प्रश्न संख्या (Question No.)

U.P.S.C.

इस भाग में कुछ न लिखें (Don't write anything in this part)

Q Critically analyse the impact of moonlighting on the individual & the organisation.

Ans Moonlighting is not defined in any of the statutes in India.

Moonlighting is associated when a employee can choose to arrange his affairs as he pleases beyond the working hours of the employer.

The impact of moonlighting on the individuals & the organisation are:-

On Individuals

1) worker earn more & due to its purchasing power increase.

2) In India it is a liberal free market there is no restriction to do one or two job.

3) Swiggy announced a moonlighting policy to take up activities outside office hours.

4) Tech Mahindra is open to the practice if it helps employees make extra payment.

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On organisation

1) productivity - Many companies opposed this, because employees doing multiple jobs They can impact the companies productivity.

2) Conflict of Interest - it is lead to a conflict of Interest between employees & companies. e.g → Infosys has warned staff against moonlighting.

3) fear of data - companies also fear of data & confidentiality breaches.

4) Increase in operating expenses → Employees may use company resources in second job.

5) Tax complexities → Moonlighting income is recieved as salary, both the employers will consider standard deduction to calculate the tax liability.

Moonlighting is a concept where it has some advantages to employees &

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some dis-advantages to companies. & factories act which applicable on factory workers. in this no adult worker shall be allowed to work in any factory on any day on which he has already been working.

Moonlighting concept is not defined, so first govt should define this, & put some reasons whether it is good or not.

Our constitution gives us right to work. there is no mentition single work or more than work.