

A STUDY ON EFFECT OF JOB SATISFACTION ON MOONLIGHTING INTENTIONS IN HEALTH SECTOR IN NCR

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Received: 09/09/2023, Review-1:06/10/2023, Review-2: 07/11/2023, Accepted: 09/12/2023

ABSTRACT

The practice of healthcare professionals pursuing supplemental employment outside of the irregular job, known as moonlighting, is widespread in the industry. The purpose of this study is to look at the connection between work happiness and moonlighting intentions among healthcare professionals in the Delhi National Capital Region (NCR). Employment satisfaction is an important aspect that determines an individual's decision to engage in side hustles since it shows their happiness with their primary employment. Data for this study were gathered through surveys distributed to healthcare professionals working in various healthcare institutions around the Delhi NCR. The questionnaires asked about their present work satisfaction levels as well as their goals or motives for finding secondary employment in the healthcare industry. To investigate the association between work satisfaction and moonlighting intentions while controlling for numerous demographic and employment-related factors, statistical analytic approaches such as regression analysis were used. This study's findings show a substantial negative association between work happiness and moonlighting inclinations. Healthcare professionals who reported higher levels of job satisfaction in their primary professions were less likely to show a desire to engage in work. This shows that job satisfaction elements such as a supportive work environment, chances for professional progress, and acceptable salary play an important role in discouraging healthcare workers from pursuing additional jobs. This study sheds light on the complex dynamics of healthcare professionals' employment choices in the Delhi NCR, laying the groundwork for future research and practical interventions targeted at boosting job satisfaction and minimizing moonlighting in the healthcare industry.

Keywords: Job satisfaction, Moonlighting, Health industry, Engage, Additional income, Blocked promotion, Skill diversity, Job autonomy

INTRODUCTION

Every industry now engages in hiring and firing, and the healthcare sector is no exception. Employees who are striving to make ends meet have the option of moonlighting as a secondary source of income. The efficiency of those who moonlight after regular business hours is seriously questioned. It should be highlighted that not all medical professionals moonlight, but for those who do, financial gain is a crucial factor in meeting their needs. Furthermore, why not take advantage of a provision for additional income in a day if it exists? With the drastic changes in the economy and the range of new work expands, there is a phenomenon to focus on the importance of attracting and retaining qualified staff. The benefits provided in the organization are a topic of discussion for both the employers and employees where

employers take measures to retain top talent and try to meet their demands. Employees on the other hand (actually not satisfied with compensation) to earn more money and become financially strong look for moonlighting. If a question is raised on the ethical values of moonlighting the answer is no. But in the present scenario, it is unavoidable and in recent years moonlighting is increasing in all sectors and the health care industry is no such exception.

OBJECTIVES OF THE STUDY

- To study the reasons for moonlighting by health care professionals in Delhi NCR.
- To understand the justification of going for moonlighting by health care professionals.

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REVIEW OF LITERATURE

Eggleston and Bir (2006) define dual job holding as the holding of more than one job (Gonzalez, 2004; Rickman and McGuire, 1999; Roenen, 1997). But this practice of dual job or moonlighting is seen more in Lower middle-income countries (LMIC) where the practice includes health professionals working within their domains. Garcia-Prado and Gonzalez (2007) revealed that in the current crisis relating to global human resources for health, the impact of the dual practice on the quality of health services in the public sector in terms of compromising equity and efficiency has been documented thereby making it an important issue of concern. The authors in their non-systematic review attempted to study the various methods adopted by governments to address moonlighting. Job satisfaction further implies enthusiasm and happiness with one's work. Job satisfaction is the key ingredient that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfillment (Kaliski;2007). Does Job Characteristics Predicted Employee Job Satisfaction. Sunardi, Sembiring, Brahmana. (2021). The purpose of this essay is to investigate the connection between work attributes and job happiness. This paper's primary contribution is the proposition that job attributes positively and significantly impact work happiness. This discovery can aid managers in comprehending the elements that impact worker job happiness and enhance the effectiveness of the company. Dongdong, Zhou. (2020) presents a personal assessment of the variables that affect job happiness and suggests mitigation strategies. Researchers presented the elements that influence job satisfaction from a human standpoint. Based on the determined factors, it provides countermeasures to enhance job satisfaction. This study makes a significant advance to the understanding of employee happiness and how it affects business success. Relation between job satisfaction of employees and their personality dimensions according to the 'big five' theory. Milena, Nedeljkovic, Knezevic., Maja, Mijatov., Aleksandra, Dragin., Sladjana, Nedeljkovic. (2020). As per the study of Gender, Education and Marital Status as Determinants of Job Satisfaction by Ladislav, Uhlir., Petr, Řehoř. (2020) A researcher looks at the connections between gender, education level, marital status, and work happiness. This study provides information about the differences in work satisfaction according to marital status, education level, and gender. According to the study, those with a university degree had higher work satisfaction than those without one. In a similar vein, those in relationships rate their level of work satisfaction

higher than singles do. The general level of job satisfaction did not significantly differ between men and women, according to this study. This study aims to evaluate the impact of various aspects of work satisfaction, as well as distinct aspects of job satisfaction, on the overall evaluation of job satisfaction. It does this by analysing the influence of employees' personality traits, as per the "Big Five" hypothesis. The study's findings showed that respondents' assessments of various aspects of work satisfaction varied significantly depending on their demographic traits. The study's findings will help establish the proper rules for enhancing big organizations' human resource management, particularly for state-owned enterprises in nations like Serbia that are going through major structural changes.

RESEARCH METHODOLOGY

Secondary data has been used, articles, journals, research papers, review papers, articles, and internet sources. This paper studied several aspects related to moonlighting in an organization. The purpose of this study was to gain a thorough understanding of the connection between moonlighting, job satisfaction, and work happiness. The descriptive technique was employed to make the study convenient for doing research while maintaining the study's qualitative and quantitative components.

FINDINGS

IMPACT OF MOONLIGHTING ON THE ORGANIZATION

Moonlighting poses various challenges for the management. It has both positive and negative impacts on an organization. Several issues which came in light due to moonlighting are discussed below:

Low Productivity When employees are engaged in two or more jobs, their performance is hampered because of the lack of focus on the current job. So, their productivity decreases which leads to incompleteness of tasks.

Loss of Business Privacy and Competition Threat When employees do another job with the current job or start their own venture similar to the current job there is a competition threat for the present employer. Conflict of interest may arise between them. The present employer could also be anxious about his business privacy and confidentiality.

Employees Well Being Employees engaged in more jobs feel exhausted in terms of physical and mental health. They face anxiety and fatigue related health issues. So, these employees are unable to perform best in their jobs. Due to overburdened

work, they may face various health issues.

Ethical Issues

An ethical dilemma arises when an employee does moonlight in the same industry. If an employee shares information from both the employers, then the problem arises. It results in the sharing of confidential information about the business. Also, if any employee uses both the physical and intellectual resources of the company for the other company then an ethical problem arises. Hence it may be considered as theft.

Impact of Moonlighting on Job Satisfaction

The findings showed that moonlighting has a major effect on work satisfaction. The study revealed that the primary determinant of job satisfaction was an increase in income. This indicated that employees were dissatisfied with their compensation packages and believed their salary was insufficient to meet their needs, which consequently affected their job satisfaction levels. Thus, it can be concluded that every factor that precedes moonlighting enhances work happiness. Employee satisfaction was highest when promotion rules were clear, detailed, and knew what was expected of them by the company.

Impact of Moonlighting on Personal Objectives

People who work for different organisations have personal ambitions in addition to achieving organisational goals, which is a recognised human aspect. All four of the antecedents of moonlighting were found to have a major influence on personal goals. Findings revealed a natural phenomenon: employees were looking for promotions while remaining in their current organisational structure. It was seen that income growth and promotion occurred together. The degree of professional autonomy one experienced was determined to be one of the personal goals. When a person felt trusted for his work performance and had some degree of autonomy, their job happiness was high.

Impact of Moonlighting on Workload

A person's productivity and readiness to take on more responsibility determined how much work they could handle. It has been shown to be a common occurrence in companies with clearly defined job descriptions and specifications. However, it was noted that when job loads were higher, workers felt overworked, which negatively impacted production. Workers promised to put in more time at work in exchange for monetary incentives. However,

employees continued to be concerned about the possibility of learning a new talent at the expense of devoting more time to the company. The workers were still eager to work in a setting where they had some degree of autonomy over their performance at work. It is crucial to note that superior organisational outcomes occurred in companies with well defined performance assessment procedures that were followed to the letter. It was shown that the autonomy element affected the amount of work. As long as they appreciated what they did and did not feel pressured to work longer hours, they were ready to labour. Promotion was not thought to be a problem as long as workers met their wage requirements, felt trusted and owned by their company, and had some degree of autonomy at work.

How to tackle

There is a divided opinion about moonlighting, as employers and employees have different approaches. Before choosing to moonlight, employees should be open and honest about their concerns. Employers can choose from a variety of methods, including taking regular feedback, offering training sessions, and introducing policies to control moonlighting. Finding a fair solution will assist in retaining competent staff and fostering long-lasting connections.

The ethical code is designed to help employees recognize and deal with ethical issues in their work. The policy is to behave with integrity while dealing with our customers, adhere to all applicable rules and regulations, and be dedicated to conducting business ethically with customers, suppliers, partners, competitors, employees, and other stakeholders. The guide to help whenever you have questions about ethics or if you are faced with an ethical dilemma.

CONCLUSION

Human resource management plays a strategic role in managing people and the workplace environment. The person engaged in moonlighting either for monetary or non-monetary motives. Appropriate policies must be framed to overcome the effects of moonlighting and maintaining transparent and harmonious relationships between employer and employees in an organization. This study has contributed to a small extent to create awareness about moonlighting, its causes, impact, and measures to avoid the negative impact of moonlighting

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