

# Indian IT Department: Moon Light Review

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**Abstract-** Gig work, or moonlighting, has grown significantly over the years, and Covid has exacerbated this trend. Moonlighting is the phenomenon where people work outside of their regular work hours for another organization full-time, contract, or freelance. Having worked in several organizations to solve various problems such as boredom, Additional funding, etc. is becoming more common and is most likely done by the younger generation of employees. Moonlight increases withdrawal behaviour, causing them to avoid and from their separation behaviour. In the workplace, employees are more focused on establishing self-identification than the team, which has led to various others question. Some people pursue their hobbies in their free time while others are looking for part-time jobs. Especially in her IT industry, employees worked her two jobs at the same time and leveraged the remote working model. The idea of working for two organizations is termed moonlighting. This case study covers various aspects and impacts of moonlighting in the Indian IT industry including pre- and post-Covid situations to IT company's stand and future of work.

**Keywords-** Work-life balance, ethics, integrity, part-time work, job insecurity, COVID-19

## I. INTRODUCTION

The term "part-time job" became famous in the United States when people started working second jobs. Their current regular position. Since the idea of working from home took off during the pandemic, employees have extra time after get off work. Moonlighting means the company carried out by an employee of a company after his regular office hours this is not freelancing because freelancers work for many companies at the same time and are not full-time employees of any company. The concept of overwork or moonlighting is not new in the USA. To earn more money to meet life needs in a luxurious life in the United States they can choose Different employers and different changes. Let's say waiters work in the morning and evening restaurants. This allows a person to earn more money and pay their bills by working two jobs. In India, part-time work and work from home have increased among employees in the wake of the

coronavirus pandemic, especially for those working in the IT field. There is no right system to apply for employee work to organize. India's work rules refuse to work twice at factory staff. However, manually there are no employees from her IT department among the employees. IT workers receive before starting work

## II. OFFER LETTER LEGAL OR NDA OBLIGATIONS

Many organizations indicated in their proposals that Recruitment is limited or representatives are not allowed to work in one organization at the same time as another. In this case, the employee should not rely on undeclared work. in any other way that the employee can Dismiss. Contribution to the IT industry in India With the establishment of Tata Consultancy Services in Indian IT services began in India. After working with Burroughs, India began importing IT services. India is the largest

technology exporter intodays, frugal world. Indian IT Department has increased its investment from its GDP from 1.2 % to 10 % about 79% of India's IT industry's total revenue comes from exports. But domestic needs also Huge volume and strong profit growth. Association \ In All Indian Export (Commodity +Services) accounts for a percentage of the increase. Tata Consultancy Services, Infosys, Wipro, Tech Mahindra, and HCL Technologies are the \"Top Five Indian IT Services Providers\" the earnings of the IT and BPM assistance was US \$194 billion, a rise of 2.3% YoY. In FY 2021, the IT industry was expected to generate local profits of \$45 billion and import profits of \$150 billion. In FY 2021, the IT industry employed close to 2.8 million people.

### **Types of Moonlighting**

Moon lighting can be divided into different ways based on circumstances and factors as follows:

#### **Blue Moonlight**

The Company can answer during the evaluation of the employee favourable for their requests for increased wages or benefits. However some employees might not be feel that this is enough and try to get a second job for extra income. If they didn'tif they lack the necessary skills or put in enough effort, it can't work out, it's called bluemoonlighting.

#### **Quarterly Work**

Quarterly work is the practice of finding other work outside of work. A person considers it their primary job if they are not satisfied with their current salary and want to increase their income. You can only use this type of moonlight to supplement your income or to pay for extra fees.

#### **Half Moonlighting**

Several employees have the habit of using more than they bring in. They want a luxurious life and want to save adequate funds for the future. So they spend half of their free time to earn extra money to get a decent income Extra amount. It is called "crescent light".

### **Full-time and Part-time**

When workers in a particular occupation find they need extra hours or feel their own The salary does not meet their expectations, or their peers earn huge sums Although they have lower certifications and higher status, they can also create their own It may be beneficial for them to keep their regular job while working in a company or industrial unit. Second degree. However, their second job can affect their financial and social status. This Practice is a full moon.

## **III. LITERATURE REVIEW**

Moonlight employees have many advantages and disadvantages for employees and entrepreneurship. Employers should eliminate employees to reduce organization's performance. The number of sick days taken by employees and increasing the possibility of information theft Moonlight. Part-time work has both advantages and disadvantages for both employees and employers. Company, When a person is employed in two companies at the same time The authors say that as different companies continue to grow, so do their diverse skills. Compared to employees who only have one job, moonlighters are multitasks and may have better time management skills. So there are advanced features that companies can use, and such employees have higher retention rates. However, it can also be negative, as employees tend to sacrifice resources and are willing to devote only a little time to their core jobs. Moonlighting on the other hand can be beneficial for employees, as they earn additional income, motivation, status and their job satisfaction increases. Many potential reasons have been found behind the second job. For example, the main working hours or salary may be limited and individuals may want to work more Hours may be associated with higher salary, but they cannot be paid. This may be due to laws governing working hours, attendance, short-term contracts during periods of economic uncertainty or the lack of a minimum wage. This is particularly the case for those who are paid for their work but who have no restrictions on the number of hours they can work, but not to earn enough money to achieve one's goals. This is called financial motivation. Employees

who moonlight may also do so because they are dissatisfied with their pay, feel forgotten by their workplace, or think that the company is taking advantage of their extra work without paying them fairly. This has knock-on effects on all aspects of Human Resource management. This is a challenge for HR managers, as most of the time moonlight affects them negatively.

#### **IV. RESEARCH METHODOLOGY**

The study is based on secondary data. The data is taken from newspaper clippings and IT policies developed by moonshine companies. It is quality and study.

The objectives of the research are

- Examine the phenomenon of part-time work
- Understand the perspectives of employers and employees in the Indian IT industry
- Explore the pros and cons of part-time employment

##### **Secondary Data Analysis**

The current work status of external work allows staff to have more free time. Some companies Honesty, full disclosure when you work at home. This approach is effective. However, in the service sector, this is not possible. India is undergoing transformations, including personal Program consultants and teachers outside schools. Another example is people working in various jobs, is a part-time LIC agent. When the founder is, there is additional income. Moon light lighting is good in management and everything is attributed to time management. No everyone is a freelancer or moonlight, and only 20 % of professionals are smart enough to do this. Still, in moonlight, more projects at a time can give professionals many benefits. For example, knowledge. Employers can find out if employees are unregistered and working for competitors by using the Employees Provident Fund (EPF) Universal Account Number (UAN). Determining if an employee has two PF contributions provided by different companies, the employer has access to the employee's UAN. An employee is moonlighting if two PF contributions are made simultaneously in her UAN. IT Company

Wipro lay off north of three hundred employees in 2022 for doing dual jobs, following EPF accounts maintained in UAN. In any case, it is not difficult to trace that an employee is doing dual jobs when he/she starts working as a specialist, consultant or part-time since the employer does not make PF contribution for such work. Nevertheless, organizations can leverage innovations that convey fashion to track gadgets provided to employees Use it specifically for office work and understand when an employee is using it to handle the affairs of another organization Work. They can also hire an external organization to perform in-person verification of how both employee jobs are being worked. There are no direct rules on part-time jobs in the IT industry, but there are some rules Used to restrict double employment in India. According to the rules, a worker cannot work in two workrooms at the same time Section 60 of the Factories Act, 1948. Employees working in shops, commercial establishments, restaurants, theatres and other places of public entertainment or Places of entertainment are subject to the provisions of the Shops and Establishments Act, 1948. Employment is prohibited under the Delhi Shops and Establishments Act and the Bombay Shops and Establishments Act. Institutional Rights. Under the Central Industrial Employment (Regular Orders) Rules, 1946, workers are not allowed to work It is against the interest of the industrial undertaking and do not accept any additional work that may jeopardize the interest of the industrial undertaking. Interest of the employer.

However, all the laws apply only to workers and do not include those who have a professional or administrative or managerial role. So there are still laws that have not been repealed that prohibit working two jobs or moonlighting Information Technology Industry. But since the employer incorporates such restrictions into the employment contract, it may be a case of Breach of Non-Disclosure Agreement (NDA) when the employee works in a similar position. Employers may consider moonlighting illegal if an employee's contract contains non-compete and celibacy clauses Terms of Employment. However, when an employment contract is entered into, it cannot be considered as

cheating or dishonesty. Be loose or excludes any provisions related to dual employment. An Employer's Perspective Moonlighting is a hot topic in the Indian job sector today. In recent times, some of the largest Indian IT and Technology companies have resorted to moonlighting for their employees. Few companies support moonlighting, while many top giants are against moonlighting. They consider this unethical. Employees who are moonlighting or planning to take up a side job must look at the clauses of their employment contracts and company policies regarding dual employment. Many IT companies have contractual/confidential clauses to restrict dual employment.

### **Current Moonlighting Situation in India**

Employee moonlighting in India has drawn notice, and the largest corporations are voicing their opinions on the subject. The morality and legality of moonlighting are still up for debate. Organizations and their HR departments must implement a part-time policy. As a result, each Organization may have a different policy regarding moonlighting. A few businesses—Wipro, TCS, and IBM—have already established policies on moonlighting, and a few others are considering doing the same. Though most organizations are emphasizing prohibiting their employees from working in other organizations where the nature of work is similar and leads to a conflict of interest. According to research, nearly 30 % of India's workforce must work. Given the increase When the Remote Office, statistical data can be changed. Telecommuters or those who are willing to give up their day job and work from home after returning home, you can double your income by taking on a second job. Since the beginning of IT professionals, the salary of home workers has more than doubled, Experience also increases. Many professionals now have two business identities, two email accounts,

There are two more bosses working from home, a survey shows. Technologists already know this, especially in the United States. The idea has further developed into the Overwork community, which assists professionals in leading multiple lives, but India is a different tale.

Current Trends on Moonlighting Policy by Corporates Companies that are in favour of moonlighting

- Swiggy announced their employees' edge policy so they could participate in other external projects There are some restrictions at regular time.
- Nova encourages moonlight and allows employees to freely study new opportunities and Follow their passion or working hours.
- C P Gurnani, CEO of Tech Mahindra, said he would consider taking up another job. We need to understand that this is how things will continue to work.

### **Companies which are Against Moonlighting**

- Recently Wipro CEO Rishad Premji called moonlighting unfair and fired three hundred employees after finding out they were working for competitors.
- IBM has warned its employees not to take additional work outside the company.
- According to TCS, moonlighting is unethical and goes against company culture and ethics. Infosys allows employees to work overtime despite warning them against part-time jobs tasks outside of regular business hours with the approval of human resources and company executives.
- Infosys has warned its employees against engaging in any sort of side job. On the other hand allowed employees to perform tasks from companies during the downtime with approval from human resources and decision -makers in the industry.Perspectives with regards to Moonlighting: As the internet is divided into moonlighting and everyone has their own perspective, the question arises whether government is permissive, and whether many IT companies are ready to embrace the new work culture and future demands.

### **Findings**

Today, discussions about moonlighting often give a negative image to employees who work part-time, often with negative consequences. Paints an ugly picture of employees leading a "double life" or even "cheating" and defrauding the organization

Where they work full time. What all this talk about the IT industry ignores is the fact that the top benchmarks Leadership in organizations is not for entry-level or mid-level managers. Be a top leader A company can sit on the board of other companies, can that be called moonshine or ethical? of a particular company Top executives who invest money in new companies and acquire them later may consider part-time. If senior or even junior employees invest in the stock market and make money this may be Moonlight? Is the reporter created by a book or meaning article created for another publication name on moonlight? So why should any extra activity an employee does beyond the 9-5 working hours be called moonlighting? Interestingly, the pandemic and the subsequent lockdown have allowed people to acquire new skills and abilities that they now want to use in countless numbers and on different platforms. A PGDM student from FOSTIIMA Business School surveyed 950 employees from five companies representing three industries - IT, education and financial services. The respondents were as follows: IT company: 540, financial services: 325, Education industry: 85 Published in the movie "Free Publishing Daily", there are the following conclusions

- 61 % of respondents believe that moonlight is immoral but 73 % of respondents In fact, in the moonlight.
- The student's study mentioned that the employee was mainly because Currency income.

## V. CONCLUSION

It's not that it didn't exist before the pandemic, but in the post-pandemic era, moonlighting can even be seen and felt. More importantly, because employees are finding and learning new ways to communicate with the outside world. Amazing the facts come from the business world, especially the IT sector. But the problem should still be employees Let me do what they like in their spare time? When the Supreme Management of the Organization The same activity is still considered moral, so why do the radar cover only the younger employees? Shouldn't that be considered cheating or unfair to junior employees? The growing trend of

multitasking and more than one job is the work of the future, as change is the only constant thing in today's world, is it greed or need? Moral or immoral? Whether part-time work should be accommodated or eliminated is a question that still needs to be resolved responded.

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