
Moonlighting by employees-Is it an organizational problem or is it economic slowdown?

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Abstract

Every organization provides wages to their employees. Besides dearness allowances and housing allowance keeps getting enhanced periodically to help them beat high prices of essential commodities and manage the cost of living. Many organizations also give bonus and many other fringe benefits (transportation housing water and electricity at subsidized rates and also bonus in order to keep their employees happy to let them maintain a decent standard of living. But some of the employees feel that additional expenses such as higher education for their children marriage, and other family expenses mount up unexpectedly and so hence they had to earn extra income to make both ends meet. Thus they engage in side jobs, part time jobs other small businesses or start any small shops etc: simultaneously besides their original jobs which is known as “moonlighting or double jobbing”. In view of the current problem of moonlighting by company employees which has posed a big problem in their productivity in the organization. This issue has been taken seriously by all managements. The place of study is Bangalore urban and rural areas in its surroundings. The research problem has shown that post pandemic in the later part of 2021 rising prices of common goods has irked many people no end. This has made many employees take up side jobs to supplement their income. Mainly this pinch was felt by lower income groups who struggled to make both ends meet and educate their children. But the point is was this risk worth taking? With much management trying to lay off employees on some pretext or the other this part time jobbing was totally under a cloud as there was a shortage of employees to work overtime thereby lynching the main goals of the organization. Moonlighting thus resulted in not making the employees be available for extra work or too tired to work for the parent company. Sample size was 200 and taken from group D employees. Research methodology followed was to use both primary as well as secondary data working in government offices who did part time jobs working as domestic maids job typing in the evenings selling stamp papers outside municipal offices, and running small eateries selling snacks etc. Primary data was collected by mean of questionnaire and interview method. Sampling design was simple random and descriptive analysis was followed. Data was analyzed using simple percentage method. The findings showed that moonlighting was a common phenomena and all managements never tolerated it. Employees found moonlighting were either fired or suspended. Due to high inflation and rising prices taking up part time jobs became almost a necessity today though moonlighting technically was not right.

Keywords: Managements, Human Resource Managers, inflation, extra income, employees, employers.

Introduction.

Moonlighting by IT employees was recently in the news. Where the CEO of an leading IT company in Bangalore had laid off many employees who were found to be engaged in other activities which got them an income or monetary benefits other than their original income. The importance of this study lay in the fact that since last year 2021 moonlighting has become a common phenomena .but why? Post pandemic the economic slowdown has adversely touched the economic situation of most of the employees particularly those down the hierarchy namely the housekeeping staff who have to look for a side job to make both ends meet. The main aims of housekeeping were: 1.Maintenance of the infrastructure.

2.Optimum utilization of man-power.

- 3.Improve the general cleanliness and hygiene of the office premises.
- 4.To define the role or job of the house keeping personnel.
- 5.The basic requirements for the housekeeping staffs.

The survey was conducted in government office buildings such as in state run university a few colleges & schools from rural areas and in public sector enterprises (garments) situated in Bangalore urban district. Total sample size was 200(Two hundred)

Good housekeeping refers to having necessary items in their proper places. There was a place to keep everything. Management and maintenance of the property and equipment of an institution or organization was their primary task.

Thus, the different procedures followed to keep and maintain everything in the office in a good and presentable order are collectively known as housekeeping.

Review of literature

Swee Hua Goh B.S (1989)Undertook this study to examine the job satisfaction of housekeeping staff like room attendants, with a focus on determining the individual abilities and job situation they prefer. Demographic criteria were used to assess their satisfaction levels with policies and practices extrinsic and intrinsic factors. She states that a study of policies and practices that are acceptable by the employees can help improve work conditions.

Kirwin Paul (1990) evaluated the costs involved in operations. A cost-saving tactic used to reduce labor costs in housekeeping was indentified. They have reduced labor shortages by using an attractive compensation plan-paying housekeepers by the room

Semion and Adebisi (2019) studied that professional and managerial level employees of public sectors are more engaged in moonlighting. His findings concluded that moonlighting promoting disloyal and discontent workforce, encouraged bureaucracy, promote leisure attitude towards job, inefficient leadership, and ineffective organisational policies. He also recommended that government should come up with necessary checkmates to prohibit moonlighting in public sectors.

OBJECTIVES

1. Profile of the sampled respondents among housekeeping staff of both government offices, private buildings, rural offices in and around Bangalore urban areas.
2. To understand the status of the safety measures and medical benefits given to the housekeeping staffs working in all these government, private and rural offices and buildings.
3. To find out the main causes for moonlighting in their respective institutions and enterprises.
4. To make a few suggestions on what can be done to prevent moonlighting as it has irked company managements.

Research Methodology.

Both primary as well as secondary data was used for the study. For primary data a questionnaire was designed and interview method was followed. Simple random sampling was adopted for data collection. Descriptive analysis method was used for the study. Secondary data was done using previously published articles books related to the topic of study and government published articles and reports.

Data Analysis and Interpretation.

Table : 1 Profile compilation of housekeeping staff selected for the study.

| Sl no | Sampled area | No of sampled respondents | Age groups | Educational qualifc | Gender | | Income and Expenditure | | No of family members |
|-------|--------------|---------------------------|------------|---------------------|--------|---|------------------------|--|----------------------|
| | | | | | M | F | Income | | |
| | | | | | | | | | |

| | | | 25yrs -40 yrs | ation primary | | | | Expen diture | | | |
|---|---|-----|---------------------|------------------|------|-----|-----|-----------------|------|------|----|
| | | | | | | | | <10 | >10 | <8 | >8 |
| 1 | Bangalore University buildings of hostel, gardeners | 160 | 10 % | 20% | 10 % | 20% | 15% | 5% | 10 % | 10 % | |
| 2 | Small scale enterprises(garments) (private) | 20 | - | 30% | 10% | 20% | 20% | - | 10 % | 10 % | |
| 3 | Schools and colleges in rural Bangalore | 20 | 10% | 20% | - | 40% | 10% | - | 10 % | 10 % | |

Source: Field Survey October2022

The above table tells us that the variables taken to study the profile of the housekeeping staff taken from university building offices, hostels, gardens, small scale enterprises and a few schools & colleges in Bangalore showed us that all these institution employed women more than men they are preferred for this job with less education ,that is not above 3rd std falling within age groups of 25 to 40 years .Most of them don’t earn more than 10,000Rs per month and so spend lesser than 10,000 Rs.every month.

Table: 2 To study the status of the safety measures, medical benefits and others facilities which enhance the work environment of housekeeping staff wages.

| S l o | No of sampled respondent s | No of em plo yees | Safety measure | | Medical benefits | | No wages | | On contract | | Ameniti es on work spot | | Working weekend | | No job security | |
|-------------|---|----------------------------|-------------------|------|---------------------|------|----------|-----|----------------|----|----------------------------------|------|--------------------|------|--------------------|----|
| | | | Yes | No | Yes | No | Ye s | No | Ye s | No | Ye s | No | Yes | No | Ye s | No |
| 1 | Bangalore University facility of hostel, garden | 160 | 20 % | - | 10% | - | - | 20% | 20 % | - | 10 % | - | 10 % | 10 % | 10 % | |
| 2 | Small scale enterprises (private) | 20 | - | 20 % | 20% | - | - | 10% | 10 % | - | - | 20 % | 10 % | 10 % | 10 % | |
| 3 | Schools and colleges in rural Bangalore | 20 | - | 20 % | - | 20 % | - | 10% | 20 % | - | - | 10 % | 10 % | 10 % | 10 % | |

Source : Field Survey October2022

Table analysis

All most all the sampled workers have a problem with the nature of their job being on contract even a single day casual leave isn’t given and if taken it goes for loss of pay for a day. They have to work even on Sunday and have no weekend holiday. Only the university workers had restroom facility and access to medical facility by means of Yashaswini card, where they are permitted to go for medical

assistance to the university health centre while for the remaining respondents sampled medical help was a far cry. Thus these housekeeping staff faced strenuous work with no proper job security and safe equipments at work. Their main grouse (grievances) was working from 8am -5pm. The other problem was as they were not having canteen facility they had to go without food as they couldn't go out of premises during office hours.

Safety equipments such as gloves, mugs, buckets are given to all the staff but no masks as they had to clean restrooms, offices, corridors, seminar halls, hostels, auditorium with disinfectants and other acids and harmful chemicals which was dangerous to inhale. This created an aversion for all this hazardous and cumbersome work also they are paid very little. Thus they said that they have taken odd jobs to earn extra income though they worked for long hours their earnings was not enough to feed their family. So they indulged in petty jobs such as job typing, working in gardens (men & women) selling stamp papers and other small jobs like supplying tea, coffee, snacks and light food items outside court premises and in entrance to market areas.

Table :3 The main causes of moonlighting given by the sampled housekeeping respondents

| Sl no | No of sampled respondents | No of employees | No of wage rise | Contract nature of work | Working hours | Personal safety | Frequent transfer | frequent errands for officers | Not able to work overtime |
|-------------|---|-----------------|-----------------|-------------------------|---------------|-----------------|-------------------|-------------------------------|---------------------------|
| 1 | Bangalore University facility of hostel, garden | 160 | 20% | 20% | 10% | 20% | 10% | 10% | 10% |
| 2 | Small scale enterprises (private) | 20 | 20% | 20% | 10% | 20% | 10% | 10% | 10% |
| 3 | Schools and colleges in rural Bangalore | 20 | 20% | 20% | 10% | 20% | 10% | 10% | 10% |
| Total = 200 | | | | | | | | | |

Source: Field Survey October 2022

Table analysis has showed that the main cause for employee dissatisfaction is on rise as there was no in wage raise, no regularizing of jobs, retrenchment even for permanent employees hazardous job without adequate safeguards all these factors have influence the employees well being but most importantly contributed to double jobbing therefore working in hotels, part time in restaurants (dish washing cleaning) in homes as part-time maids, selling news papers and magazines, tea, job typing, drivers, waiters in eateries etc. Despite all their grievances, of the workers their main problem was the lack of job security and low wages. Though minimum wages of 1948 Act was followed in all the above mentioned institution wages earned wasn't adequate because most of the workers found it difficult to manage their families even give their children basic primary education. This in return brought about child labour as young children had to work in cycle shops, garages, mechanical workshops and painting and polishing jobs thus forgoing their basic right to education.

The goals of the organization /management. How did the organization handle this problem. Of moonlighting?

This was serious as they are responsible in cleaning, mopping offices, washrooms, disinfecting bathrooms and toilets ,using acids and other chemicals to clean stubborn ,dirt off ,corridors and verandas. Maintaining all materials and cupboards used for cleaning and wasting proposes. Their importance can't be belittled

Limitations

1. The major limitation was more samples could have been collected and this problem could have been studied in a more detailed manner, But paucity of time limited the field survey.

Suggestion

The main suggestion is to prevent labour absenteeism due to strenuous work by making them clean room. It would be better if the managing supervisor went by giving rooms to clean rather than by cleaning for many hours. Worker retention and prevention of labour turnover is important. By creating canteen ,restroom and transportation facilities better medical facilities this double jobbing can be solved to certain extent. Most importantly to beat the economic slowdown if wages were increased even by 1000 Rs it will go a long way in bringing down this problem of employees.

Conclusion

Housekeeping staff work in shifts from 8.am -5 pm .Their work is strenuous and long drawn with less earning per month. So to supplement their income these unskilled labour take up part time jobs .But they have come in the line of fire for this. This company management is suggested to look for raising the wages of these unorganised workers to stop them from doing side jobs and be more productive and efficient in their housekeeping work.So the study found out that moonlighting occurred because of both organisational problem as well as economic slowdown post pandemic.

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