

Moonlighting among private school teachers in Malappuram district, Kerala

Jaseena Ibrahim, Research scholar, Department of commerce, AJK college of arts and science, Navakarai, Coimbatore, India, jaseena.ummershibil@gmail.com

Dr. Keerthi PA, Assistant professor, Department of commerce(PA) & (BI), AJK college of arts and science, Navakarai, Coimbatore, India.

Abstract - Moonlighting and moonlighters are not a new concept, since from back people have started to moonlight. Moonlighting is commonly understood as having a second job in addition to a primary job. In addition, it is assumed that the primary job is usually a full-time job. Moonlighters are there in every profession. Reasons of moonlighting may be financial or non financial reasons. Teaching is the profession with the highest rate of moonlighting (BLS 2001, Divocky 1978a).. This is the an attempt to study moonlighting among private school teachers in Malappuram district in kerala. A sample of 204 teachers where selected using convenience sampling. This study was conducted to find who moonlights more and the reasons for moonlighting .It is found out that 54.90% of male teachers moonlight mainly to meet extra financial needs.

Keywords: moonlighting, teachers, financial, non financial , multiple jobholding.

I. INTRODUCTION

Moonlighting or secondary jobholding means one holding a parallel job to one's current job or sunlight. Moonlighting has become a fast growing phenomenon around the world. Mostly almost all profession job holders moonlight. There are various reasons like financial and non financial reasons for moonlighting of jobholders. The primary reason is for extra income. Apart from primary reason people moonlight for numerous other reasons like security against income, to improve skill and experience, to help ex-employees or family business or friends to fulfill a vacancy by temporarily working for them etc.

Teaching is the profession with the highest rate of moonlighting (BLS 2001, Divocky 1978a). Teachers are one of the greatest influences in America today. Yet teachers across the nation are experiencing financial difficulty because of their chosen profession (Hanushek & Rivkin , 2007). Teachers have been forced to seek employment outside their school district positions in order to provide for their families (Yavuz, 2009). Financial strain, as well as physical and emotional exhaustion, impacted teacher performance when considering class size, teacher expectations, job seniority and type of school in which one works (Yavuz, 2009). Santavirta (2007) found that teachers believed their jobs were quite stressful, and this stress was directly related to the exhaustion that many of them suffer.

It is said that teachers creates all other professions. It is the pettiest part that private school teachers are the one of the least salaried group. In this day to day growing world,

teachers find it difficult to meet their living. In order to maintain balance in their income they moonlight. In a developing country like India the situation of teachers are no different from those of developed other countries. As the technology have been developed moonlighting for teachers have become an easy task.

Moonlighting is commonly understood as having a second job in addition to a primary job. In addition, it is assumed that the primary job is usually a full-time job. From the mid 1956 to 1966 the overall rate of moonlighting was relatively steady, ranging from 4.5% to 5.7% according to Bureau of Labor Statistics (BLS) reports (Hamel, 1967; Perrella, 1970). From January, 1994, to January, 2004, the overall moonlighting rate has fluctuated from a low of 5.2% to a high of 6.6% with the most recent rate 5.2% (January, 2004).

Objectives of the study

1. To find male or female teachers who moonlights more in Malappuram district
2. To find the reasons for moonlighting
3. To find which type of activities are done as moonlighting

II. REVIEW OF LITERATURE

Betts (2011) sated that 'moonlighting' is along with a principal occupation, a person doing multiple jobs to supplement income through primary job.

Mohd. Zdikri Bin Md. Sabron & Aliza Binti Abu Hassim (2018) state that An employee's moonlighting decision is

influenced by environment factors, personal factors and Behavioral factors.

Moonlighting differs from hobbies and interests, with the inclusion of pay factor (Perrella, 1970).

Secondary job opportunity, individual needs, socio economic factors and inadequacy of salary were considered to be the mediating variables in moonlighting choice of employees. Consolata Mulokozi (2015).

Williams Baah Boateng et al. (2013) in his study on determinants of moonlighting among employees of Ghana, stated that apart from financial motive, low working hours in the primary job was a major determinant of moonlighting. The results of the study coincided with leisure choice model of moonlighting.

McKay and Wright (2007), analysed the factors affecting the choice of moonlighting. Financial needs, Effective usage of leisure time and Hedonic factors were the dominating factor in influencing moonlighting decision.

Kimmel and Conway (2001) views moon lighting as an additional revenue generation activity through entrepreneurial ventures along with the financial stability offered by the primary job.

Inability to undertake full time employment, age of employees, self employed life partners lower income in primary job and need for liquid fund significantly increase the choice of moonlighting in Canada. Educational, social and health sectors experienced high rate of moonlighters. (Sussman, 1998)

Abdukadir (1992) stated that the necessity for liquid funds in a major cause for moonlighting. He also found that age, educational qualification and size of the family influence the probability of moonlighting choice. Paucity of liquid funds to meet additional personal and family needs increases the chances for moonlighting.

Krishnan (1990) through the research work, found that the tendency of moonlighting among males is higher whose wives are unemployed. The revenue from moonlighting was found to be higher among husbands of unemployed women than spouses of employed women. It was further found that age of moonlighters and working hours in the primary job have significant effect on choice of moonlighting. Moonlighting is commonly found among people belonging to police, teaching and construction professionals.

According to Paxon and Sicherman (1996) moonlighting is popular among Medical professionals, teachers, lawyers and accountants. Shisko and Rostker (1976) applied micro economic theory of labour choice to moonlighting and examined the impact. The study stated that the wages of the primary job acts as a major stimulant in determining the hours spent for moonlighting. Higher the wages in the primary job, lesser the hours spent by the employee on moonlighting and vice versa. The income effect and

substitution effect impact the equilibrium working hour between primary job and moonlighting.

Shisko and Rotsker (1976) found that the time spent for secondary job (moonlighting) shares a direct relationship with wage rate of secondary job and an inverse relationship with wage rate of primary job. Higher the educational qualification, higher the intention and chances of moonlighting. When the employees are highly qualified but receive low pay tend to opt for multiple job holdings. (Foley (1997); Tansel (1995); Casari (2010).

According to Tetty (2006) moonlighting might be caused by labor market conditions because insecure workers hedge their risk of unemployment due to escalated sense of uncertainty and for others it might be a way of gaining satisfaction by development of skills or credentials.

According to Lambert (2003), Lambert and Hogan (2009), the trend of moonlighting is on the rise in education sector and specifically in public sector organizations. The reasons behind moonlighting are thought to be financial, intellectual or social.

III. RESEARCH METHODOLOGY

The study was conducted among 204 teachers of Private schools in Malappuram district. Questionnaires were distributed among the respondents through google forms and data were collected through convenient sampling. The data were processed by application of PSPP package.

IV. RESULTS AND INTERPRETATIONS

Table 1

variable		frequency	percentage
1. Gender	Male	112	54.90
	female	92	45.10
2. Age	20-30	64	31.37
	30-40	58	28.43
	40-50	68	33.33
	50 above	14	6.86
3. Educational qualification	TTC	20	9.80
	Graduate	60	29.41
	Post graduate	112	54.90
	other	12	5.88
4. Marital status	Married	134	65.69
	unmarried	70	34.31
5. Years of experience	Less than 3	36	17.65
	3-5	58	28.43
	5-10	58	28.43
	Above 10	52	25.49
6. Household size	2 members	10	4.90
	3 members	46	22.55
	4 members	82	40.20
	Above 4 members	66	32.35
7. Average monthly income on primary job	Below 10000	10	4.90
	10000-15000	48	23.53
	15000-20000	84	41.18

	Above 20000	62	30.39
8. Average monthly income from moonlighting	Below 5000	38	18.63
	5000-10000	46	22.55
	10000-15000	72	35.29
	Above 15000	48	23.53

Among the private school teachers who responded to survey, 54.90% were male and 45.10% were female teachers. It supports with Winters (2010), the study results find that male teachers have a higher proportion of moonlighters than their female counterparts. With regard to age, 31.37% are between 20-30, 28.43% are between 30-40, most of the moonlighting teachers are aged in between 40-50 i.e., 33.33% and the least moonlighters are above age of 50 (6.86%). These findings contrast previous studies (Kimmel & Conway, 2001; Parham, 2006) which have indicated that younger teachers are more likely to moonlight than older workers. Educational qualification of moonlighters comprises of TTC 9.80%, graduates 29.41% and the most moonlighters are post graduates 54.90%. Sample comprises of 65.69% married and 34.31 singles. It comprises of less than 3 years of experience moonlighters are 17.65%, those between 3-5 years and 5-10 years are 28.43% each, and above 10 years of experience moonlighters are 25.49%. The household of 4 members moonlights more 40.20 and the least is 2 members 4.90%. It comprises of average monthly income from primary job for majority of moonlighters is between 15000-20000 (41.18%), below 10000 4.90%. Average monthly income from moonlighting for teachers 10000-15000 (35.29%).

Table 2 Chi-square tests

statistics	value	df	Asymp.sig(2 tailed)	Exact sig (2 tailed)	Exact sig.(1 tailed)
Pearson chi square	.01	1	.928	1.000	.547
Likelihood ratio	.01	1	.928		
Fisher's exact test					
Continuity correlation	.00	.00	1.000		
Linear by liner association	.01	.01	.928		

In this study ,Married male(65.22%) and married females(66.07%) moonlights more than single male and female respondents . The findings also contradicts partially Henderson and Schlesinger (1988) and Baah-Boateng et al. (2013) who found that married men were more likely to moonlight than single men and that married women are less likely to work at more than one job than single women. As

($p > 0.05$) there is no significant relation ship between gender and marital status in moonlighting

Table 3 Motives for moonlighting

motives	frequency	Mean(with age)	S.D	percentage
For extra income	80	2.23	1.03	39.22
To start a business	32	2.00	.82	15.69
To pay off debts	34	2.59	.62	16.67
For utilizing spare time/ passion	36	1.89	1.08	17.65
To improve skills and learn new skills	22	1.91	.94	10.78

The sample collected from the respondents shows that teachers moonlights mainly for extra income (39.22%) this findings supports with previous studies of Wisniewski and Kleine (1984) and Dickey, Watson, and Zangelidis (2011) who have suggested that majority of moonlighters do so in order to cover the gap between salary income and income needed to be on the desired living standard ,17.65% of moonlights for utilizing spare time or for passion, 16.67% for paying off debt, 15.69% to start new business and 10.78% to improve skill and learn new skills.

Table 4 Types of moonlighting in Malappuram district

activities	frequency	percentage
Tution/coaching	80	39.22
Cake baking	26	12.75
Online business	30	14.71
Vlog in youtube	40	19.61
Stitching clothes	24	11.76
other	4	1.96

This study shows that 39.22% of teachers moonlights by taking tuition and coaching. They prefer tution or coaching as they don't require extra preparation and it's the same field. Both male(41.30%) and female (37.50%) teachers moonlights by taking tution. Cake baking for female (21.43%) where as for males(2.17%) only, online business male (17.39%) and female (12.50%), vlogging female(8.93%) where as male (32.61%), ,stitching male(4.35%) and female (11.76%). As $P < 0.05$, there is significant relation between gender and kind of job teachers moonlight.

Table 5 Problems faced by moonlighting teacher

problems	frequency	percentage
fatigue	10	4.90
Stress	60	29.41
Transportation hurdles	36	15.69
Lack of time to spend with family	70	34.31
Other	36	15.69

From the study we understood major problem faced by moonlighting teachers are lack of time to spend with family (34.31%). Followed by stress (29.41%), and then transportation and other reasons. Most of the teachers(66%) are satisfied with their primary job , 73% teachers does not face any difficulty in their teaching job and 62% moonlights with the knowledge of their employer. As $P > 0.05$, there is no significant relation between gender and problems faced by moonlighting teachers.

V. CONCLUSION

This study is an attempt made to study about private school teachers who moonlights in malappuram district. To an extent, understood the reason of moonlighting, their problems, etc. From the study it is understood that teachers moonlights for extra income but on the other side they are satisfied with their noble profession. And they don't face any difficulties in moonlighting as majority does teaching in as their secondary job. As they are loyal to their profession their employer also supports them in moonlighting. From the study it is clear that male married teachers moonlights than female teachers. Most of the teachers moonlights by taking tuitions and coaching class at coaching centres

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