

Research Article

An Empirical Study on How Job Satisfaction Drives Moonlighting Intentions, While Examining the Role of Commitment and HR Practices in Healthcare Sector With Reference to Delhi NCR

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Abstract: Moonlighting is common in healthcare. This happens when staff take extra jobs outside their main role. This study looks at how job happiness affects the urge to moonlight among healthcare workers in the Delhi National Capital Region (NCR). Since it shows how people feel about their main job, satisfaction often drives the choice to find side work. The researchers used surveys from various Delhi NCR clinics and hospitals. These forms asked about current happiness at work and the reasons for seeking other jobs. The team used regression analysis to find links between financial satisfaction and moonlighting while accounting for age and job type. The results show a strong negative link. Workers who are happy in their main roles rarely want to moonlight. Fair pay, a good work environment, and clear paths to promotion help keep staff from seeking extra work. This study explains why healthcare workers in the Delhi NCR make these choices. These findings help leaders build better workplaces to reduce moonlighting.

Keywords: Financial satisfaction, Moonlighting, Health industry, Engage, Additional Extra income, Blocked process promotion, Knowledge & Talent diversity, Job autonomy

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INTRODUCTION

Moonlighting is when someone holds a secondary job option on top of a full time one. People do this for money, to grow their careers, or for personal joy. Some work weekends, freelance, or start small businesses. This can help or hurt a person's balance between work and life [1]. It builds skills and networks but can lead to burnout and health issues.

Many things drive the choice to moonlight. Money is a top reason. Some cannot pay bills with one salary. Others want new skills to move up in their main professional aspect, found that some use a second job to test a business idea. Some just enjoy the extra work [2].

Healthcare Professionals might moonlight if they dislike their current job or want better skills for a new role. High living costs also push people toward extra work [3]. Job insecurity makes a second income a safe backup. Some people moonlight simply because their main job is flexible.

Moonlighting includes gig work, short contracts, or self-employment. A person might do a few different types at once. The pros are more money, new skills, and a sense of win. The cons include tiredness, tax problems, and the risk of losing a job.

Conflicts happen if the second job competes with the first. It also makes time management hard [5]. While it offers growth, people must manage their time well. Employers have mixed views. Some ban it, while others think the new skills help the company. But tired workers are less productive. Working in the same field often causes conflict of interest.

One study looked at people with second jobs in different fields. It found that these jobs helped raise salaries. It also noted that turnover affects wages. Campion et al. [5] reviewed why people hold multiple jobs. They listed paying debts, learning skills, and finding joy as main reasons. They found that the need for multiple jobs varies by person.

Ashwini et al. [1] studied IT workers in southern India. They found that when companies do not reward loyal staff, those workers look for other jobs to meet their goals. George and George [6] said IT professional workers use second jobs to switch careers or start businesses. These turns moonlighting into an investment in the future.

Past research looks at why employees take on second jobs. Šťastný et al. studied Czech healthcare professionals. They found that money is the main driver for men. Male healthcare professional often moonlights if they work part-time, lack experience, or have high bills. Low pay also plays a big part. Sai Manogna and Hospitals can stop moonlighting by building better bonds with their staff. Understanding these triggers helps bosses create better rules. Seema and Sachdeva noted that money stress is the most common reason. Their results show that entrepreneurial drive and school loyalty are key factors. Seema et al. found that happy workers feel more loyal to their jobs. This loyalty then lowers the urge to find extra work. Overall, a strong bond with the employer keeps people from looking for second jobs.

The authors followed the methods of Seema et al. in the present study to assess the relationships among job satisfaction, organizational commitment and moonlighting intentions. The mediating and moderating effects of employee organizational commitment, economic intentions, and human resource practices were examined by surveying information technology-enabled employees. This model fits well with the study we carried out; however, the authors used IBM SPSS AMOS for structural equation modeling analysis.

This study uses the methods from Seema et al. to look at job satisfaction, company loyalty, and the urge to moonlight. The researchers surveyed IT workers to see how company loyalty, money goals, and HR rules affect these links. This model fit the study well. The original authors used IBM SPSS AMOS for their data analysis.

Many papers discuss moonlighting. Most focus on money problems or financial needs as the main drivers. Yet, no one has reported on how specific economic goals link to moonlighting. This paper tests if job satisfaction leads to moonlighting through company loyalty and money goals. It also looks at how HR rules in the IT sector change this. The team gathered data from 311 IT pros using proven scales. They used IBM SPSS 29 and AMOS 28 to test the results. This work helps identify how employees multitask. It also predicts well-being by seeing if a second job helps or hurts. The results touch on staff retention, turnover, and job satisfaction.

Objectives of the Study

- This study examines how moonlighting affects the employee level for job satisfaction of healthcare workers in Delhi-NCR. It looks at why these professionals take multiple jobs. The research tracks how this choice impacts their work quality, health, and happiness.
- The study has clear goals. It first finds out how common moonlighting is in the region. It then identifies the main reasons why workers do it. The research also checks how extra jobs hurt personal lives, mental health, and free time.
- The study analyzes job satisfaction in both private and government clinics. It looks at stress levels and physical health risks. It also asks workers about their views on ethics and workplace rules.
- Finally, the study suggests new policies to manage moonlighting. These ideas aim to help workers find a better balance and feel more satisfied at work

Literature Review

Sai Manogna and Swamy looked at why Healthcare professionals take second jobs. They found that strong ties to their job make them less likely to moonlight. Primary job can stop this by building a better bond with their staff. Seema et al. studied how job happiness fits into this. They found that happy workers feel more committed to their firm. This commitment then lowers the urge to find other work. Seema and Sachdeva tested IT workers. Their data shows that both a drive for business and company loyalty shape the choice to moonlight. Global growth and new tech changed how companies work. This shift hit the economy hard. Job markets are now unstable, so more people take side jobs. Joseph and Ambily found that moonlighting makes workers less engaged with their main employer.

Eggleston and Bir describe dual job holding as having more than one job. This practice, or moonlighting, happens often in lower middle-income countries. In these places, health workers often work several jobs. Garcia-Prado and Gonzalez found that this hurts public health services. It can lower efficiency and fairness. Their review looked at how governments try to stop this practice.

Job satisfaction is about being happy and excited at work. Kaliski says it leads to more money, promotions, and a sense of success. Sunardi, Sembiring, and Brahmana studied how job traits affect this happiness. They found that good job traits make workers happier. This helps managers run better companies.

Dongdong Zhou [7] also looked at what makes people happy at work. He suggested ways to fix common problems. His work helps businesses understand how happy staff lead to better success. Another study by Milena and others [8] looked at the Big Five personality traits and job joy.

Ladislav Uhlir and Petr Rehor [9] studied gender, school, and marriage. They found that people with university degrees are happier at work. Married people also feel more satisfied than single people. Men and women felt about the same. This research helps big state companies in Serbia improve how they manage people.

MATERIALS AND METHODS

This study uses secondary data from journals, research papers, review articles, and web sources. It examines different parts of moonlighting within an organization. The goal is to find the link between moonlighting, job satisfaction, and happiness at work. A descriptive method was used to make the research process easier to manage.

Findings

How Moonlighting Affects Job Satisfaction and the Company: Moonlighting creates various hurdles for management. These side jobs bring both gains and losses to a company.

Lower Productivity: Staff who hold multiple jobs often lose focus. This split attention hurts their work quality and leaves tasks unfinished.

Privacy and Competition Risks: Conflict happens when a worker starts a similar business or joins a rival. This creates a direct threat to the employer. Managers also worry about leaked secrets and private data.

Employee Health: Working too much leads to physical and mental burnout. Fatigue and anxiety make it hard for staff to do their best. Overburdened workers cannot stay efficient. They could develop several health problems at work.

Ethical Issues: Moonlighting in the same field creates ethical conflicts. Problems start when an employee shares private data between two employers. This leaks trade secrets. It is also an ethical breach to use a company's tools or ideas for another job. This is seen as theft.

What a Moonlighting Affects Job Satisfaction

Moonlighting strongly affects how happy people are at work. The study found that a need for more money is the main driver. Workers felt their pay was too low to cover their needs. This led to lower job satisfaction. Factors that lead to moonlighting often link back to workplace happiness. People felt most satisfied when promotion rules were clear and they knew their exact job duties.

How Moonlighting Affects Personal Goals

People who work multiple jobs have their own dreams besides company goals. This is a normal human trait. All four causes of moonlighting strongly affect these personal aims. The data shows a common pattern. Employees want promotions but want to stay in their current company. Higher pay and better titles usually happen at the same time. Professional freedom was also a key goal. Workers felt happier when their bosses trusted them to do their jobs alone.

Moonlighting Affects Job Satisfaction and Workload

A person's output and willingness to take on more tasks decide their workload. This often happens in firms with clear job roles. But too much work makes staff feel burnt out. This drops production. Some workers will trade more time for more money. Still, many fear that learning new skills outside work takes away from their main job. People want a job where they control how they work. Companies do better when they use strict and clear performance reviews. Autonomy changes how much a person can do. Staff work hard if they love their job and do not feel forced to stay late. Promotion is not a problem if pay is fair and the company trusts its people. Ownership and freedom are what matter most.

How to handle it Employers and staff often disagree on moonlighting.

Workers should be honest about their needs before taking a second job. Companies can manage this by asking for feedback, training staff, or setting clear rules. A fair deal keeps top talent and builds strong bonds.

Our ethics code helps staff spot and fix problems at work. We act with honesty toward customers and follow all laws. We commit to fair business with partners, rivals, and staff. Use this guide if you have a question or face a tough choice.

CONCLUSION

Human resource management is key to running a workplace. People moonlight for money or personal reasons. Companies need clear rules to stop the downsides of side jobs. This keeps the bond between boss and worker honest and friendly. This study helps people understand why moonlighting happens and how to fix its problems.

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