

Critically analyse the impact of moonlighting  
on the individual and the organisation  
(750 words)

Moonlighting means taking  
up a second job or multiple other  
works assignments apart from one's  
full time job.

It could abolish hustler freelancing,  
tuition etc. without the knowledge  
of primary employers

Impact of moonlighting on the individuals

Advantage

- ① Moonlighting can provide extra income to employees.
- ② Employees can engage themselves in other innovative and creative works thereby can earn remunerative
- ③ It can be more beneficial for gig workers and freelancers who are not committed to single employers.

- ④ In process of moonlighting, workers can realise their true interest in other job & in course of time they may stick to single job of their choice.
- ⑤ It will make them to explore all dimensions and can pave the way for their holistic development

## Disadvantages

- ① Greed of extra earning can make them fragile with respect to healthwise.
- ② Extra commitment cause them mental depression, hypertension. In turn they can resort to drugs to believe themselves
- ③ They can leak the information of their other employers.
- ④ They can use resources of other company thereby compromising integrity.

## Impact of moonlighting on the organisation

### Advantage

- ① In moonlighting, organisation can take service of efficient, and versatile employees.

# U.P.S.C.

- ① They can higher employer low labour cost.
- ② More diversity in work.
- ③ They can easily outsource the employees.  
eg. Surgery, Tech Mahindra. etc.

## Disadvantage

- ① It will compromise the productivity of companies.
- ② It can lead to violation of integrity.
- ③ Drain of company resources.
- ④ Breach of data and confidentiality.
- ⑤ Tax complexities because both employers will consider standard deduction to calculate the tax liability.

SC in *Glaxo Lab (I) Ltd vs Labour Court* *Messuti & others*, held that the power to regulate the behaviour of the worker outside the duty hours amount to slavery.

Thus, moonlighting is not illegal unless it is proved by employers.