

Q ECONOMY

Critically analyse the impact of moonlighting on the individual and the organisation.

Secondary jobs after the regular working hours without the employer's knowledge. Process of taking additional jobs after the regular working hours without the employer's knowledge.

Recently, Infosys warned its employees against moonlighting, said dual employment is not permitted.

Also, Swiggy announced its 'First industry' policy allowing its employees on certain conditions.

Driving factors :

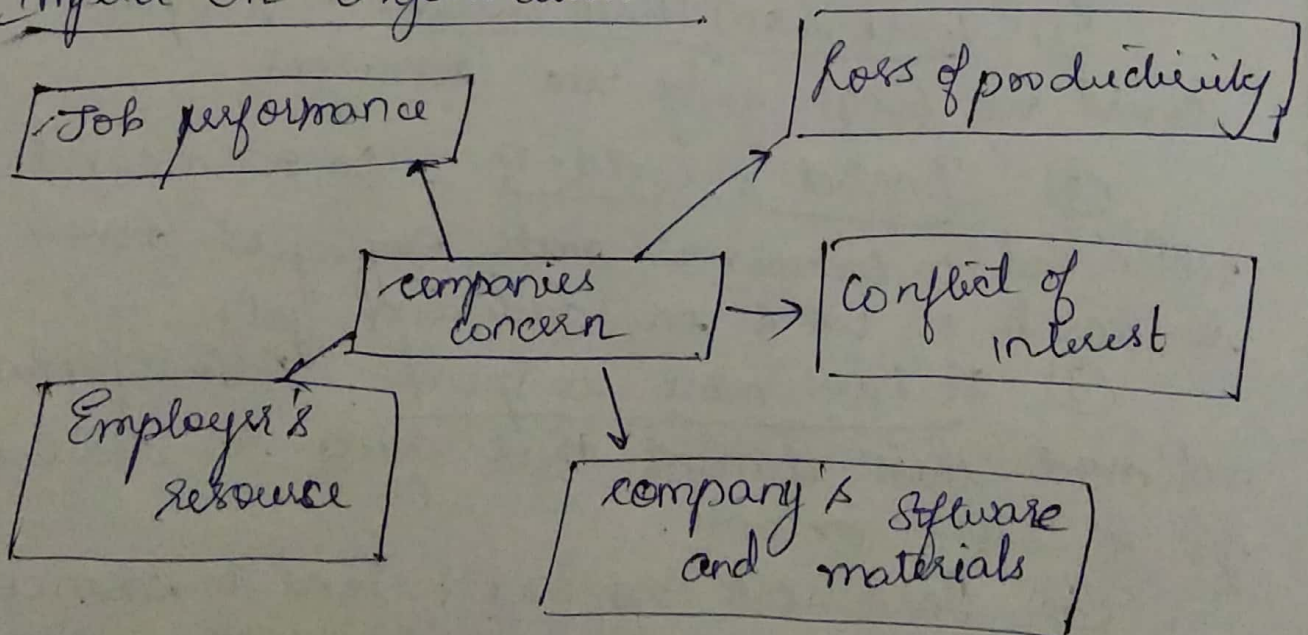
- ① Work from Home Culture : Companies could no longer judge the resources
- ② Impact of Covid-19 : On set of Covid-19 which led to lockdown made employees moved to search or work on additional jobs
- ③ To have more to spend : Primary job does not meet their demand thus going for additional job for extra income.
- ④ Gain work experience : Tend to enhance work skill and indulge in work profiles that are passionate about
- ⑤ Boredom : Make them do extra job when free.



Impact on Employees :

- ① Unethical : there is no overarching law prohibiting multiple jobs but makes confidentiality issues
- ② Poor health, improper diet and exercise.
- ③ Additional work can make them distracted, unproductive, neglecting their responsibilities.
- ④ Using company's resources thus increasing expenses.

Impact on Organisations



Laws Regarding

In India, the Factories Act 1948 prohibits dual employment.

However, ~~over~~ multiple employment is allowed in US and UK on tax perspective.

Way forward

① Company should employ tools and technologies to detect and prevent risk.

② crucial for an employer for concern carefully on the previous job contract responsibility.