

A STUDY ON TEACHERS MOONLIGHTING IMPACT ON THEIR JOB PERFORMANCE IN SELECTED SECONDARY SCHOOLS SURAT CITY, GUJARAT, INDIA

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ABSTRACT

This study was conducted to establish how teachers moonlighting and its impact on their job performance in secondary schools in Surat city region. The objective of research is to find the reason behind teachers moonlighting. Sixty-four respondents in all participated in this survey. Information was gathered using qualitative methods using an interview guide. Both quantitative and qualitative methods were used to analyse the data, and the results showed that teachers in Surat city were engaged in part-time teaching at hospitals, giving private lessons, working from home, and employment in banking. The study also identifies the factors that contributed to teachers' moonlighting behaviour, including low pay, a lack of incentives, their extended families, the school atmosphere, personal development, and job instability. Results from the analysis were disclosed.

Keywords: Labour Force, Labour Market, Moonlighting, Moonlighting Policy, Universal Account Number.

Introduction

Having a second job outside of regular business hours is known as moonlighting. By working more hours through extra jobs or self-employment, many members of the labour force contribute to the secondary market. In both industrialized and developing nations, it has been noted that working two jobs in addition to one's principal employment is a typical practice. According to Betts (2006), moonlighting is a well-established worldwide trend that occurs in both skilled and unskilled labour. It has been said that the profession with the greatest number of people working part-time is teaching. Job happiness has drawn a lot of attention from researchers in the last ten years. Professionals are increasingly looking for a second job as time goes on.

The idea of moonlighting has gained popularity due to its correlation with a number of significant employee behaviours, most notably job happiness. Lambert (2003) and Lambert and Hogan (2009) claim that moonlighting is becoming more common in the education sector, particularly in public sector companies. Moonlighting is said to occur for social, intellectual, or financial reasons. Furthermore, Cooper-Hakim and Viswesvaran (2005) assert that as employees are now an organization's only source of long-term competitive advantage in a competitive market, it is critical to forecast employee commitment and satisfaction. When a company hopes to survive and compete in the market, employee job satisfaction becomes crucial. An organization's workforce is essential to achieving its goals and maintaining efficient operations. The practice of moonlighting reflects the level of satisfaction of employees with their organization.

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Moonlighting can be explored by analysing 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. Meyer and Allen (1991) have depicted that work related factors are some of the major determinants of job satisfaction.

According to Lambert and Hogan (2009) work related factors may be economical, psychological or social in nature. Their research depicts moonlighting as a result of “financial gluttony”, but this is not the only reason that motivates people to seek second job in addition to the first permanent job. Job satisfaction is an important factor which needs to be extensively researched to pinpoint reasons for planners and managers to improve the organizational Kaukab & Aisha 103 effectiveness and efficiency. According to Tetty (2006) moonlighting might be caused by labour market conditions because insecure workers hedge their risk of unemployment due to escalated sense of uncertainty and for others it might be a way of gaining satisfaction by development of skills or credentials.

Moonlighting refers to the practice of working a second job or starting a side business while still employed at one's primary job. In India, Concept of Moonlighting is not illegal and is common in certain industries where individuals may work multiple jobs to supplement their income. However, employees should be aware of the potential consequences of moonlighting, such as conflicts with their primary employer, conflicts with the company's noncompete agreements or even the possibility of termination if their secondary employment interferes with their primary job responsibilities.

According to the Factories Act of 1948, Section 60, Regarding moonlighting, workers at factories who also engage in moonlighting would be subject to the rules of Section 60 of the Factories Act, 1948. According to the Act, an employee who works eight hours a day in a factory, for instance, is only permitted to work a maximum of 48 hours per week. This would include any extra hours spent working at a second job (i.e., moonlighting) in addition to the hours spent in the workplace.

Moonlighting Policy for Employees

In India, employee moonlighting has gained attention, and the top companies are opinionizing on it. There is still no clear-cut answer to whether moonlighting is ethical/legal or not.

It is the duty of businesses and its human resources department to establish policies about moonlighting. As a result, different companies may have different moonlighting policies. Some businesses have already developed a policy regarding moonlighting, while others have not yet created a precise policy on the subject. However, because it creates a conflict of interest, the majority of businesses forbid their workers from working for companies in the same industry. Some businesses forbid employees from doing two jobs at the same time by including a condition in the employment offer letter, even if they do not have a separate policy for moonlighting.

How to Find Out Employee Moonlighting?

Employers can use an employee's Employees Provident Fund (EPF) Universal Account Number (UAN) to determine whether they are working for their competitors or moonlighting. Employers can determine whether two PF contributions are being made by distinct companies by accessing the employee's UAN number. It is obvious that employees are moonlighting when they make two PF contributions to a UAN at the same time. 300 workers were let off by Wipro for working two jobs by monitoring the EPF accounts that were kept under the UANs. However, since the employer does not contribute to PF for such work, it is difficult to detect moonlighting when an employee takes on extra work as a consultant, freelancer, or part-time. But businesses might begin using cutting-edge technology to monitor.

However, businesses may begin using modern technology to monitor gadgets that are provided to workers only for office work and detect instances in which they are used for work for another company. In order to learn whether an employee is moonlighting, they might also pay a third-party firm to conduct background checks.

Purpose of the Present Study

Examining how moonlighting affects teachers and instruction was the aim of the study. Multiple interviews and field observations were used to collect qualitative data on the topic of teachers moonlighting. Teachers from elementary, middle, and high schools in the same school district were among the small sample of willing participants in this study who work as public-school teachers and also teach part-time. Using participant voices, the data analysis is presented in a qualitative, narrative format.

Scope of the Study

The research was conducted in higher secondary school in Surat city. The research focused on the nature, norms, reasons impact related to moonlighting.

Research Problem

The quality of education depends much upon teachers' commitment to spend most of their time in preparation of teaching and learning processes. However, Surat city, teachers are working in unsatisfactory economic conditions. Consequently, many teachers are forced to moonlight to make ends meet. Although the decision to moonlight made by the individual teacher, there is a need to look on the extent to which the school system was affected by this decision. It was therefore the aim of this study to examine the nature, form and incidences of secondary school teachers' moonlighting and their impact on their job performance.

Objectives of the Research Study

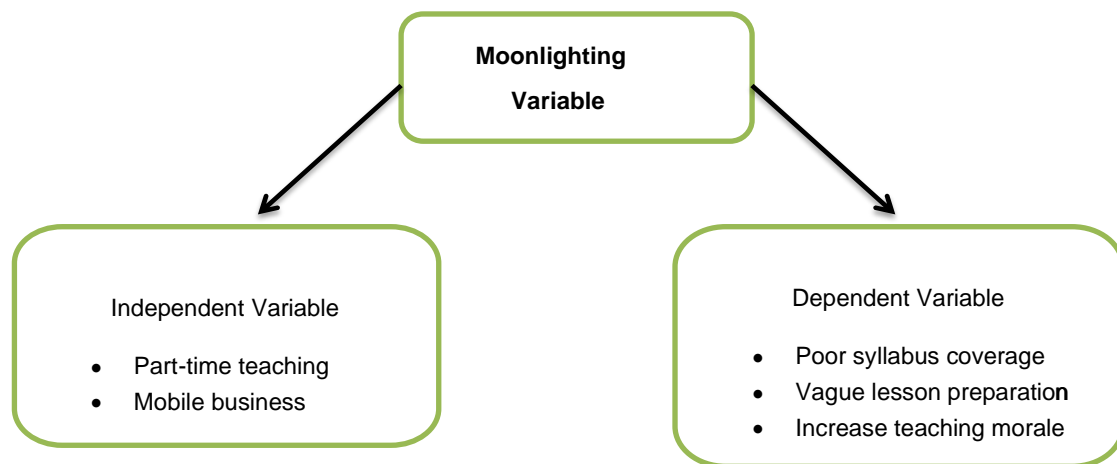
- Primary objective is to study the theoretical perspective of moonlighting on teachers
- Second objective is to study demographic profile of moonlighting teachers of secondary school in Surat city.
- The study also aims to identify the factors influencing on teachers moonlighting

Research Design

Present study is an Exploratory research study. It means, Exploratory research is to help look at data before making any assumptions. It can help identify obvious errors, as well as better understand patterns within the data, detect outliers or anomalous events, find interesting relations among the variables.

Sample Design

The following diagram represents the variables design to conduct the research work.



Findings of the Research Study

- Of the 64 respondents studied 65.6% were full time teacher and 34.4% were part time teachers and 65.6 %of the respondents were female and 32.8% of the respondents were male.
- Coming to educational qualifications, 46.9%of the respondents were graduate and 46.9% were post graduate,2 has done B-ED, 1 has done B.S.C, 1 doctoral researcher.
- Work experience studies revealed that 54.7% of the respondents work between zero to 2% two years and 23.4% are between two to four years and 17.2% are between four to six years 3.1% are between six to eight years and 1.6% are between more than eight years of experience.
- Opinions revealed additional work apart from the regular work, 26.6% are taking personal tuition 50% are teaching in the coaching classes 18.8% are doing work and 34.4% of the total respondent are working as a permanent teacher in the school where has 65.6% are working as a temporary in the school as a teacher.

- Coming to Occupation salary 43.8% are having the salary below 100000, 51.5% have two to three lakh salary from primary occupation 4.7% are having three to four lakh salary from the primary occupation.
- Coming spending time on additional activities two to four hours in teaching 50% are working two to four hours, 32% are working four to six hours and 10% are working for six to eight hours and 3.1% more than eight hours.
- Opinions on Moon lighting on their personal growth, 1.6% as strongly disagree 3.1 or disagree 10.8 are natural 62.5 agree and 25% are strongly agree about the same.
- Opinions on Moon lighting to develop their skills, 1.6% are strongly disagree 3.1% disagree 12.5% and neutral and 64.1% are agree about their moon lighting about that that before moon lighting to develop their interest area and skills
- Opinions on Moon lighting impact on financial and personal growth, 1.6% are strongly disagree 1.6% are disagree 18.8% and neutral 15 1.6% that agree and 26.6% are strongly agree about the same.
- Opinions on Moon lighting impact to develop their interested area related skills, 1.6% are strongly disagree 3.1% disagree 12.5% and neutral and 64.1% are agree about their moon lighting about that that before moon lighting to develop their interest area and skills
- About the comfort with school environment, 6.3% as strongly disagree 3.1% disagree 15.6% neutral 54.7% agree 20.3% strongly agree for the same. Further, opinion about working with their school staff is very comfortable for 4.7% , where 3.1% disagree 15.6% neutral 59.4% agree and 17.2% are strongly agree for the same.
- Coming to the difficulty level to coordinate with the peers at work, 4.7% disagree 23.4% disagree 17.2% neutral 40.6% agree and 14.1% as strongly agree for the same.
- Coming to the opinion to opt moon lighting due to the stress with school environment, 3.1% are strongly disagree 14.1% is agree 28% neutral 39.1% agree 15.6% opined for the same.
- Opinion about respondent's choice for moon lighting because of their salary issues, 4.7% disagree 10.9% disagree 14.1% neutral 50% agree and 20% are strongly agree about the same. Furthermore, to support their financial issues, 7.8% strongly disagree 14.1% disagree 20.3% neutral 35.9% agree and 21.9% strongly agree opined that they opt it to address their financial issues in their home.
- Opinion about respondent's choice for moon lighting because they have less salary, 9.4% are strongly disagree in 6.3 percentage agree 17.2% neutral 48.4% agree and 18.8% strongly agree for the same.
- Coming to the opinion of respondents that moon lighting provides security to their actual job, 4.7% disagree 14.1% disagree.2% neutral 37.5% agree 26.6% strongly agree for the same.
- Opinion of respondents on prefer moon lighting because of they are having fear of losing of their actual job, 4.7% strongly disagree 20.3% agrees 26.6% neutral 35.9% agree 12.5% for the same.
- Opinion of respondents on prefer moon lighting because they are part timers in school ,6.3% strongly disagree ,18.8% disagree 17.2%, Neutral 37.5%, agree 20.3%, strongly agreed for the same.
- We reject the null hypothesis when the Kruskal-Wallis test's P value falls between 0.22 and 0.9, which is less than the 5% level of significance. This implies that the output shows the outcome of which rectification ties and Z score were significant. Since the primary rank of personal growth is given to the second occupation, which is 2 to 4 hours, the maximum rank is 39.07 for 6 to 8 hours, 30.2628 R is 39.07 for 4-6 hours, and 16.75 for more than 8 hours.
- The null hypothesis, which states that the population median is not equal, is rejected since the P value of the Kruskal-Walli's test is 0.6, which is less than the 5% level of significance. The output shows the outcome of which the Z score and tie correction were noteworthy. Since the primary motivation for moonlighting for those with lower incomes is the mean rank of personal progress in the secondary occupation of teaching, the rank of more than 4 lakh is for 53, for 36.76% the same is up to 2 lakhs, for 28.6 same is up to 2lakhs, for 29.5 it was 50000-1lakh and for 26.4 it is 15000.

- Respondent's opinion for the personal growth through secondary occupation revealed that the P values of the Kruskal wallies test is between 0.22-0.9 at 5% level of significance, the null hypothesis was rejected which means that the population median has not equal the output indicates the result of which correction ties and Z score was significant.
- Further, earning shows that how salary keeps an important role in factor or a reason for moonlighting in teaching field. Due to less or non-sufficient salary teachers prefer moonlighting to earn extra income, for personal and professional level. For the same the factor loadings range between 0.746-0.528.
- Operating Environment shows that how working environment keeps an important role in moonlighting. Many teachers prefer moonlighting because of working environment in primary occupation was not good, co-operate with staff or to feel comfortable with them is makes difficult to them. The factor loading ranging between 0.792-0.642.
- Uncertainty of job shows that how job insecurity feels a teacher to do moonlighting. Teachers working as a temporary basis more prefer moonlighting or a teacher hired for a short period of time prefer moonlighting. The factor loading ranging between 0.779-0.578.
- Personal Development shows that how personal growth keeps an important factor in moonlighting for teachers. To develop their skills and knowledge and also growth in financially teachers prefer moonlighting. The factor loading ranging between 0.827-0.692

Summary of Research Study

- The nature and forms of moonlighting teachers" engage in so as to understand the situation which leads to their engagement in such practices. Regarding forms of moonlighting teachers engaged in, the study *found teaching private tuition, teaching part time, work from home business, job in hospital and bank employee as leading types of moonlighting activities* in which teachers are engaged in their respective schools. Hence it is concluded that teachers" moonlighting in secondary school in Surat city informs partial reason for poor job performance and poor student performance in schools.
- Results showing that female instructors are more likely than male teachers to moonlight provide unambiguous evidence that there is a correlation between rising living expenses and income levels and a rise in moonlighting. Additionally, it was discovered that private secondary schools had more stringent attendance policies and management systems, which resulted in fewer instances of moonlighting
- Concerning moonlighting effect on teacher's job performance, the study *found that it has negatively affected teacher lesson planning, preparation of schemes of work, preparation of lesson plans and teaching facilities*. It was also found that majority of moonlighters skipped some of the contents in the syllabus due to insufficient time, some of them were overloaded with activities thus preferring to use lecture methods followed by assignments to students, many of which were not marked and no timely feedback was provided to students. It can therefore be concluded that insufficient time for teacher's preparations affect students" progress and performance.
- Regarding how teachers' professional development is affected by their side jobs According to the report, the majority of teachers were too busy with their secondary jobs to devote time to professional development activities like self-reading, attending seminars or workshops, and other in-service trainings
- Given that some moonlighters participate in economic activities such as trading that are outside the purview of education, it is clear that a situation like this might destroy instructors' ability to grow professionally. The study found that all school heads used logbooks, class journals, school rules and regulations, and attendance registration books, where teachers register in the morning and sign out by reason when they leave the school compound before closing time, as ways to prevent moonlighting. Moreover, one tactic utilized to keep an eye on moonlighting is teachers' work performance. In order to determine whether given job responsibilities are being carried out efficiently, this required going over teachers' folio records, including schemes of work, lesson plans and notes, and exercise books.

Conclusion

It may conclude that despite all of these tactics, moonlighting is still very common. The head of the school experienced difficulties such as certain teachers feigning illness in order to get sick sheets and female teachers using breastfeeding as a pretext to get a job elsewhere following maternity leave. According to the report, the biggest obstacle was that some school administrators themselves had to moonlight since they also needed extra money. They let some teachers to attend secondary jobs on token payments from moonlighters when they were unable to attend in person. Further, it is challenging to stop moonlighting, particularly when school administrators are involved. Some teachers took out loans from financial institutions because they believed that the difference in their take-home pay after debt deduction would come from moonlighting income, as the introduction of double sessions was also found to give them plenty of free time to do so.

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