famed American writer Mark Twain worked at a variety of jobs. He worked as a printer, riverboat pilot, journalist, and lecturer, among other things. Even after achieving literary success, he continued to teach and go on speaking tours to augment his income.

These instances show how people with tremendous talent and desire can pursue supplemental work or creative endeavors outside of their core roles, frequently leading to extraordinary accomplishments and contributions in their respective fields.

The Type of Work Done During Moonlighting

Moonlighting is the practice of taking on additional work or employment outside of one's principal job, usually in the evenings, on weekends or during other non-working hours. The type of job done while moonlighting can vary greatly based on a person's talents, interests, and available opportunities. Here are some examples of the kind of jobs that someone may do while moonlighting:



Pros And Cons of Moonlighting

Most IT companies have reaffirmed their opposition to moonlighting and warned to fire staff members who are found to be working two jobs. This practice has drawn criticism from several organizations, which contend that those who hold multiple occupations are less effective. Businesses that have fired employees due to moonlighting include TCS, Infosys, and WIPRO. If an employee has a non-compete clause and a single employment clause in their contract, moonlighting might be viewed as cheating. Moonlighting appears to be a topic of debate in the IT industry. While some think it is unethical, others think it is necessary and advantageous

Pros of Moonlighting

- **Workers get new knowledge:** since they are each given a task to do for a project. Moreover, people typically learn less than the entire project. They can learn a lot more in Moonlighting because there are less people there.

- **Employee retention:** When a company fully accepts a worker's second employment, the latter may feel at ease in the workplace and content with the additional cash it provides. This strategy might make it easier to keep talented employees.
- **Inexpensive and Seasonal Requirement:** Because moonlighters are willing to work under a contract that does not obligate an employer to provide a plethora of benefits, hiring them may be less expensive. Moreover, they are subject to sudden hiring and firing.
- **Budget:** In order to supplement their income, many engage in side work.
- **Security:** People take on side jobs when things are uncertain. They are prepared with a backup job in case one of their occupations disappears.

While moonlighting has many benefits, it also has some drawbacks. Juggling numerous tasks can result in an increased effort, potential conflicts of interest, and a burden on personal life, including less leisure time and higher stress levels. Employees should also be aware of any contractual responsibilities, non-compete agreements, or conflicts of interest that may limit or prevent them from moonlighting.

Cons of Moonlighting

- **Exhaustion:** In order to come up with fresh ideas, a person must be in good mental and psychological health. A person may not be able to come up with new ideas if they are physically or mentally worn out and burdened for a long time. The effectiveness of an employee may diminish as a result of moonlighting.
- **Lack of sleep:** A person who selects side work commonly has their tasks scheduled one after the other. People routinely sacrifice their sleep in order to complete a task, which reduces their long-term efficacy. Usually, moonlighters don't get enough sleep.
- **Lack of focus:** Those who moonlight must constantly have a number of things going through their minds, which eventually takes their attention away from the present. Although the person is only physically present in one location, they are mentally present everywhere.
- **Conflict of interest:** Having jobs with both primary and secondary employers in the software or IT industry is possible. Employers frequently think that their staff members are abusing company resources to produce goods for rival companies.
- **Employer discomfort:** A worker working a side job is always in the news due to poor performance. Even for little under performance, they divert blame onto his/her side job entirely.

Employers frequently have varying policies about moonlighting, which can range from outright prohibition to allowing it under particular conditions. To ensure compliance and avoid negative consequences, employees must understand their employment contracts, review their employer's policies, and maintain open communication.

LITERATURE REVIEW

As the primary component of the research project, the literature review aids in comprehending the previous research conducted on the subject, serves as the foundation for the formulation and analysis of the research problem, and helps us understand the extent and constraints of previous studies. It also provides insight into the areas that previous researchers have not addressed.

Khatri Puja and Khushboo (2014), in their research paper 'Organizational Commitment and Moonlighting Practices of SME Employees in Delhi-NCR' examine the workers' view on commitment to organization and its practices in moonlighting. The study found that the workers who are working in SME division are aware of updating trends while SME'S are still lacking in finance and updating technology tends to be less committed to work which leads to moonlighting (second job).

Li-Chun Chang, Chia-Hui Shih, Shu-Man Lin (2010), 'The mediating role of psychological empowerment on job satisfaction and organizational commitment for school health nurses: A cross-sectional questionnaire survey' The paper aims to test an exploratory model of empowerment in a Taiwanese sample of school health nurses by examining the mediating role of psychological empowerment in the relationship between external factors and work-related attitudes, specifically job satisfaction and organizational commitment. This study concluded that psychological empowerment did not mediate the relationship between external factors and work attitudes, and job satisfaction emerged as an important factor. If school leaders can improve the job satisfaction of school health nurses, this will help them achieve greater commitment and loyalty of school health nurses to their employing schools. On the basis of the above literature review, we can conclude that employees who are in moonlighting intention try to work in multiple jobs, sometimes separating their interests from their primary position. Holding multiple jobs in more than one organization, moonlighting employees may be provided with experience, motivation, and meaningfulness that could hardly be built in their primary jobs.

Sun Ning, He Zhong, Wang Libo & Li Qiujie (2009), 'The impact of nurse empowerment on job satisfaction' the main aim of this study is to test Kanter's organizational empowerment theoretical model specifying the relationships among demographics, structural empowerment, and job satisfaction. A correlational, cross-sectional design was used to test Kanter's organizational empowerment model with a sample of 650 full-time nurses employed in six Chinese hospitals in 2007. These results provided support for Kanter's organizational empowerment theory in the Chinese nurse population. Nurses who view their work environments as empowering are more likely to provide high quality care. Enhancing empowerment in a supportive environment would allow nurses to experience satisfaction with their jobs.

Ms. Seema, Dr. Geeta Sachdeva (2020), 'Moonlighting Intentions of I.T. Professionals: Impact of Organizational Commitment and Entrepreneurial Motivation' the main objective of this study is to measure the Impact of Organizational Commitment on Moonlighting Intentions of I.T. professionals and also to study the Impact of Entrepreneurial motivation on Moonlighting Intentions of I.T. professionals. This study concluded that Organizational Commitment is negatively and significantly impacting the Moonlighting Intentions. A moderately strong negative relation reflects the inversely proportional relationship between Organizational Commitment and Moonlighting Intentions which infers that on increase of one, the second decreases proportionately. Entrepreneurial Motivation is also very significantly and positively impacting the Moonlighting Intentions.

John P. Meyer, Lynne Herscovitch (2001), 'Commitment in the workplace: Toward a general model' the main aim of this study is to demonstrate that it is possible to develop a general model of workplace commitment to be used as a guide in research and practice. By acknowledging that commitment has a "core essence" it is possible to develop a general model of workplace commitment. The multidimensional of commitment is explained in terms of

differences in the mind-sets that characterize this force. These mind-sets play an important role in determining how commitment-relevant behaviors is enacted. This model can serve as a guide for commitment research regardless of the context in which it is being studied. It will perhaps have its greatest value in research conducted to evaluate the combined influence of multiple commitments.

A. Afolabi, O. J. Obude, A. A. Okediji and L. N. Ezeh (2009), in research article 'Influence of Gender and Leadership Style on Career Commitment and Job Performance of subordinates concluded that gender and leadership styles of supervisors in an organization have an impact on the way we do our work. It shows that the way employees perceive their leaders whether as autocratic or democratic plays a vital role in determining how they will perform on the job and how much they will be committed to their career and also how they will perform on the job. A positive step must be taken to create a working environment of effective leaders whether the task-oriented type or people – oriented, as well as effective subordinates. It is said that the implications for business application is for supervisors and managers to adopt a more effective style of leadership. Managers should be sensitive to the differences that are to be expected if an autocratic style of leadership is used instead of democratic and vice-versa.

R. K. Jena (2015), in his article 'An Assessment of Demographic Factors Affecting Organizational Commitment Among shift Workers in India' showed that personal and demographic characteristics have an effect on different dimensions of organizational commitment. Management should also encourage employees to build optimistic attitude in their personality which would automatically increase their commitment. The results also suggest that in order to create a working environment that encourages people to stay and commit to their respective organizations, top management needs to review the existing HR practices so as to offer fair policies to the employees having different demographic dividend.

Avett L Susan (2010), in her research paper 'Moonlighting: multiple motives and gender differences' focuses on factors that leads women and men to moonlight and the decision to work more than in one job. The study founded that both men and women are less likely to say income the reasons for motivation to moonlighting varies according to gender to gender

Sangwan Shweta (2014), in her research paper 'Managing Employee Moonlighting: Issues and Implications' says that moonlighting has both limitations as well benefits and ethical issues are also involved. It is a challenging task for both employees and employer. the study concludes that without conflict in the organization between employee and employer moonlighting should maintain good relationship.

Montes Rojas Gabriel, Pal Sarmistha (2015), 'Public Pain and Private Gain: An Analysis of Moonlighting of Public Health Professionals' the study concluded that the public health specialists are often hold private practices as well the paper founded that private practices may affect public health specialist system as in private practice higher number of patients seen.

Sampling

The convenience sampling method is used to select respondents for this study. A sample size of 340 respondents is considered. The respondents include IT professionals from various roles, including developers, analysts, project managers, and support staff, representing different experience levels within the industry. Participants across these segments were deliberately selected to assess their intentions toward moonlighting and its impact on their job satisfaction in Mangalore's IT sector.

Methodology

A formal questionnaire is circulated to the respondents through google form for seeking their awareness and perception level. The data collected so classified and presented in tabular format, further it has been analyzed by using percentile method to arrive at specific conclusions.

Objectives of the Study

- To study the prime factors that influence moonlighting intention of IT industry
- To study the impact of moonlighting intention of employees on the level of job satisfaction and organization commitments
- To understand the influence of demographical variables on moonlighting intention

RESEARCH METHODOLOGY

The objective of this paper is to present insights into the phenomenon of moonlighting and its impact on job satisfaction among employees in the IT industry in Mangalore. The study is conducted using both primary and secondary sources to gain a comprehensive understanding of moonlighting in the IT sector. It further aims to assess the perception and intentions of employees toward moonlighting and analyze how these factors influence their job satisfaction within the IT industry in Mangalore.

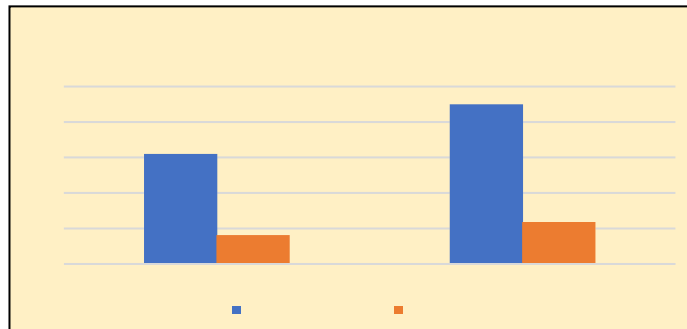
Analysis of Demographics of the Sample

Table No 5.1: Gender

Respondents are categorized according to their Gender

Responses	No. of Respondents	Percentage
Male	155	40.8

Female	225	59.2
Total	380	100



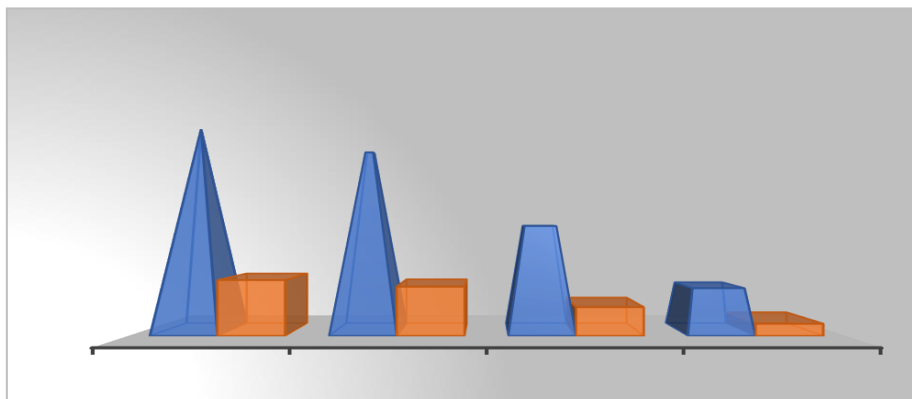
Interpretation: The above pie chart shows that out of 380 respondents, the male respondents are 155 i.e., 40.8% and female respondents are 225 i.e., 59.2%

Inference: According to this survey More female employees are working in the IT sector compare to male. So, the more response got more from the female compare to male.

Table No 5.2: Age

Respondents are categorized according to their Age

Responses	No. of Respondents	Percentage
21-30	145	38.2
31-40	128	33.7
41-50	75	19.7
51-60	32	8.4
Total	380	100



Interpretation: The above chart shows that 145 respondents belong to the age group 21- 30 and constitute 38.2%, respondents between the age group 31-40 is 128 i.e., 33.7%, respondents between the age group 41-50 is 75 i.e., 19.7% and respondents between the age group 51-60 is 32 i.e., 8.4%

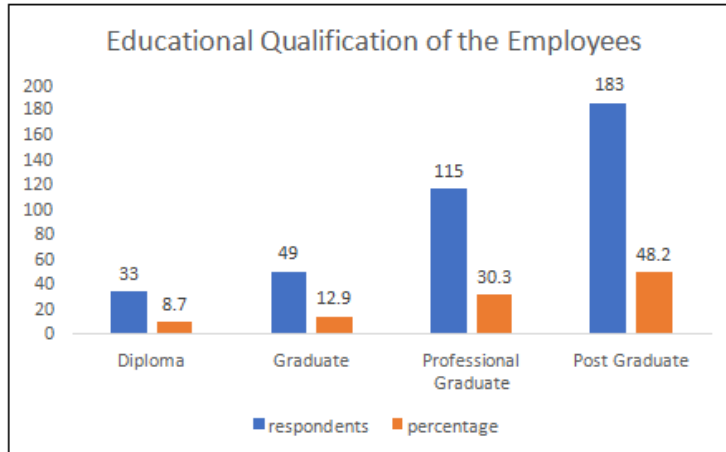
Inference: As a result, it shows that 21-30 age group of people more interested to work in an IT sector than the other age groups. Technology has become an inseparable part of the life of the younger generation. They are frequently more at ease and proficient with computers, mobile devices, and the internet. This proficiency gives them a distinct advantage when it

Table No. 5.3: Highest Qualification

Respondents are categorized according to their qualification

<i>Responses</i>	No. of Respondents	Percentage
Diploma	33	8.7

Graduate	49	12.9
Professional Graduate	115	30.3
Post Graduate	183	48.2
Total	380	100



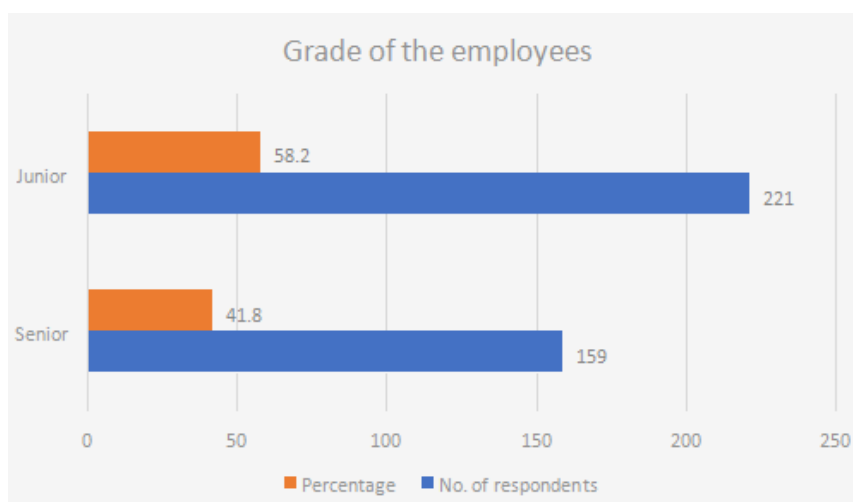
Interpretation: The above chart shows that, out of 380 respondents, 49 respondents were graduates i.e., 12.9% ,33 were diploma i.e., 8.7% and 115 were professional graduates i.e., 30.3%. Most of the respondents were post graduates i.e., 48.2%

Inference: From the above chart most of the respondents are post graduates. Post graduate gives specialized knowledge, career advancement and personal development to work in IT sector.

Table No. 5.4: Grade

Respondents are categorized according to their Grade in the organization

Responses	No. of respondents	Percentage
Senior	159	41.8
Junior	221	58,2
Total	380	100



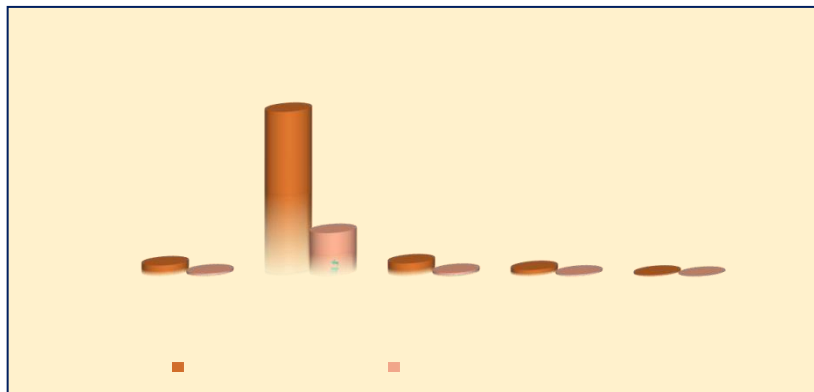
Interpretation: The above table shows that 159 respondents are belong to senior gradeand 221 respondents are working under Junior grade.

Inference: As professionals gain experience and expertise in their field, they may be promoted to higher-level positions. Senior-grade employees have typically invested significant time and effort in developing their skills and acquiring specialized knowledge. They may have expertise in specific domains or technologies, making them valuable assets to IT companies.

Analysis of Data on the Research Problem

B1. Respondents responses for Job satisfaction attributes Table No. 5.8: Job is Interesting

Responses	No. of Respondents	Percentage
Strongly agree	21	5.5
Agree	319	83.9
Neutral	25	6.6
Disagree	12	3.2
Strongly Disagree	3	0.8
Total	380	100

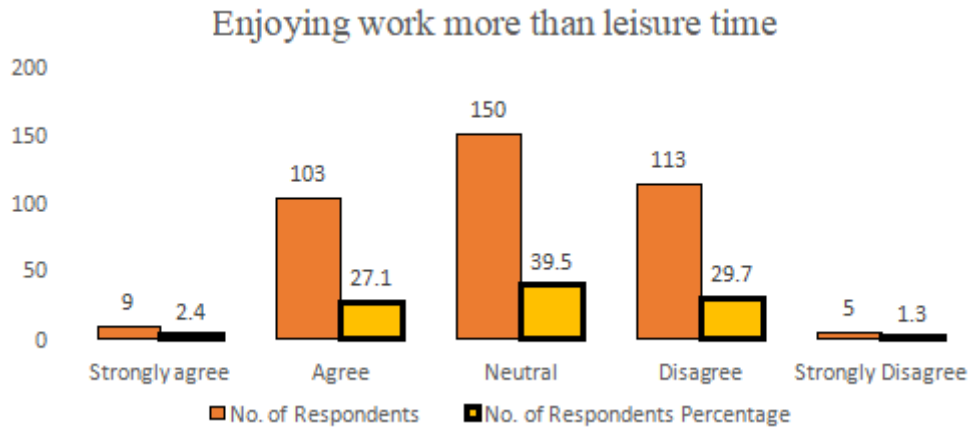


Interpretation: The above table shows that out of 380 respondents 21 respondents strongly agreed that their job is interesting. The percentage is 5.5%, 319 respondents agreed that their job is interesting the percentage is 83.9%, 25 respondents neither agree nor disagreed that job is interesting the percentage is 6.6%, 12 respondents disagreed that their job is interesting i.e., 3.2%, 3 respondents strongly disagreed to job is interesting i.e., 0.8%

Inference: All the employees may not feel that their job is interesting because of monotonous Tasks, Lack of Growth Opportunities, Poor Work Environment, Lack of Recognition or Appreciation, Mismatched Job Roles or Skill.

Table No. 5.5 : Enjoying work more than leisure time

Responses	No. of Respondents	Percentage
Strongly agree	9	2.4
Agree	103	27.1
Neutral	150	39.5
Disagree	113	29.7
Strongly Disagree	5	1.3
Total	180	100

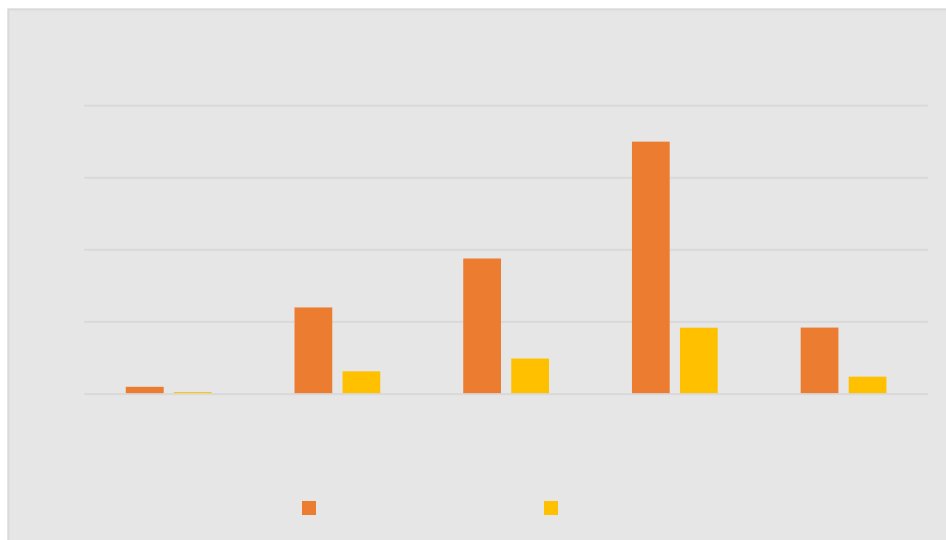


Interpretation: In the above table and chart 9 respondents are strongly agreed that they are enjoying work more than leisure time. 103 respondents agreed that they enjoy more work than the leisure time. 113 disagreed to enjoying work more than the leisure time. 5 strongly disagreed to enjoying work more than the leisure time.

Inference: According to the survey most of the employees do not enjoy work more than leisure time because of monotonous Tasks, Lack of Growth Opportunities, Poor Work Environment, Lack of Recognition or Appreciation, Mismatched Job Roles or Skills. Employers must recognize these characteristics and take efforts to promote job happiness. Providing chances for skill development, cultivating a positive work culture, promoting a healthy work-life balance, and developing meaningful and engaging work can all contribute to increased employee happiness and overall job satisfaction.

Table No. 5.6: Fairly satisfied with job

Responses	No. of Respondents	Percentage
Strongly agree	5	1.3
Agree	60	15.8
Neutral	94	24.7
Disagree	175	46.1
Strongly Disagree	46	12.1
Total	380	100

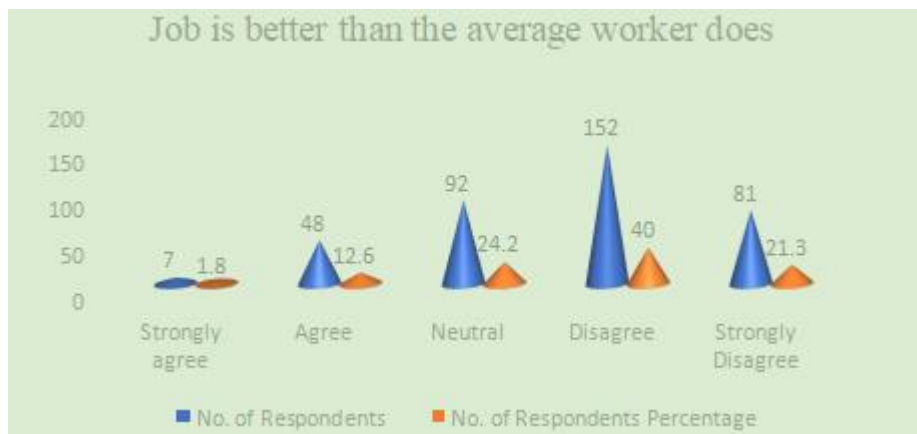


Interpretation: The overall table and chart shows that 5 respondents are strongly agree that they are fairly satisfied with their job. The percentage for strongly agree is 1.3. 94 neither agree nor disagree for fairly satisfied with their work. 175 respondents disagreed for fairly satisfied with their job. The percentage for disagree is 46.1. 46 respondents strongly disagree that they are not satisfied with their present work. the percentage is 12.1.

Inference: Most of the employees are not satisfied with their job because of work environment, role conflicts, poor work environment etc. may be the reasons

Table No. 5.7 I like the Job better than my other employees

Responses	No. of Respondents	Percentage
Strongly agree	7	1.8
Agree	48	12.6
Neutral	92	24.2
Disagree	152	40
Strongly Disagree	81	21.3
Total	380	100

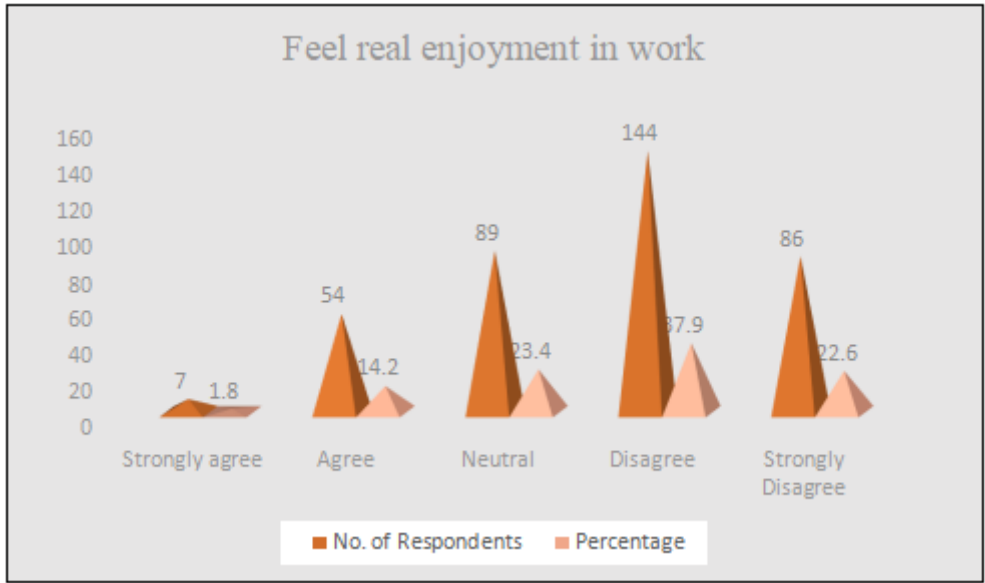


Interpretation: The above table and chart represents that 7 respondents are strongly agree that they like their respective job better than the average worker does. The percentage of strongly agree is 7%, 48 respondents are agreeing that they like their respective job better than the average worker does. The percentage of agreed respondents is 12.6%, 92 respondents are neither agree nor disagree that they like their respective job better than the average worker does. The percentage of strongly agree is 24.2%, 152 respondents disagreed and 81 respondents strongly disagreed that their job is better than average worker does.

Inference: Most of the respondents are disagree for their work is better than the average worker does because of their abilities, expertise, or accomplishments, while others believe that their work is on par with their colleagues. It is subjective and varies according to individual experiences and self-evaluation.

Table No. 5.8 Feel real enjoyment in work

Responses	No. of Respondents	Percentage
Strongly agree	7	1.8
Agree	54	14.2
Neutral	89	23.4
Disagree	144	37.9
Strongly Disagree	86	22.6
Total	380	100



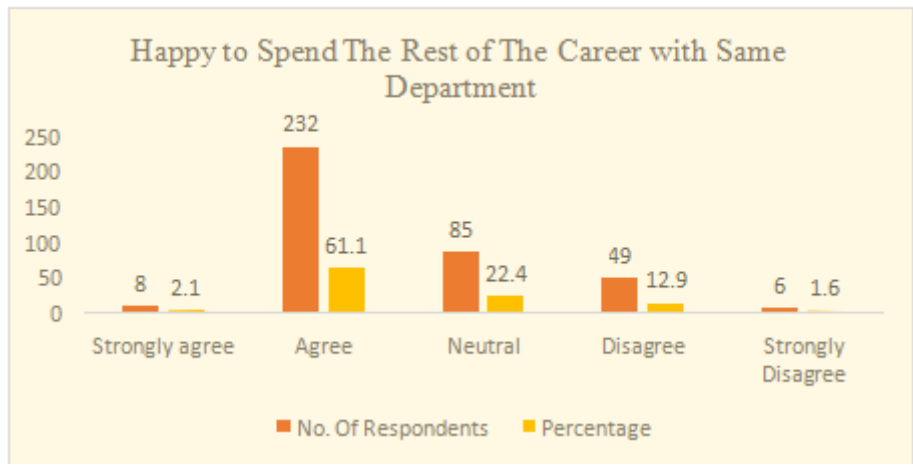
Interpretation: The overall table and pie chart represents that 7 respondents are strongly agreed that they feel real enjoyment in work.54 respondents were agreed that they feel real enjoyment in work.89 respondents were neither agree nor disagree that they feel real enjoyment in work.144 respondents are disagreed and 86 respondents were strongly disagreed for real enjoyment in work

Inference: Real enjoyment in the work depends on the various factors like job environment, rewards and recognition, career development opportunities etc.

B2. Organizational commitment Attributes

Table No. 5.9- Very happy to spend the rest of the career with same department

Responses	No. of Respondents	Percentage
Strongly agree	8	2.1
Agree	232	61.1
Neutral	85	22.4
Disagree	49	12.9
Strongly disagree	6	1.6
Total	380	100

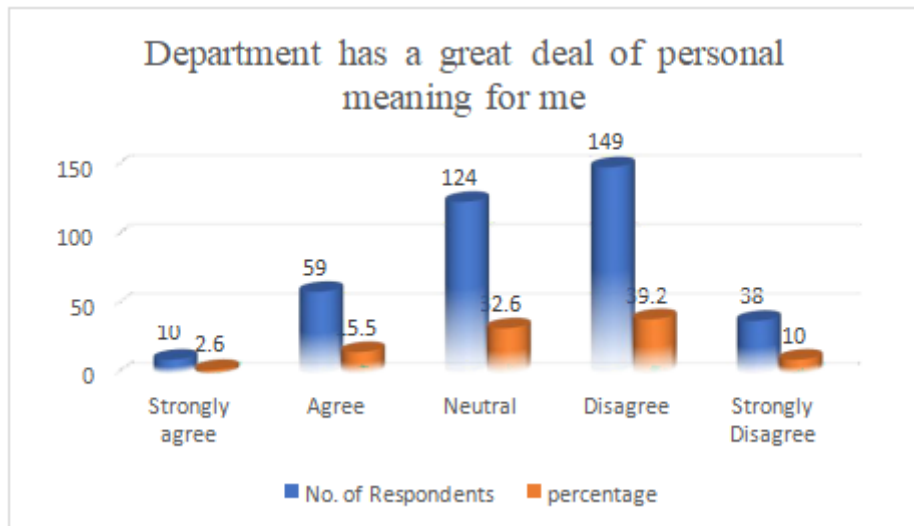


Interpretation: The above table and chart represents that 8 respondents were strongly agree that they are happy to spend the rest of the career with same department.232 respondents were agreed that they are happy to spend the rest of the career with same department. 49 respondents were disagreed that they are happy to spend the rest of the career with same department. 6 respondents were strongly disagreed that they are happy to spendthe rest of the career with same department.

Inference: Some employees prefer to stay in the same department, while others may seek new challenges, new experiences, or professional advancement outside of their current field. Individual preferences and career ambitions can vary greatly, and organizations should attempt to give chances for both internal career progression and interdepartmental mobility inorder to meet the different needs of their employees.

Table No. 5.10 Department has a great deal of personal meaning for me.

Responses	No. of Respondents	Percentage
Strongly agree	10	2.6
Agree	59	15.5
Neutral	124	32.6
Disagree	149	39.2
Strongly Disagree	38	10.0
Total	380	100



Interpretation: The above data clearly shows that 10 respondents were strongly agree ,59 respondents were agreed ,159 respondents were neither agree nor disagree,149 respondents were disagreed and 38 respondents were strongly disagreed for department has a great deal ofpersonal meaning for the employee

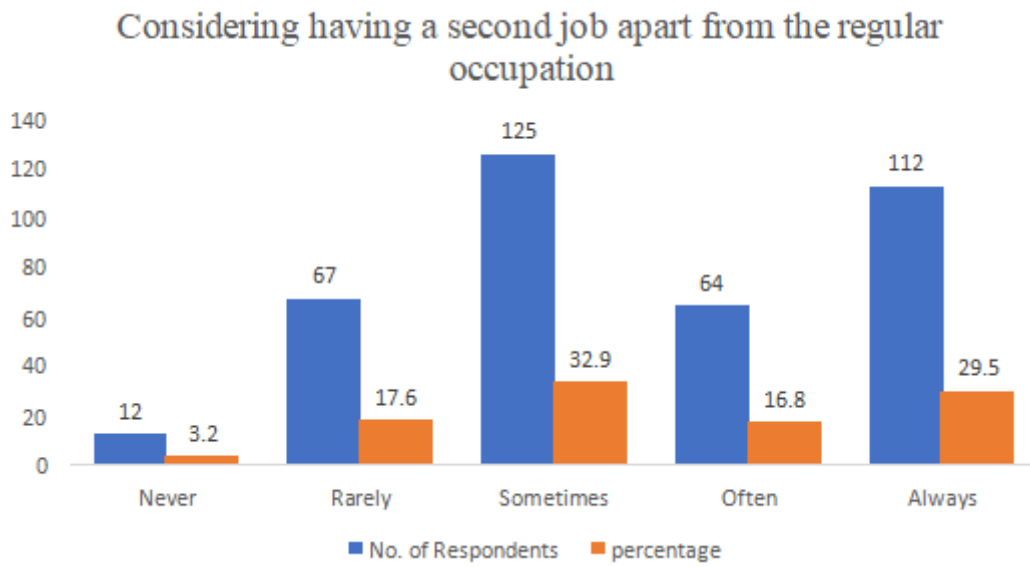
Inference: Employees may get disengaged from their work if there is ineffective leadershipor communication within the department. A lack of defined goals, inconsistent messaging, or a lack of support from supervisors can all lead to a loss of personal significance and commitment to the department.

B3. Moonlighting Intention Attributes

Table No. 5.11 Considering having a second job apart from the regular occupation

Responses	No. of Respondents	Percentage
Never	12	3.2
Rarely	67	17.6
Sometimes	125	32.9

Often	64	16.8
Always	112	29.5
Total	380	100



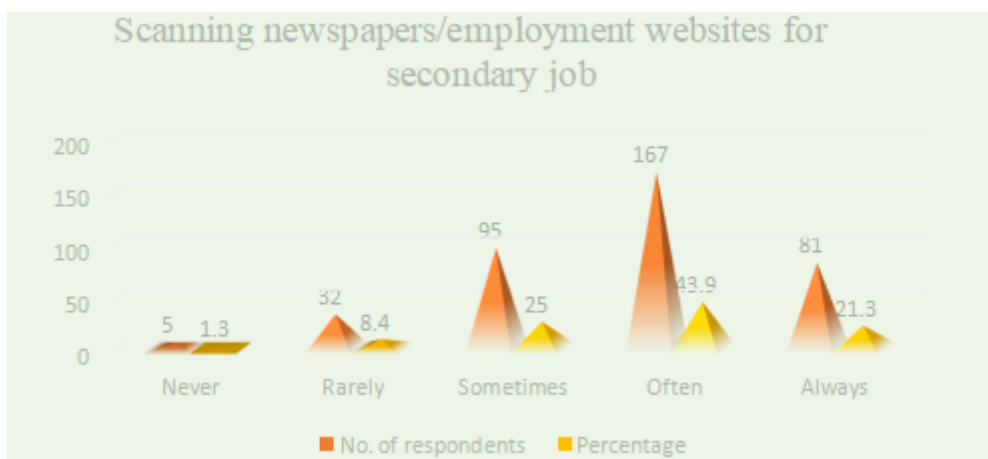
Interpretation: The above chart and table represents those 12 respondents never ,67 respondents were rarely ,125 respondents are sometimes ,64 respondents are often 112respondents are always considered having a second job apart from your regular occupation

Inference: There are many reasons to consider having a second job apart from the regular occupation such as additional income, Skill development, Career exploration etc.

Table No. 5.12 How frequently scan newspapers/employment websites insearch of part time job opportunities

Responses	No. of Respondents	Percentage
Never	5	1.3
Rarely	32	8.4
Sometimes	95	25.0
Often	167	43.9
Always	81	21.3
Total	380	100

survey data

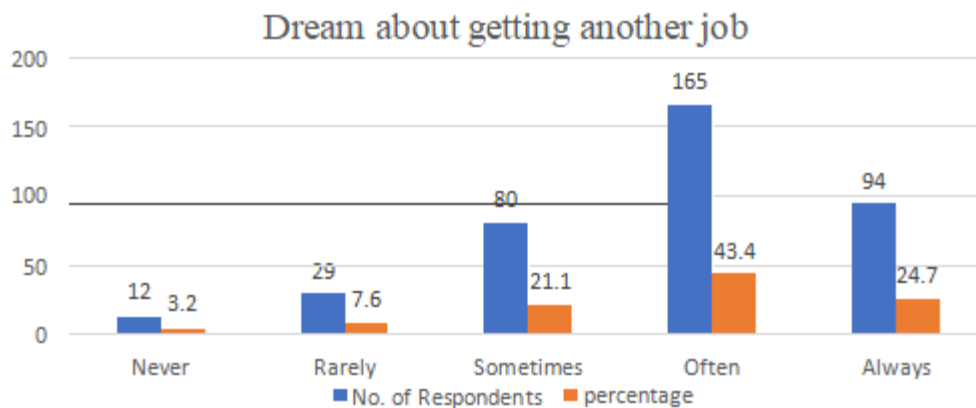


Interpretation: The above table and chart shows that 5 respondents were never ,32 employees were rarely,95 respondents are sometimes ,167 respondents are often and 81 respondents are always scan newspapers/employment websites in search of part time job opportunities

Inference: Newspapers and job boards frequently feature a large collection of job adverts, providing a complete overview of available part-time work. They collect job advertisements from many industries and places, boosting the likelihood of finding a suitable position.

Table No. 5.13 Dream about getting another job with their primary job,which would collectively suit their personal needs

Responses	No. of Respondents	Percentage
Never	12	3.2
Rarely	29	7.6
Sometimes	80	21.1
Often	165	43.4
Always	94	24.7
Total	380	100



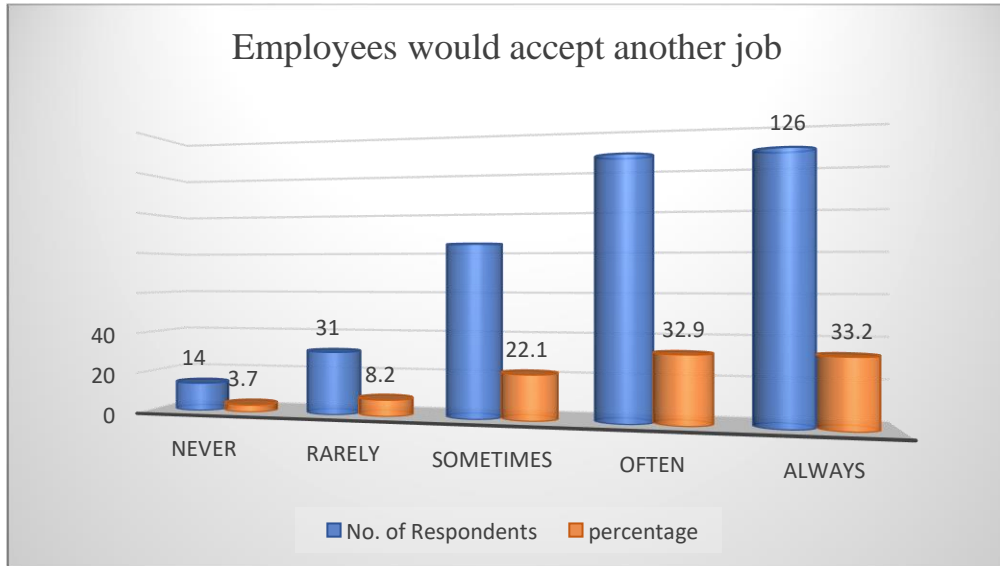
Interpretation: The overall table and chart represents that 12 respondents are never,29 respondents are rarely ,80 respondents are sometimes and 94 respondents are always dream about getting another job with your primary job, which would collectively suit their personal needs.

Inference: Employees who are dissatisfied with their current job may fantasize about finding a new job that better matches their interests, values, and career aspirations. Some employees may fantasize about changing jobs in order to boost their careers. They may consider that their current position does not provide adequate prospects for advancement, promotion, or skill development.

Table No. 5.14 How likely employees would accept another job along with primary job at a desired compensation level

Responses	No. of Respondents	Percentage
Never	14	3.7
Rarely	31	8.2
Sometimes	84	22.1

Often	125	32.9
Always	126	33.2
Total	380	100

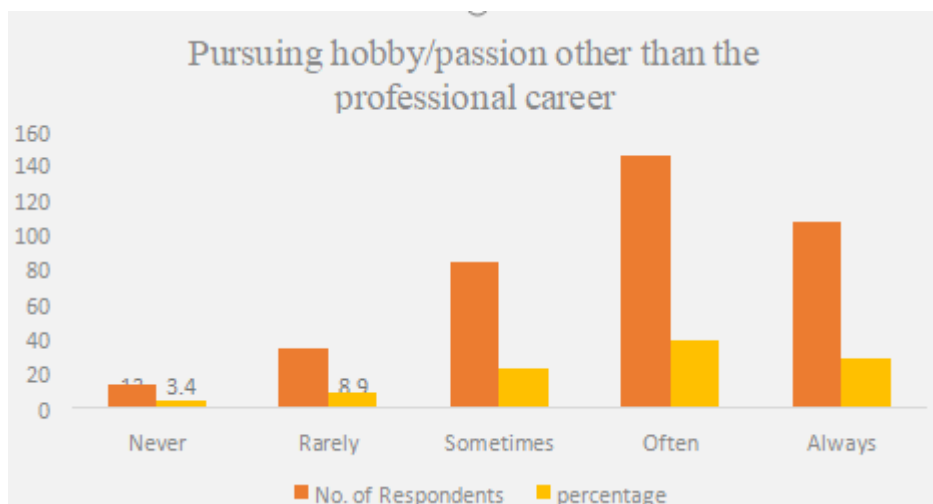


Interpretation: The above table and chart shows that 14 respondents were never, 31 respondents were rarely, 84 respondents were sometimes, 125 respondents were often and 126 respondents were always would like to accept another job along with primary job

Inference: Most of the respondents would like to accept another job along with primary job for the need of career advancement, Pursuing Entrepreneurial Goals, Financial Considerations etc. may be the reasons.

Table No. 5.15 Pursuing hobby/passion other than the professional career to make extra money

Responses	No. of Respondents	Percentage
Never	13	3.4
Rarely	34	8.9
Sometimes	83	21.8
Often	144	37.9
Always	106	27.9
Total	380	100



Interpretation: The overall table and chart shows that 13 respondents were never, 34 respondents were rarely, 83 respondents were sometimes, 144 respondents were often and 106 respondents are consider pursuing your hobby/ passion other than the professional career to make extra money

Inference: Pursuing your interest or passion for extra money outside of your professional employment is crucial because it adds depth and richness to your life. It gives you a feeling of purpose, personal progress, and the opportunity for extra cash, all while adding to your general well-being and happiness

Table No. 5.16 How often employees think of taking another job with high growth

Responses	No. of Respondents	percentage
Never	10	2.6
Rarely	39	10.3
Sometimes	89	23.4
Often	143	37.6
Always	99	26.1
Total	380	100

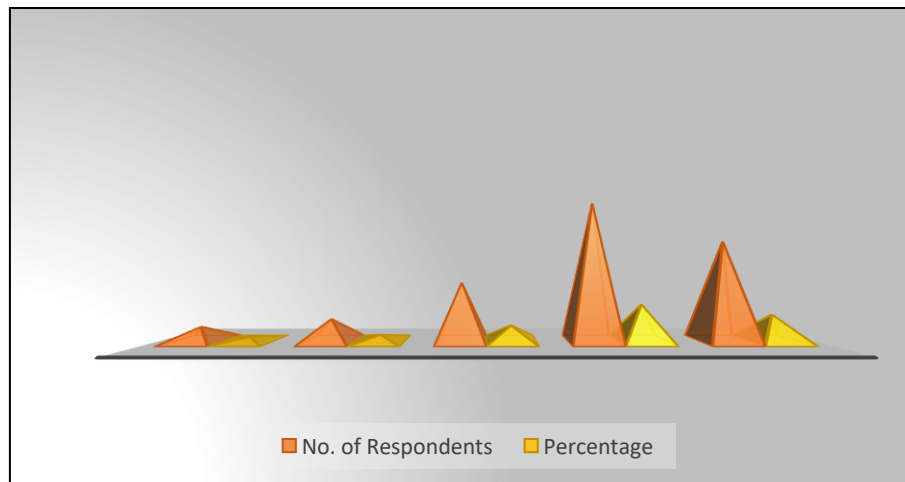


Interpretation: The table and chart show that 10 respondents never, 39 respondents rarely, 89 respondents sometimes, 143 respondents often and 99 respondents always think of taking another job with high growth

Inference: Most of the employees often and always think of taking another job with high growth for a better work-life balance, higher pay, or a chance to expand their skills

Table No. 5.17 Whether the employees registered on online platforms for taking up second jobs along with their present job

Responses	No. of Respondents	Percentage
Never	16	4.2
Rarely	25	6.6
Sometimes	67	17.6
Often	158	41.6
Always	114	30.0
Total	380	100



Interpretation: The above table and chart shows that 16 respondents were never, 25 respondents were rarely, 67 respondents were sometimes, 158 respondents were often and 114 respondents were always shown their interest in registering in online platforms.

Inference: Employees register in online platforms in order to search for a better job. Job boards frequently provide real-time updates on job opportunities and application status. Notifications regarding new job postings, application acknowledgments, interview requests, and other pertinent changes are available to job seekers. This guarantees that they are kept up to date and can respond quickly to any changes in the job application process.

Conclusion :

According to the findings of the study, the intention of moonlighting has a considerable negative impact on job satisfaction of IT personnel in Mangalore. The findings shown that IT organizations should provide possibilities for professional development and career growth to their employees in order to boost job satisfaction and diminish the desire to moonlight. The study discovered that the intention of moonlighting had a significant impact on job satisfaction of IT employees in Mangalore, but that this impact is tempered by job autonomy and work-life balance. According to the findings, IT businesses could consider giving their employees more autonomy and flexibility in their work arrangements to lessen their desire to moonlight and boost their job happiness. The study discovered that the intention to moonlight has a considerable impact on job satisfaction of IT personnel in Mangalore, but that this impact is mediated by the level of perceived organizational support. According to the findings, IT firms should focus on developing a supportive organizational culture that appreciates its employees and gives them with the resources and chances they require to flourish. Employees who are considering taking on a second job because of their pay scale raise serious concerns about their financial well-being. It underlines the difficulties experienced by those who find it impossible to maintain a reasonable quality of life on the earnings from their principal job alone. This issue highlights the importance of conducting a thorough evaluation of pay scales and compensation rules to guarantee that employees can sufficiently support themselves and their families without the need for additional work. Furthermore, resolving this issue can help to improve employee satisfaction, reduce financial stress, and promote a healthier work-life balance, eventually benefiting both individuals and organization.

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