



Impact of Job Satisfaction on Moonlighting- Intentions: A Study on IT professionals of Tricity

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ARTICLE INFO

Key Words: *Moonlighting Intentions, Job Satisfaction, Platform Working, Gig Working, Double Employment, Freelancing*

ABSTRACT

This paper aims to empirically study the relationship and impact of Job Satisfaction on moonlighting intentions of IT professionals.

The present significant theoretical foundation of this study is the 'Attitudes and Alternatives Model' (AAM) of Withdrawal Cognitions. This model explains turnover due to dissatisfaction in the broader aspect and its related antecedents (which also include searching for alternative employments and intending to moonlight) and the possible consequences.

The population of the study was IT professionals having a minimum of two years of experience in the province of Tricity (Chandigarh, Mohali, and Panchkula). To test the statistical and substantive significance, primary data from IT professionals have been collected through reliability-tested scales and analysed using SPSS 26.0.

Purposive sampling has been used to select and collect data from the respondents who specifically belong to the target population of the present study.

Moonlighting is increasing every day in the present gig economy, so it is advised for organizations to look for robust policies for facilitating ethical moonlighting in the best interest of its human capital management so that there can be a win-win situation between the employees and management.

Empirical evidences of job satisfaction with moonlighting are found meagre and calls for focused investigations in the light of virtual work-arrangements enabling online moonlighting and platform working in the industry 4.0.

Received 12.01.2023; Accepted 22.03.2023

DOI: [10.48165/gmj.2023.conf4](https://doi.org/10.48165/gmj.2023.conf4)

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This study has been conducted after collecting data from a limited sample of I.T. professionals, so the results must be carefully comprehended before generalizing to the larger population. With the advent of Industry 4.0 and the predictions about the evolving work arrangements post covid-19, wherein gig working and virtual work arrangements would be the new normal, it is suggested that any organization should not simply ban the moonlighting practices of its workforce without looking for its various impacts on the organizations. The findings show that there was a negatively significant impact of job satisfaction of IT professionals on their moonlighting intentions.

Introduction

Having a second job outside your regular working hours is known as moonlighting. After COVID, it has been seen that people opt for second jobs to supplement their income, and this is true in both industrialized and yet developing nations. According to Betts (2006), it is an ongoing and well-established global trend, and both experienced and unskilled workers engage in moonlighting practices. Layoffs and frequent technology changes are constant in the IT sector. These sudden changes make it very difficult to survive in this market. Nobody survives here unless they continually expand their knowledge, skills, and abilities (KSAs). To maintain their competitiveness in the labour market and keep their well-paying primary positions, IT professionals must continue seeking for challenging side gigs, typically with web enterprises, and try moonlighting with them.

This study's framework is "Attitudes and Alternatives Model" (AAM) of withdrawal cognitions. According to the idea, people leave their occupations because they are dissatisfied with them, which motivates them to take on side jobs (March & Simon, 1958).

Review of Literature

Moonlighting

Financial considerations, which are reflected in the primary job's hour limitations, and a variety of vocations, which are covered in the literature on moonlighting in

labour economics, are the two main factors that influence people's decisions to work several jobs. According to the first justification, a person's capacity to perform at the primary employment can be constrained, which would restrict their potential to generate income. According to the standard theoretical paradigm, a person's decisions about their labour supply for both primary and secondary employment are presumptively motivated by utility-maximizing behaviour. The amount of money that optimises a worker's utility must be earned by putting in more hours at the primary job.

As a result, an employee may take on a second job to supplement income if an employer cannot provide enough hours for the primary work. When an employer cannot provide enough hours, a person moonlights since they cannot dedicate the necessary amount of time to their primary job.

The motivational effects of time constraints were the main focus of early moonlighting studies. Moonlighting was the subject of the first theoretical and empirical study by Shishko and Rostker (1976). They discovered that as wages increased from the primary job, the labour supply for second jobs decreased. Similar results are found by Hamel (1967), who found that a worker's propensity to moonlight is determined by the level of his wages, and that the incidence of moonlighting decreases as earnings level grow. In his investigation of American teachers who had second jobs, Guthrie (1969) evidence to back up the common belief that doing so mostly serves to increase one's standard of living. Having other occupations is discouraged by the long hours and higher income at the primary one, according to Krishnan (1990), which supports the motivation for moonlighting related to time constraints.

A more recent study has identified different reasons for working numerous jobs. An analysis of the labour supply model for prime-aged male moonlighters in the U.S., Conway, and Kimmel (1998) specifically accounted for numerous moonlighting motivations.

Their research reveals that the decision to moonlight is responsive to salary fluctuations in both professions and results from both motives, supporting the diverse jobs hypothesis. In their study of the dynamics of side job, Paxson and Sicherman (1996) focused on the variables affecting the reasons why people take

on additional jobs. The majority of people have many jobs at some point throughout their life in the labour market, they found. They also noted that the conventional idea of the hour's limitation falls short of explaining how, over time, employees might avoid being forced to hunt for a new job.

When Bell et al. (1997) studied whether people maintain many jobs as a hedging strategy against unemployment, they found very thin evidence to support this assertion. Wu et al. (2009) examined the variables that influence people who hold multiple jobs. They came to the conclusion that financial pressures and a desire for diverse work are more important motivations for moonlighting than time constraints or the need to guard against primary job insecurity.

Job Satisfaction

The aspect of human behaviour known as job satisfaction indicates a person's attitude about their place of employment. Briefly stated, it is an emotional condition connected to the evaluation of job experience, whether it be positive or negative. Because situations and work environments vary between professions and workplaces, so does employee behaviour. The best way to define job satisfaction is to consider how people feel about their jobs and other job-related characteristics.

According to Dawes (2004), it is a psychological construct made up of two parts: an emotive component that corresponds to the experience that goes along with cognition, and a cognition component that is the perception that individual's needs or wants are being met. According to McNamara (1999), several variables, such as one's thoughts or emotions on the nature of their employment, might impact job satisfaction.

He continues by saying that relationships with superiors, Job satisfaction is influenced by a variety of elements, including one's work environment and level of fulfilment. However, the responses change in various environments and scenarios and exhibit erratic patterns in typical office settings.

According to Grivan's (2003) definition of job satisfaction, a person's mood and mental state is influenced by how well they believe their needs linked to their employment are being addressed. According to Lambert (2003), workplaces are made up of social and

psychological factors, some of which can be seen in observable physical structures. Job characteristics and role pressures are among the elements that are anticipated to affect employees' mental attitudes at work. Lambert said that factors like work overload, role conflict, and job autonomy are crucial in determining employee satisfaction with their job. According to numerous academics, employees who moonlight exhibit different behaviour throughout their careers.

Employee dedication and job satisfaction are at their highest when given difficult and demanding tasks according to Meyer and Allen (1997). It has been demonstrated that the more challenged an employee is, the more advanced learning and professional growth he feels. It has been found that employment variety and autonomy increase job happiness. Lambert (2003) discovered that employment autonomy and variety have a favourable impact on workers' job satisfaction. Studies by Lincoln and Kal-leberg (1990) demonstrate that monotonous work becomes boring and offers little chance for intellectual and mental development. Therefore, it helps employees feel more satisfied at their jobs when employers plan and implement regular growth training sessions, job rotation, or help them explore alternative career paths.

Moonlighting and Job Satisfaction

Job satisfaction is "the subjective well-being at work," according to Judge and Klinger (2008). How content a person is with their job-related circumstances is often a measure of employee satisfaction.

If their principal jobs do not offer them strict performance and promotion standards, people always want to enhance their pay (Ara and Akbar, 2016). Additionally, they see it as a stand-in for improving job satisfaction. In this case, working two jobs enables people to increase their income and have more job satisfaction. According to this, employees who work a second job in addition to their regular employment are happier.

Police officers' contentment with their jobs and moonlighting were both examined by Ronan et al. in 1977. He discovered during this investigation that participants were open to working as law enforcement officers since they were dissatisfied with their current jobs.

The results indicated that job enrichment incentives could be quite useful in lowering police officials' job dissatisfaction. This suggests that police officers take on a second job on occasion to enhance or relish their work satisfaction in their first one.

In their study of these issues in employed parents, Voydanoff and Kelly (1984) looked at the dynamics of issues like moonlighting and job satisfaction as well as the root causes of work-related family worries. The results demonstrate that parents who work multiple jobs strive for a work-life balance for their family as well as professional fulfilment. Here, self-fulfilment, family time, and job happiness come together in a way which is necessary for a balanced life.

Santangelo and Lester (1985) found psychological variables such as locus of control and stress had a larger association with job discontent than do demographic variables and moonlighting behaviour. Their research suggests that there may or may not be a direct association between employee moonlighting practices and work satisfaction. Most studies on the subject of moonlighting and job satisfaction indicate that most workers moonlight to find the kind of job satisfaction in their second occupations that they could not find in their first.

Research Methodology

RESEARCH GAP

From the literature review it was found that researchers investigated the relationship between job satisfaction and employee disengagement behaviours that lead to turnover intentions. But given the online or virtual work settings that enable online freelancing and platform working in industry 4.0, an investigation between job satisfaction and moonlighting intentions is necessary.

OBJECTIVES

Objectives of the study are as follow:

1. To examine the degree of job satisfaction and moonlight intentions among IT professionals.
2. To examine the relationship between satisfaction and intentions to moonlight.
3. To examine whether job satisfaction significantly affects intentions to work a second job.

4. To determine whether there is a correlation between demographic factors and intentions to moonlight.

HYPOTHESES

The researcher proposed the following hypotheses based on the objectives and literature review:

H1 There is a significant impact of Job satisfaction on intentions to moonlight.

H2 There is a significant association between Job satisfaction and intentions to moonlighting intentions.

H3 There is a significant difference in the level of Moonlighting Intentions among I.T. professionals concerning demographic variables say Gender, Age, Marital Status, and Years of Experience.

H3a There is a significant difference in the degree of Moonlighting Intentions among I.T. professionals concerning Gender.

H3b There is a significant difference in the degree of Moonlighting Intentions among I.T. professionals concerning age.

H3c There is a significant difference in the degree of Moonlighting Intentions among I.T. professionals concerning marital status.

H3d There is a significant difference in the degree of Moonlighting Intentions among I.T. professionals concerning years of experience.

RESEARCH DESIGN

The research design comprises one independent variable job satisfaction and one dependent variable moonlighting intentions.

Measures

Job Satisfaction

The job satisfaction scale comprises 36 items on the Likert scale by Spector (1997) has been used in this study.

Moonlighting Intentions

The Moonlighting Intentions scale comprises of 7 items on the Likert scale by Seema and Sachdeva (2020) has been used in this study. The reliability rating for this scale was 0.908.

Demographics

Since Gender, age, marital status, and work experience might significantly influence their moonlighting intentions.

These were examined as categorical variables, and hence coded as Female = 1 and Male=2. Age 21-30 years, 31-40 years and below 20 years coded as 1,2 and 3 respectively. Marital status single and married coded as 1 and 2 respectively. Work experience 10+ years, 2-5 years and 5-10 years are coded as 1,2 and 3 respectively.

Sample size selection and data gathering

IT workers with at least two years of experience in the province of Tricity made up the study's target audience (Chandigarh, Mohali, and Panchkula). 112 IT professionals' data were collected for the study.

The respondents who specifically fit the study's target audience and were interested in speaking willingly about their behavioural correlates with this research were chosen and the data from them were collected via purposeful sampling. All values were present over the full dataset.

Data analysis

The researcher analysed hypotheses using SPSS software.

Results & Discussion

H1 There is a significant impact of Job Satisfaction on Moonlighting Intentions.



The dependent variable MI was regressed on predicting variable J.S. to test hypothesis H1. J.S. significantly predicted MI, $F(1,110) = 50.723$, $p < 0.001$, which indicates that J.S. can play a significant role in shaping

Table 1

Hypothesis	Regression Weights	Beta Coefficients	R2	F	p-value	Hypothesis Supported
H1	JS→MI	-.626	.316	50.723	0.000	Yes

Note. * $p < 0.05$. J.S.: Job Satisfaction, MI: Moonlighting Intentions

MI ($b = -0.626$, $p < 0.001$). These results direct the negative effect of J.S. on MI. Moreover, $R^2 = 0.316$ depicts that the model explains 31.6% of the variance in MI. Table 1 depicts the summary of the analysis.

H2 There is a significant association between Job satisfaction and intentions to moonlighting intentions. The relationship between job satisfaction and intent to work a second job was shown to be moderately negative and statistically significant by Pearson's correlation analysis ($r = .560$, $p < .001$). Hence H1 was supported. This shows that increased job satisfaction would lead to low moonlighting intentions among employees.

Table 2: Correlation Analysis

	MI	JS
MI	1	
J.S.	-.560**	1

**At the 0.01 level, correlation is significant (2-tailed).

Table 3 Reports the demographic detail of respondents in the form of years of experience, marital status, gender and age. The first demographic feature is Gender representing a total number of 112 respondents that comprised 42 females (representing 37.5%), and 68 males (representing 60.7%). As the study was targeted toward Moonlighting Intentions of I.T. professionals in Tricity (Chandigarh, Mohali, and Panchkula), we conclude that moonlight intentions are more prevalent among males.

The second demographic is marital status, in which respondents comprised 93 (representing 83%) singles and 19 (representing 17%) married.

The third demographic variable is years of experience, indicating that respondents who had more than 5 years of exp are more towards moonlighting intentions.

Similarly, the majority of responders are in 21–30 age bracket. The researcher interprets that people think of a second job at a young age.

H3a There is a significant difference in the degree of Moonlighting Intentions among I.T. professionals concerning Gender.

Table 3: Summary of demographics

	N	Min	Max	Mean	SD	Frequency	Percentage
Gender	112	1	2	1.64	0.52		
Female						42	37.5
Male						68	60.7
Marital Status	112	1	2	1.83	0.38		
Married						19	17
Single						93	83
Years of Experience	112	1	3	2.09	0.51		
10+						10	8.9
2-5						10	8.9
5-10						82	73.2
Age	112	1	3	1.26	0.50		
21-30						86	76.8
31-40						23	20.5
Below 20						3	2.7

Table 4: The difference in Moonlighting Intentions concerning gender

	Mean	SD	Levene's Test		t-test for Equality of Means					
			F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	
DV										
G1	4.4	1	1.15	0.286	-1.381	110	0.17	-0.2398	0.17362	
G2										

To compare the MI for concerning gender, an independent sample t-test was performed. There were no observable differences ($t(108) = 0.154, p = 0.878$) in scores for Female ($M = 4.63, SD = 0.68$) and Male ($M = 4.61, SD = 0.67$). The extent to which the means differed (mean difference = .020, 95% CI: 0.24 to 0.28) was insignificant. Hence H3a is not supported.

H3b There is a significant difference in the degree of Moonlighting Intentions among I.T. professionals concerning age.

The hypothesis tests if the moonlighting intentions of employees differ concerning years of experience. Groups of participants were formed: Below 20 years was group 1, 21-30 years was group 2 and 31-40 years was group 3. The ANOVA results suggest that Moonlighting Intentions scores of the group differ insignificantly ($F = 0.995, p > .001$). Table 4 summarises ANOVA results. Hence H3b is not supported.

Table 5. One-way ANOVA results

Age	Mean	SD	Lavene's Statistics	Sig.	F	Sig.
Below 20	4.88	1.2	1.51	0.22	0.995	0.4
21-30	4.63	0.66				
31-40	4.43	0.72				

H3c There is a significant difference in the degree of Moonlighting Intentions among I.T. professionals concerning marital status.

To compare the MI for Married and Single, an independent sample t-test was performed. There was no significant differences ($t(110) = 1.381, p = 0.17$) for Married ($M = 4.40, SD = 0.62$) and Single ($M = 4.64, SD = 0.70$). The degree of difference between the means (mean difference = 0.23, 95% CI: 0.58 to 0.10) was insignificant.

So, H3c is not supported.

Table 6: The difference in Moonlighting Intentions concerning marital status (Married and Unmarried)

		Levene's Test				t-test for Equality of Means				
		Mean	SD	F	Sig.	t	df	Sig. (2-tailed)	Mean Dif- ference	Std. Error Difference
MI	G1	4.4	5	1.15	0.286	1.381	110	0.17	0.2398	0.17362
	G2									

Table 7: One-way ANOVA results

Years of Experience	Mean	SD	Lavene's Statistics	Sig.	F	Sig.
2-5 years	4.58	0.7	6.324	0.003	0.093	0.9
5-10 years	4.65	0.5				
10+ years	4.63	0.3				

H3d There is a significant difference in the degree of Moonlighting Intentions among I.T. professionals concerning years of experience (2-5 years: Group 1, 5-10 years: Group 2, and 10+ years: Group 3).

The hypothesis tests if the moonlighting intentions of employees differ concerning years of experience. Participants were divided into groups: Group 1: 2-5 years, Group 2: 5-10 years, and Group 3: 10+ years. The ANOVA results suggest that Moonlighting Intentions scores of the group differ insignificantly ($F=0.093$, $p>.001$). Table 7 summarises ANOVA results. Hence H3d is not supported.

Conclusion

The findings showed that job satisfaction considerably and negatively influenced people's intentions to work extra hours. Moderately negative Pearson correlation between job satisfaction and intentions to work a second job was statistically insignificant. The moonlighting intentions among IT professionals did not significantly differ based on gender, age, marital status, or years of experience.

Limitations and Recommendations

Since March and Simon (1958) turnover model development, researchers examined job satisfaction connection with withdrawal cognitions of the workforce that cause a turnover. However, more than just empirical proof of job satisfaction with moonlighting is required in light of the online or virtual work arrangements that

facilitate online freelancing and platform working in industry 4.0. This calls for focused investigations.

Since just a limited sample of IT workers' data was used for the study, any conclusions should be carefully reviewed before being generalised.

Organizations shouldn't outright forbid multiple employment in the era of Industry 4.0 and the post-Covid-19 working culture, when freelancing is fashionable. Instead, they should take into account all the implications and other aspects.

In order to create a favourable circumstance for both the staff and management, it is crucial that organisations develop strong guidelines to promote legal moonlighting in the best interests of their human capital as moonlighting is on the rise in the present gig economy.

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