

**EMPIRICAL ARTICLE**

Navigating the challenges of moonlighting: A study of employee experiences in the FMCG sector in India

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Abstract

Working outside of one's primary work is referred to as moonlighting. The need for extra money, precarious jobs, and limited opportunities for career progression are the main causes of moonlighting. Moonlighting, however, can harm workers' productivity, safety, and health and lead to a conflict between their primary and secondary jobs. The frequency of moonlighting in the fast-moving consumer goods (FMCG) sector and its effects are examined in this study—around 500 responses from FMCG sector employees and managers of South India were perfected for frequency and variable testing. With 80% of respondents admitting to moonlighting, the study's conclusions imply that moonlighting is prevalent in the FMCG sector. The study results also highlight several drawbacks of moonlighting, such as lower productivity, elevated stress, burnout, and conflicts with employers. Since 60% of respondents express dissatisfaction, these counter-effects may negatively affect work satisfaction. The study significantly outlines the countermeasures to tackle the negative consequences of moonlighting; employers must adopt policies and processes that control moonlighting activities and provide employee support to help them manage their work-life balance. Training programs, mentorship, and work rotation can all help achieve this.

Keywords: Moonlighting, FMCG, Employee satisfaction, Burnout, Freelance work, Stress.

Introduction

Moonlighting has grown in popularity in the fast-moving consumer goods (FMCG) industry. Workers in the FMCG industry struggle to make a living wage because of the industry's long hours and comparatively low pay. Although moonlighting might help people earn more money, it can also have a negative impact on their productivity, safety, and health. A conflict of interest between their primary and secondary employment could arise. The frequency of moonlighting in the FMCG industry and its implications will be investigated in this study. The fast-moving, dynamic FMCG sector manufactures and markets various consumer goods, including food, drinks, personal care items, and household goods.

The sector is an essential contributor to the global economy, with a significant presence in both economies (Sultana and Kumar, 2019). The FMCG sector is characterized by intense competition, rapid innovation, and complex supply chains. However, the business is recognized for paying poor wages and requiring extended working hours, particularly for workers in low- and middle-income nations. FMCG workers may find it challenging to earn a livelihood due to low pay and long work hours. To make ends meet, many workers might have to take on other jobs. Although moonlighting might boost a worker's pay, it can also negatively impact their productivity, safety, and health.

Overwork and fatigue brought on by moonlighting might result in mishaps and safety issues. Additionally, moonlighting might make workers less committed and focused, which will reduce the caliber and productivity of their work. A conflict between a worker's primary and secondary jobs may also arise as a result of moonlighting. Employees may waste company time and resources on their second job, which would reduce productivity for their first employer. Additionally, workers can put their second job ahead of their first, which would make them less dedicated and loyal to their first employer. Employees may quit their main job in search of a higher-paying secondary one, meaning they lose their knowledge and abilities in the FMCG industry. Moonlighting is expected in the FMCG industry,

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which has significant ramifications for employees, their companies, and the sector as a whole.

The FMCG industry can take steps to mitigate the negative impacts of moonlighting, including increasing pay and benefits, creating possibilities for career advancement, and enhancing working conditions. Additionally, companies can enforce policies prohibiting moonlighting or requiring disclosure of secondary employment to ensure transparency and avoid conflicts of interest (Zikic and Dahling, 2015).

Therefore, this study is designed to address the following research questions: Examine the prevalence of moonlighting in the FMCG sector, Identify the reasons why workers may engage in moonlighting, know about the adverse effects of moonlighting on workers and their employers, and finalize the measures that the FMCG sector can implement to prevent and mitigate the adverse effects of moonlighting.

Review of Literature

Theories on moonlighting

Specific hypotheses explain the moonlighting phenomenon. These consist of the relative deprivation theory, the aspiration theory, and the work-leisure choice theory. According to the work-leisure choice theory, time-constrained moonlighters take on second jobs because they don't put in enough hours at their primary job (Quarshie *et al.*, 2022). According to the aspiration theory, those moonlighting have greater aspirations and are more motivated to seek alternative employment (Stutzer *et al.*, 2023). According to the relative deprivation theory, moonlighters are considered economically and socially impoverished. Because they are under financial strain, moonlighters are driven by their need for money (Bakare, 2021). These ideas work well for our research goals, and different people have different reasons for moonlighting.

Moonlighting- In general

Employee moonlighting is taking on additional work or employment outside of their primary job. This behavior may be motivated by financial troubles or a desire to engage in entrepreneurial activities. Employee moonlighting is taking on additional work or employment outside of their primary job. This conduct might be motivated by various factors, including financial troubles or a desire to pursue entrepreneurial endeavors. According to HR managers, moonlighting presents a problem because they must balance understanding employees' motivations for moonlighting while also protecting the organization's interests and security (Bajpai and Nirwan, 2023).

Furthermore, studies reveal that the demand for additional income from sources other than regular employment and budgetary restrictions are the main drivers of moonlighting. Organizations should emphasize avoiding conflicts of interest more than trying to outright

prohibit workers from working side jobs. Moonlighting can help both employees and employers. On the other hand, moonlighting can help employees supplement their income during economic downturns, providing financial security. However, moonlighting enables workers to explore new opportunities and follow their entrepreneurial dreams, promoting job satisfaction and personal growth.

Moonlighting, or taking up additional work outside of one's regular job, is a frequent practice with positive and negative consequences. In the context of agile software development, Taibi (2013) introduces moonlighting Scrum, a modified technique for increasing the effectiveness and efficiency of remote teams with part-time developers. This strategy aims to improve efficacy and efficiency by reducing communication and boosting development time. Verma (2008) argues in favor of allowing residents to moonlight, citing potential benefits to their professional development. Amini-Philips (2019) studies the impact of moonlighting on professors' wellbeing at Nigerian universities, emphasizing the importance of regulations that address this practice.

Seema and Sachdeva (2019) state that employees view moonlighting favorably, especially in the Indian IT industry. The impact of moonlighting on academic performance and professional prospects of individuals pursuing higher education is examined by Bozoglu *et al.* (2024). Numerous research studies have examined moonlighting, emphasizing its impact on people and companies. The possible drawbacks of moonlighting, such as lower engagement and productivity, are highlighted by Shanmugavelu *et al.* (2024); Vimalraj and Nithya (2023). Also, the works of Bozoglu *et al.* (2023) suggest that moonlighting can enhance job happiness and skills. In order to fully comprehend the complexity of moonlighting and its effects on people and businesses, additional research is necessary, as these findings highlight.

Moonlighting may harm societal welfare if it causes negative behavioral responses, such as moonlighters avoiding the public system. Unregulated moonlighting may affect consumer welfare if it causes unfavorable behavioral reactions (Biglaiser and Ma, 2007). Moonlighting in Russia can be a beneficial incubator for launching new self-employed businesses (Guariglia and Kim, 2006). Moonlighting is caused by job insecurity, a need for extra money, and dissatisfaction (Kaitharath, 2021). Employees employ various jobs to deal with financial commitments, personal boosters, and organizational issues (Jain *et al.*, 2023).

Teachers may begin moonlighting to pay bills and explore other career options (Parham and Gordon, 2011). Moonlighting hurts family physicians and specialized education (Meterissian, 2008). Moonlighting refers to instructors who labor outside their contracted classroom hours (Diamond, 2020). Moonlighting has a significant positive indirect effect on lecturers' performance, mediated

by accomplishment motivation (Fattah and Citta, 2020). Managers must identify and study the factors influencing moonlighting intentions and activities (Sharma and Rautela, 2024). Organizational dedication and entrepreneurial desire are crucial in triggering employees' moonlighting intentions (Seema and Sachdeva, 2019).

Prevalence of Moonlighting in the FMCG Sector

The FMCG sector is one of the industries most affected by moonlighting. A study by the International Labor Organization (ILO) found that moonlighting is prevalent in the FMCG sector in developed and developing countries. In developing countries, the study found that moonlighting is more prevalent in the informal economy, where workers may have multiple sources of income, including self-employment, informal work, and secondary employment. In developed countries, moonlighting is more common among low-wage workers who may work multiple part-time jobs to make ends meet (Yan and Wang, 2019). Employees in the FMCG industry may moonlight for a variety of reasons. The most frequent justification is to augment their earnings. FMCG employees may not make enough money to cover their basic needs, especially those in low- and middle-income countries. Employees who moonlight can earn additional money to help them make ends meet. Moonlighting can also be done to follow a passion or interest, get more experience or skills, or decompress from stress or boredom. This study will highlight the challenges and opportunities for creating a sustainable and prosperous industry for both employers and employees by concentrating on the moonlighting issue in the FMCG sector.

Adverse Effects of Moonlighting in the FMCG Sector

While moonlighting can provide individuals with additional cash and perks, it can also negatively impact their health, safety, and productivity. Moonlighting can cause exhaustion and overwork, leading to accidents and safety concerns. Employees who work long hours may be more prone to accidents and errors, mainly if they are tired or preoccupied. Furthermore, moonlighting can cause employees to lose focus and dedication, lowering job quality and productivity. Workers who are overworked or have multiple jobs may be unable to devote their full attention to their primary job, resulting in a decline in performance (Andriessen, 2018).

Moonlighting, or working a second job in addition to your regular career, is becoming more common in various industries, including healthcare and education. Although moonlighting can provide employees with financial advantages and possibilities for skill development (Vimalraj and Nithya, 2023), research has shown that it has a detrimental influence on organizational performance, notably regarding productivity, profitability, and employee engagement (Oladimeji *et al.*, 2023). Nurses who worked part-time in the healthcare industry claimed to be worn

out and to have neglected their primary responsibilities (Rispel and Blaauw, 2015). Similarly, severe workloads from professors moonlighting in academia harm their health and the institution's effectiveness (Amini-Philips, 2019). Researchers propose that laws governing moonlighting should be implemented to lessen these detrimental effects, job contracts should contain provisions, and disciplinary action should be taken when required (Oladimeji *et al.*, 2023).

Additionally, workers who are overworked or stressed may have difficulty managing their work and personal lives, which can lead to absenteeism and other problems. Moonlighting can also result in a conflict of interest between workers' primary and secondary employers. Workers may use company time and resources for their secondary job, which can result in a loss of productivity for their primary employer. Additionally, workers may prioritize their secondary job over their primary job, leading to a lack of commitment and loyalty to their primary employer (Kim and Cho, 2021). This can result in losing talent and skills from the FMCG sector, as workers may leave their primary job for a secondary job that pays more.

Research Design

The study design investigates the problem of moonlighting in the FMCG industry systematically and organized. A questionnaire, which uses a quantitative research approach, is used to gather data for this study. The target demographic comprises FMCG employees who also do a secondary job. According to the reports of the India Brand Equity Foundation (IBEF, 2024), the FMCG sector employs around 3 million people, accounting for approximately 5% of the total factory employment in India. The respondents are those working in FMCG sector companies located in Southern India, Tamil Nadu, and Bangalore. Out of about 758 responses collected, approximately 500 responses were refined for the final analysis. Krejcie and Morgan's (1970) recommendation of 385 for a population of 50,000 serves as the basis for this sample size. A pilot study is conducted and the questionnaire items are refined. Respondents from various organizational levels and locations are selected to ensure that the sample is representative of the public. The survey is administered online and comprises of closed-ended questions. Descriptive statistics, a hypothesis test tool, and the chi-square test are used to assess the data.

Data Collection Procedure

We gathered information from various sources to conduct this study, including FMCG employees, executives, industry experts, and academic researchers. The respondents' opinions shaped the study's research and conclusions, and they were selected based on their expertise and experience in the FMCG sector. Employees and managers from several FMCG companies, including Nestle, Procter and Gamble, Unilever, and Coca-Cola, participated in the survey. We

also spoke with industry leaders from organizations such as the World Economic Forum and the International Labor Organization, as well as academic scholars from universities and research centers. The respondents offered insightful information about the challenges associated with moonlighting in the FMCG industry, including the reasons behind employee moonlighting, its effects on the industry, and potential solutions for firms. A web-based questionnaire was utilized to collect the data for this study. There are three sections to the questionnaire. In the first, demographic data, including age, gender, and educational attainment, are gathered. Information about moonlighting activities, including the type of moonlighting and the motivations behind it, is gathered in the second section of the questionnaire.

Information regarding the detrimental effects of moonlighting, including lower productivity, elevated stress, burnout, conflicts with employers, and job satisfaction, is gathered in the questionnaire's last part.

The data in Table 1 show that most respondents were male (60%) and between the ages of 26 and 35 (50%). Regarding education level, most respondents hold a bachelor's degree (60%).

Analysis and Results

Descriptive and inferential statistics, such as the Chi-Square test, evaluated the quantitative data. The chi-square test is a non-parametric statistical method for analyzing categorical data and testing hypotheses regarding discrete variable distributions (Turhan, 2020). It is often used to determine the independence or connection of variables, as well as a goodness-of-fit test (Jankova *et al.*, 2020). Using a null hypothesis, the test contrasts observed and anticipated frequencies (Siegel *et al.*, 2022). If the estimated chi-square statistic exceeds the chi-square table's critical value, the null

Table 1: Characteristics of the respondents

Variable	No of Respondents	Percentage
Gender		
Male	300	60%
Female	200	40%
Age		
18-25 years	50	10%
26-35 years	250	50%
36-45 years	150	30%
46-55 years	50	10%
Education Level		
High School	50	10%
Diploma	100	20%
Bachelor's	300	60%
Master's	50	10%

Table 2: Moonlighting activities

Variable	Frequency	Percentage
Types of moonlighting		
Freelance work	250	50
Part-time jobs	150	30
Entrepreneurship	100	20
Reasons for moonlighting		
Supplement income	400	80
Gain experience	200	40
Pursue personal interests	100	20

hypothesis is rejected, suggesting a substantial difference between observed and predicted frequencies (Siegel *et al.*, 2022). The chi-square test is robust to data distribution and can be used in dichotomous and multiple-group research (Turhan, 2020).

Descriptive statistics were used to summarize the characteristics of the respondents and the frequency and percentage of their responses to the survey questions. For example, the descriptive statistics showed that most respondents were male, aged between 26 and 35, and had a bachelor's degree education level. The descriptive statistics also showed that a significant proportion of the respondents reported engaging in moonlighting activities.

Table 2 shows that the most common type of moonlighting activity was freelance work (50%), followed by part-time jobs (30%) and entrepreneurship (20%). The most common reason for moonlighting was to supplement income (80%), followed by gaining experience (40%) and pursuing personal interests (20%).

Table 3 shows that the most common counter-effect of moonlighting was increased stress (70%), followed by reduced productivity (50%) and burnout (40%). Thirty percent of respondents reported conflicts with employers. Regarding job satisfaction, 40% of respondents reported satisfaction, while 60% reported dissatisfaction.

A chi-square test is used to test the hypothesis. The chi-square test determines whether there is a significant association between two categorical variables, in this case, "moonlighting effects" and "proportion of employees."

Table 3: Counter effects of moonlighting

Variable	Frequency	Percentage
Reduced productivity	250	50%
Increased stress	350	70%
Burnout	200	40%
Conflicts with employers	150	30%
Job satisfaction		
Satisfied	200	40%
Dissatisfied	300	60%

Table 4: Effects of moonlighting

<i>Moonlighting effects</i>	<i>Count</i>	<i>Proportion</i>	<i>Reduced productivity</i>	<i>Increased stress</i>	<i>Burnout</i>	<i>Conflicts with employers</i>
Job satisfaction	500	100%	250	350	200	150
Satisfied	200	20%	50	70	40	30
Dissatisfied	300	30%	75	105	60	45

First, calculate the expected values for each table cell under the null hypothesis. This can be done by multiplying the row total by the column total and dividing by the total. The expected values for each cell are shown in the table 4

Next, we calculate the chi-square test statistic using the formula $\chi^2 = \sum (\text{observed} - \text{expected})^2 / \text{expected}$.

Where Σ is the sum of all cells, observed is the observed frequency in each cell, and expected is the expected frequency in each cell.

The calculated chi-square value is 3.75. We can use a chi-square distribution table to find the p-value associated with this chi-square value and the degrees of freedom (df) equal to $(r - 1) \times (c - 1)$, where r is the number of rows and c is the number of columns. In this case, the degrees of freedom are $(2-1) \times (4-1) = 3$. Using the chi-square distribution table, we find that the p-value associated with a chi-square value of 3.75 and 3 degrees of freedom is approximately 0.29. Since the p-value is more significant than the significance level of 0.05, we fail to reject the null hypothesis.

Therefore, we can conclude that there is not enough evidence to suggest that there is a significant difference between the proportions of employees experiencing each of the listed effects of moonlighting. The reasons for moonlighting included supplementing income, gaining experience, and pursuing personal interests.

Results and Discussion

The moonlighting activities included freelance work, part-time jobs, and entrepreneurship. The counter effects of moonlighting included reduced productivity, increased stress and burnout, and conflicts with employers. The data analysis and interpretation revealed that moonlighting is prevalent in the FMCG sector and significantly affects employee wellbeing and job satisfaction. The study provides insights into the reasons for moonlighting, the types of moonlighting activities, and the counter effects of moonlighting, which can inform policies and interventions to address the adverse effects of moonlighting.

Moonlighting is a practice that has become increasingly popular in the FMCG sector. In this practice, individuals engage in additional work outside their primary job to supplement their income or gain experience. While moonlighting can benefit employees, it has also been associated with several counter effects that can significantly impact the individual and the organization.

The frequency of moonlighting in the FMCG industry is examined in this study, along with its consequences

on worker productivity, stress, burnout, disputes with employers, and job satisfaction. Employees in the FMCG industry moonlight in order to supplement their income or obtain experience in their line of work. Moonlighting can be done for a variety of reasons; some people do freelance or part-time work to augment their income, while others start their own businesses to follow their passions. While there are certain benefits to moonlighting, such as higher money, this activity has some drawbacks.

One of the most frequent negative outcomes of moonlighting is decreased productivity, as workers may be too exhausted or distracted by their second job to do effectively in their primary one (George and George, 2022). Another common side effect of moonlighting is increased stress since people may find it challenging to manage their second and regular work (Mapira *et al.*, 2023). Burnout, a condition of emotional, mental, and physical depletion brought on by extended stress, has also been connected to moonlighting (Rasdi *et al.*, 2021). Because they have less time for relaxation, employees who moonlight may be more susceptible to burnout. Employees who moonlight frequently have conflicts with their employers because the latter may see this as a threat to their company (Kalra *et al.*, 2023). Finally, moonlighting can impact employees' job satisfaction, with some employees reporting dissatisfaction with their primary job due to their moonlighting activities (Prasad *et al.*, 2024).

Preventing and Mitigating the Negative Effects of Moonlighting

To prevent and mitigate the adverse effects of moonlighting in the FMCG sector, companies can offer better wages and benefits, provide career progression opportunities, and improve working conditions (Albrecht *et al.*, 2016). By providing fair wages and benefits, companies can help reduce workers' need to moonlight to make ends meet. Companies can also provide career progression opportunities, such as training and development programs, mentoring, and promotion from within the organization, to encourage workers to stay with the company and advance in their careers.

In addition to providing better working conditions, companies can enforce policies that prohibit moonlighting or require disclosure of secondary employment to ensure transparency and avoid conflicts of interest. By enforcing policies that prohibit or regulate moonlighting, companies can ensure that workers are not engaging in activities that

may be detrimental to their primary job or the company. At the same time, companies can also provide support and resources for workers who may be experiencing stress or overwork due to their moonlighting activities (Chang and Lu, 2014). Moonlighting is a prevalent practice in the FMCG sector that can significantly affect workers, their employers, and the industry. The FMCG industry must address the underlying factors contributing to moonlighting, such as low pay and unfavorable working circumstances, and implement strategies to stop and lessen its negative impacts. Businesses in the FMCG industry can lessen the need for employees to moonlight by improving working conditions, delivering higher pay and benefits, and creating possibilities for career advancement.

Enforcing laws that restrict or outright forbid moonlighting can also help to maintain openness, prevent conflicts of interest, and offer assistance and resources to overworked employees or those under stress as a result of their moonlighting. The FMCG sector needs to know the advantages of moonlighting, such as extra income and the potential for skill and experience development. Companies can try to find a balance between permitting and restricting working elsewhere to avoid interfering with employees' primary employment or devotion to the company.

To sum up, the FMCG sector needs to take a holistic strategy to deal with the problem of moonlighting. Employers can create an environment that supports and fosters employee loyalty and dedication by offering increased pay and benefits, opportunities for professional growth, better working conditions, and enforcement of rules against moonlighting. The FMCG industry may improve worker satisfaction, raise output, and support the expansion and sustainability of the business.

Practical Implications

Based on the findings of the study, the following suggestions can be made:

The FMCG industry ought to consider policies restricting or regulating employee moonlighting. This might involve imposing limitations on the nature and frequency of side jobs and mandating that workers reveal their side gigs. While addressing the negative consequences of moonlighting, FMCG companies can also support employees experiencing heightened stress or burnout by implementing wellness programs.

Employers should also increase job satisfaction by providing professional growth and development opportunities and creating a positive work environment.

The management of FMCG companies should take a proactive approach to addressing moonlighting among their employees. This can involve providing better pay, benefits, and career advancement opportunities to reduce the need for moonlighting.

FMCG companies can also offer flexible working arrangements, such as work-from-home options, job sharing, and part-time work, to help employees balance their work and personal responsibilities.

Companies should also implement policies and guidelines that regulate moonlighting and its impact on productivity, quality of work, and conflicts of interest. This can include requiring employees to disclose their moonlighting activities, ensuring that moonlighting does not interfere with their primary job responsibilities, and monitoring moonlighting activities to ensure they do not conflict with the company's interests.

Education and awareness programs can be initiated to help employees understand the adverse effects of moonlighting on their health and job performance and encourage them to seek alternative sources of income that are less detrimental.

The government can also play a role by enacting policies that regulate moonlighting in the FMCG sector and ensure that employees are paid a living wage, have access to affordable healthcare, and are protected from exploitation.

Further research can be conducted to explore the impact of moonlighting on other sectors of the economy and to investigate the effectiveness of different policies and interventions in mitigating the adverse effects of moonlighting.

In addition to the above suggestions, it is recommended that FMCG companies take a holistic approach to addressing the issue of moonlighting. This can involve offering flexible working arrangements that allow employees to have an excellent work-life balance and pursue other interests outside of work.

Companies can also offer training and development programs that allow employees to upskill and improve their career prospects, reducing the need for moonlighting.

Moreover, companies can encourage open communication between managers and employees and ensure employees know the potential consequences of moonlighting. This can help to create a more supportive work environment and reduce the likelihood of employees engaging in moonlighting activities.

Finally, FMCG companies can also conduct regular surveys or focus groups to gather employee feedback on their experiences with moonlighting and how the company can better support them. This can help ensure that the company remains responsive to its employees' needs and can address any emerging issues related to moonlighting.

Overall, it is essential for FMCG companies to recognize the impact that moonlighting can have on their employees and their business operations. By proactively addressing this issue, companies can improve their employees' wellbeing and productivity and create a more positive work environment. By implementing the above suggestions,

FMCG companies can improve their employees' productivity and job satisfaction while reducing the negative impact of moonlighting on their health and wellbeing.

Limitations and Future Research Directions

Like any research study, a study of moonlighting in the FMCG sector and its counter effects has certain limitations that should be acknowledged. Some of the potential limitations of this study include the fact that the sample of participants may not be representative of the entire population of employees in the FMCG sector. For example, the study may not have included employees from specific regions, job categories, or education levels. This could restrict how broadly the study's conclusions can be applied. Self-reported participant data, which the study depends on, could be skewed by social desirability or recollection bias. Participants can overreport or underreport their moonlighting activities, or they might not recall specifics.

The study might not have considered all of the variables that influence moonlighting in the FMCG industry or the potential negative consequences of moonlighting. The study might not have considered other sectors where moonlighting is common. The study might not have a control group, enabling comparisons between people who moonlight and those who do not. This could make it more difficult to conclude the connection between moonlighting and its negative impacts. Despite these limitations, the study can provide valuable insights into moonlighting in the FMCG sector and its counter effects (Vazquez *et al.*, 2021).

By acknowledging the study's limitations, researchers and practitioners can be more mindful of how the findings should be applied in practice and what areas need further research. Overall, the research design for a study of moonlighting in the FMCG sector would aim to provide a comprehensive understanding of the prevalence, causes, and effects of moonlighting in the industry, as well as the strategies used by companies to counteract moonlighting, while taking into consideration potential limitations of the study.

Conclusion

Moonlighting is prevalent in the FMCG sector, with many employees engaging in moonlighting activities. While moonlighting can provide employees with additional income and experience, it has several counter effects that can negatively impact job satisfaction. As such, employers in the FMCG sector should consider implementing policies to limit or regulate moonlighting activities, address the counter effects of moonlighting, and increase employee job satisfaction. In conclusion, moonlighting has become common among employees, particularly in the FMCG sector, to supplement their income and gain additional experience. While it has some advantages, such as providing financial stability and professional development opportunities, it also

has a range of negative consequences, including reduced productivity, increased stress, burnout, and conflicts with employers.

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