



A CASELET ON MOONLIGHTING: A CHALLENGE FOR HR MANAGER

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KEYWORDS :

The term moonlighting traditionally means to earn extra income. But in general, it is having a second job, secretly at night in addition to ones regular employment which does not related to the primary job. If a lady works as a teacher during day time and also runs her boutique in an evening; it's moonlighting. Some people do moonlight to earn extra money; some to enhance their skills; some people adopt it just to fight with boredom. The reasons for moonlighting may vary but resulted in fatigue and extra money.

Moonlighting can be defined as an employee's tendency to work with two different companies at the same period but at different shifts. It is a situation that produces due to the dissatisfaction of the employee. Employee may feel exploited, harassed, present salary structure or believed that employer enjoys the increased profit. Moonlighting affects almost all the functions of the HR manager.

Following are the Reasons for Moonlighting:

- To earn extra income.
- To enhance their skills
- To utilize their spare time.
- Non recognition by employers
- Providing their capacities in different job profiles.

Moonlighting can be divided in four different types of moons which are as follows:

1)Blue Moonlighting:

The employees gets hike in wages and salaries plus additional benefits while performance appraisal by management. But the employee did not satisfied and wants to go for the second job for additional income. Due to inabilities, their efforts are fruitless and bring failure. Such failure in effort is blue moonlighting.

2)Quarter Moonlighting:

When an employee is unsatisfied from his current salary status and seared for another part time job where he works for extra income after his regular job is quarter moonlighting.

3)Half Moonlighting:

Such employees who tend to spend more than their earnings are fond of luxurious life. They save enough amount for their future by spending half of their time in part time job. This refers to half moonlighting.

4)Full Moonlighting:

When people think that their salary is negligible when compared to their friends of lower qualifications and they are enjoying better social status as compared to them. They used to develop their own business staying with their routine job and when their social status is determined by their second job that is known as full moonlighting.

Effects of Moonlighting on HR Manager:

Moonlighting in present scenario is an increasing trend which affects HRD negatively as well as gets a great challenge for HR manager. It also affects the relationship between the subordinates and their superiors due to the unfulfilled demands of the employees regarding wage structure.

In a globalised world, economy is changing very rapidly and completion is increasing on a much higher scale. HRM practices are also moving towards new dimensions. In changing scenario, employees are not only concerned with their professional life but also with their economic status. This is the reason for moonlighting which helps in earning extra money from extra work along with regular job. It is a great challenge that HR manger faces that what to do? Whether allowing moonlighting to employees or not? Tackling employees for moonlighting without disturbing their primary job?

Advantages of Moonlighting:

- Moonlighters learn new skills by performing dual job in different environment which may create advantage to the firm.
- Retention can be done if employers accept the second job of the employee without any regret. This can reduce the tendency of employees to leave their firm.
- Less burden on the employers to provide additional benefits like medical or insurance.
- Moonlighters are affordable as no need to arrange interviews because they can be hired according to the requirement.
- Moonlighters are available for short time period as well as affordable so they can be hired to meet seasonal requirements.

Disadvantages of Moonlighting:

- It is not acceptable by the employers.
- Moonlighters are mentally and physically tired and exhausted which affects his performance.
- Transportation becomes an obstacle and become very difficult for moonlighters to be on time at different work place.
- Lack of sleep due to dual job which creates health hazards.
- Low level of attention and poor distraction of moonlighter as he is performing various activities which leads to weak recollection of things and finally affects the firm.

Policies by HR manager to face challenges of Moonlighting:

All organizations cannot support all the employees economically due to limited resources. So, with the changing time, HR manager have to accept moonlighting. But he can form some policies to deal with it and implement it for the betterment of the organisation. A well designed policy helps an employer to create an open environment in an organisation and employees feel free to work without any fear of disclosure.

- Manager must inform the employee that he has to put his primary job first and on priority with his second job.
- Secondary job must not affect the interest of the firm by any means as they are not allowed to work with their competitors.
- One must make a clause while making policy that an employee must get an approval from his employer before joining or going for any other job.
- HR Manager should support his employees with good

salary structure and reward policies which may reduce moonlighting.

5. Employers must maintain good relations with their employees to deal with moonlighting.
6. Profit sharing technique can be helpful to face this problem.
7. Performance Appraisal, rewards, awards etc, can be increase job satisfaction which may reduce moonlighting.
8. Job rotation can be another policy which can improve the skills of an employees and offer opportunities to experience different jobs at same workplace.

CONCLUSION:

It can be concluded by saying that due to global economic conditions, moonlighting cannot be stopped but can be reduced and controlled. It is also difficult to manage in today's scenario but can be managed if proper policies should be made and implemented.

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