Moonlighting effect of employees in IT sector

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Abstract

Moonlighting among IT professionals has emerged as a prevalent practice in contemporary work environments, driven by various factors such as financial motivations and career development opportunities. This study investigates the impact of moonlighting on financial satisfaction and skill diversity among IT professionals, aiming to provide insights into its implications for both individuals and organizations. A quantitative approach was employed, gathering data from 256 respondents through structured questionnaires. The findings reveal that IT professionals who engage in moonlighting perceive higher levels of financial satisfaction, attributing this to additional income and enhanced financial security. Moreover, moonlighting was found to significantly contribute to skill diversity by exposing individuals to a wide range of experiences and networking opportunities within the industry. These findings underscore the dual benefits of moonlighting—financial enhancement and career enrichment—while highlighting the need for organizations to adopt flexible policies that accommodate and harness these practices effectively. Future research could explore longitudinal impacts and organizational dynamics further to better inform strategies that support the evolving needs of IT professionals in a competitive global landscape.

Keywords: Moonlighting, IT professionals, financial satisfaction, skill diversity, career development

Introduction

A growing number of people working in information technology are engaging in moonlighting, or doing a job on the side in addition to their regular job. issues specific to the sector, such as the character of the labour, changing expectations in the workplace, and economic issues, are driving this trend. Opportunities for workers to work outside of their core responsibilities have expanded in the information technology (IT) industry due to technical developments and the rise of remote work. This introductory piece delves into the nature of moonlighting, its effects on IT workers, and the reasons why people take on side gigs.

 Moonlighting: What Is It?

The term "moonlighting" describes people who work part-time jobs in addition to their regular job. They can keep their primary source of income while engaging in side hustles like freelancing, consulting, part-time jobs, or launching their own businesses. Those who work in information technology typically "moonlight," taking on additional responsibilities outside of their main employer's purview to make use of their technical knowledge and specialised abilities.

Effects on Information Technology Workers

Information technology (IT) workers' personal and professional life are both affected by moonlighting to varying degrees:

- Benefits to Finances: Earning extra money is a major draw for many people who work part-time in the IT field. In times of economic uncertainty or in areas with high living costs, many professionals look for side hustles to augment their main income.
- Diversifying Skill Sets: IT workers frequently take on side gigs to round out their skill sets. Taking on a secondary function allows one to broaden their skill set beyond the confines of their primary profession by gaining experience in other technologies, industries, or project kinds.
- Moonlighting can also help you go up the corporate ladder. Information technology professionals may improve their portfolios, acquire more marketable skills, and boost their employability by taking on a variety of projects and responsibilities.

- Some people working in IT utilise their spare time to dabble in business ownership. Anyone may try their hand at software development, consulting, or even starting a tech company as a side hustle. This way, they can keep their day job and yet put their entrepreneurial ideas to the test.

- On the flip side, work-life balance can take a hit if side hustles aren't handled well. Both your professional performance and your personal well-being might be negatively impacted by juggling many jobs. This is because doing so increases the risk of stress, weariness, and burnout.

- Corporate Devotion: Having a side hustle might impact how dedicated and committed employees are to their company. Heavy secondary job-hoppers may develop a lack of loyalty to their main company if they find more favourable working circumstances or chances elsewhere.

Motives for Having a Second Job in Information Technology

People working in information technology often side hustle for a variety of reasons:

- Improving Abilities: Information technology is a rapidly evolving industry that demands a never-ending quest for new knowledge and expertise. If a professional's day job doesn't provide enough opportunity to learn about new technologies, processes, or sectors, they may always moonlight.

- Financial Need: IT workers may assist fulfil financial responsibilities or reach financial objectives more rapidly with additional income from moonlighting, especially with the growing cost of living in tech centres.

- The ability to juggle many responsibilities well is a hallmark of the IT industry, thanks to remote work and flexible schedule possibilities. They are able to make the most of their time by moonlighting, which fits nicely into their schedules.

- The drive to innovate, develop new goods, and launch one's own company is a hallmark of many IT workers, who also tend to be entrepreneurial at heart. While keeping a steady income from a full-time work, moonlighting allows you to experiment with business ideas with less financial risk.

- Advancement in Career: IT workers may build their professional networks, learn more about their industry, and set themselves up for future leadership or promotion opportunities by taking on varied initiatives outside of their main job.

- Job satisfaction: By enabling professionals to follow their passions, make a difference in initiatives that correspond with their interests, or fill in the gaps in their present job's fulfilment, engaging in meaningful secondary employment can boost job happiness.

To sum up, there are many other factors at play when people moonlight in the IT industry, including financial concerns, professional aspirations, and individual desires. Gaining financial independence, expanding one's skill set, and starting one's own business are all positive outcomes, but there are drawbacks relating to work-life balance and loyalty to one's organisation. To effectively manage and support a workforce that places a growing emphasis on flexibility, skill upgrading, and diverse career pathways, businesses and lawmakers must have a firm grasp of these dynamics. The impact of moonlighting on IT workers will be thoroughly examined in this study, which will go into these features and more by examining empirical evidence, case studies, and theoretical frameworks.

Review of Literature

Factors such as economic stress and distant work have contributed to a discernible trend of moonlighting among IT industry personnel, according to George & George (2022). Employees regularly take on other employment to boost their income, which is made possible by flexible work arrangements and the ability to work from home. Problems with compliance standards and possible inefficiencies in IT administration are some of the consequences of the rise of side gigs for human resource management (HRM). Concerns about employees' capacity to keep two occupations under wraps and the best way for companies to financially assist workers in their efforts to avoid moonlighting are valid concerns. Organisations must comprehend these dynamics in order to deal with the effects of moonlighting on employee engagement and performance on the job.

Through the medium of organisational commitment, Choudhary and Saini (2021) investigate how job happiness affects the intents of IT professionals to moonlight. They highlight the beneficial relationship between work happiness, organisational commitment, and inclinations

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to moonlight using PLS-SEM analysis. This model sheds light on how businesses might reduce the prevalence of moonlighting in the IT department by increasing employee happiness on the job and encouraging deeper organisational loyalty.

Studying the origins and consequences of IT side gigs, Taunk (2022) focuses on how it affects HRM practices and organisational dynamics. The report emphasises how, due to economic difficulties and the availability of work-from-home options, more and more employees are engaging in moonlighting. Strategies to monitor and assist employees in avoiding moonlighting and organisational knowledge of people' numerous job commitments are important concerns. This research shows that in order to maximise employee productivity, IT firms should change their rules to deal with the problems caused by moonlighting.

Moonlighting employees' job involvement is the subject of research by Peng et al. (2021), who zero in on Chinese public sector workers' boundaryless career orientations. Through the mediation of role conflicts and relational psychological contracts, this study investigates the impact of boundaryless career orientations on work engagement and organisational engagement. According to the results, individuals who have a strong desire to have no limits in their careers are more invested in their jobs, but they are less invested in their organisations as a whole because of psychological contract inconsistencies and perceived role conflicts. The significance of organisational environment in reducing role conflicts and increasing work satisfaction in the context of dual-job holding is highlighted by this study, which sheds light on how employees' career mobility objectives influence their moonlighting habits and their participation in the IT industry.

In their 2018 study, Nunoo et al. investigate how Ghanaian employees' perceptions of their job stability affect their likelihood of engaging in side hustles. Using an employment index as a security indicator, their analysis draws on data from the Ghana Living Standards Survey. Increased work stability decreases the chance of moonlighting for those with one job, but raises it for those with more than one job, according to their findings. There are complicated consequences for labour policy and management strategies in Ghana that arise from this, as improved work security may discourage individuals from pursuing extra employment but can also encourage those already engaged in multiple jobs to moonlight.

Ara and Akbar (2016) study university professors in Punjab and Islamabad to find out how moonlighting affects their happiness on the workplace. They find that moonlighting significantly affects job happiness due to aspects like extra money, stalled promotion, skill variety, and autonomy at work. Organisational policies should be formulated to improve academic professionals' job satisfaction and manage their secondary employment activities. Their findings highlight the significance of comprehending how moonlighting affects academic professionals' attitudes and well-being on the job.

In their analysis of methods for dealing with employees' side gigs, Gowda and Sivakami (2022) highlight the ways in which this practice affects the dynamics of organisations. From financial ramifications to decreased productivity, the report highlights the issues presented by undeclared second employment. The importance of management techniques in tackling moonlighting cannot be overstated. In the IT industry, where workforce stability and operational continuity are at stake, it is crucial to ensure compliance while also guaranteeing employee satisfaction.

The economic justification and frequency of moonlighting among college educated professionals are the primary foci of the study by Auray et al. (2021). Based on the study's findings, skilled individuals are increasingly taking advantage of pay differentials to supplement their income from their primary occupations. Implications for human resource policy in handling dual-job-holding situations are suggested by this research, which sheds light on the ways in which IT professionals' moonlighting habits may affect organisational dedication and productivity.

Moonlighting as a reaction to post-pandemic changes in organisational commitments is one area that Majumdar (2022) investigates. In order to combat the financial instability brought on by economic downturns, the report explains how IT workers have turned to remote work and hybrid models to supplement their income. It draws attention to the fact that workplace dynamics are always changing, which has consequences for how the IT industry handles talent retention and motivation in the face of changing employment standards and employee expectations.

In order to comprehend the patterns, advantages, disadvantages, and driving forces behind employee moonlighting, Misganu et al. (2022) conduct a comprehensive literature analysis. This review looks at the effects of moonlighting on organisational behaviour and morale, as well as the most prevalent reasons why people do it across industries, including IT. Within the

backdrop of changing workplace dynamics in the IT sector, this extensive analysis suggests possible directions for future research on improving organisational tactics to accommodate multiple job-holding behaviours.

In sum, variables including work happiness, organisational commitment, and job security impact the complicated terrain of moonlighting in the IT industry, according to the literature. Research has shown that, especially in situations of economic stress and flexible work arrangements, it affects employee behaviours, attitudes towards their jobs, and the dynamics inside organisations. Comprehensive studies of the interplay of these elements within particular regional settings and industries, including the information technology (IT) sectors in developing nations like India, are, nevertheless, severely understudied. This study fills that need by zeroing in on IT workers in one particular region (Tricity) and delving into the complex web of connections between job happiness, intents to moonlight, and organisational results. The purpose of this research is to help manage moonlighting habits and improve organisational effectiveness in comparable situations by using strong empirical methodologies and taking local socio-economic variables into account.

Objectives of the study

1. To investigate the relationship between moonlighting activities and financial satisfaction among employees in the IT sector.
2. To examine the impact of moonlighting on skill diversity and career development among IT professionals

Hypotheses

H1: Employees in the IT sector who engage in moonlighting experience higher levels of financial satisfaction.

H2: Moonlighting enhances the skill diversity of IT professionals, contributing positively to their career development.

Research Methodology

In this quantitative study, a structured questionnaire was employed to collect data from 256 respondents selected from the IT sector. The survey instrument was designed based on established constructs derived from the literature review, focusing on variables such as moonlighting behaviours, financial satisfaction, skill diversity, and career development. A purposive sampling technique was utilized to ensure representation across different organizational levels and job roles within the IT sector. Purposive sampling allows researchers to target and select participants who possess specific characteristics or experiences relevant to the study's objectives. In this case, researchers can focus on IT professionals who are actively engaged in moonlighting, ensuring the sample represents individuals with direct knowledge and experience related to the phenomenon of interest. Data collection took place over a period of three months, leveraging online survey platforms for convenience and reach. The collected data were analysed using descriptive statistics and inferential statistics, such as one sample test, to test the hypotheses formulated based on the research objectives. Ethical considerations, including anonymity and confidentiality, were strictly adhered to throughout the research process to ensure the integrity and reliability of the findings.

Data Analysis

Table 1. Level of Financial Satisfaction

	Firmly Disagree		Disagree		Neutral		Agree		Firmly Agree	
	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %
Engaging in moonlighting allows me to achieve my financial goals more effectively.	19	7.4%	24	9.4%	16	6.3%	46	18.0%	151	59.0%
Moonlighting provides me with additional income that contributes to my financial security.	44	17.2%	35	13.7%	9	3.5%	41	16.0%	127	49.6%
Moonlighting helps me to afford more luxuries and comforts in life.	37	14.5%	24	9.4%	14	5.5%	50	19.5%	131	51.2%
I feel financially rewarded for my moonlighting efforts.	20	7.8%	35	13.7%	20	7.8%	41	16.0%	140	54.7%

Overall, moonlighting positively impacts my financial well-being.	18	7.0%	23	9.0%	23	9.0%	41	16.0%	151	59.0%

The table presents responses regarding the level of financial satisfaction among IT professionals engaged in moonlighting activities. Firstly, regarding the statement "Engaging in moonlighting allows me to achieve my financial goals more effectively," a substantial majority of respondents, 77.4%, either agree or firmly agree with this statement. This suggests that for many IT professionals, moonlighting is perceived as an effective means to meet their financial objectives. Similarly, the statement "Moonlighting provides me with additional income that contributes to my financial security" shows that nearly two-thirds of respondents, 65.6%, agree or firmly agree. This indicates that a significant portion of IT professionals view moonlighting as a valuable source of supplementary income, enhancing their financial stability.

Regarding the statement "Moonlighting helps me to afford more luxuries and comforts in life," a majority of 70.7% either agree or firmly agree. This implies that beyond financial security, moonlighting also enables IT professionals to afford additional luxuries and comforts, suggesting a broader impact on their lifestyle. The statement "I feel financially rewarded for my moonlighting efforts" reveals that a substantial 70.7% agree or firmly agree, indicating that these professionals perceive tangible financial rewards from their moonlighting endeavors. Finally, the statement "Overall, moonlighting positively impacts my financial well-being" is endorsed by an overwhelming majority of 75.0%, indicating a strong belief among IT professionals that moonlighting has a positive overall effect on their financial situation.

Overall, the responses indicate that moonlighting plays a crucial role in enhancing the financial satisfaction of IT professionals. It not only helps them achieve their financial goals effectively and provides additional income for financial security but also affords luxuries and comforts. Moreover, moonlighting is perceived as financially rewarding and contributes positively to their overall financial well-being. These findings underscore the significant financial benefits associated with moonlighting among IT professionals, reflecting its importance as a strategy for bolstering economic stability and satisfaction in their careers.

Table 2. Impact on skills and career growth

	Firmly Disagree		Disagree		Neutral		Agree		Firmly Agree	
	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %

Moonlighting exposes me to diverse skills and experiences that are beneficial for my career growth.	40	15.6%	32	12.5%	14	5.5%	55	21.5%	115	44.9%
Engaging in moonlighting helps me acquire new skills that are relevant in the IT industry.	39	15.2%	29	11.3%	13	5.1%	42	16.4%	133	52.0%
Moonlighting allows me to explore different aspects of technology and innovation.	24	9.4%	40	15.6%	31	12.1%	70	27.3%	91	35.5%
I believe moonlighting enhances my overall competency as an IT professional.	30	11.7%	33	12.9%	30	11.7%	46	18.0%	117	45.7%
Moonlighting has expanded my professional network and collaboration opportunities.	26	10.2%	23	9.0%	15	5.9%	45	17.6%	147	57.4%

Table 2 presents responses regarding the impact of moonlighting on skills and career growth among IT professionals. The statement "Moonlighting exposes me to diverse skills and experiences that are beneficial for my career growth" shows that 66.4% of respondents either agree or firmly agree, indicating that a significant majority perceive moonlighting as providing valuable exposure to diverse skills and experiences crucial for their career advancement. Similarly, for the statement "Engaging in moonlighting helps me acquire new skills that are relevant in the IT industry," 68.4% agree or firmly agree, highlighting moonlighting's role in skill acquisition relevant to their industry.

Regarding "Moonlighting allows me to explore different aspects of technology and innovation," 62.8% agree or firmly agree, underscoring how moonlighting facilitates exploration and exposure to various facets of technology and innovation. The statement "I believe moonlighting enhances my overall competency as an IT professional" reveals that 63.4% agree or firmly agree, indicating that moonlighting contributes positively to their professional competence. Lastly, for "Moonlighting has expanded my professional network and collaboration opportunities," 74.8% agree or firmly agree, suggesting that moonlighting significantly enhances networking and collaboration prospects for IT professionals.

Overall, these responses highlight that moonlighting plays a crucial role in enhancing IT professionals' skills, career growth, and professional networks. It provides exposure to diverse skills and experiences, facilitates the acquisition of relevant industry skills, and enables exploration of technology and innovation. Moreover, moonlighting is perceived as enhancing overall professional competency and expanding opportunities for networking and collaboration. These findings underscore the multifaceted benefits of moonlighting beyond financial aspects, positioning it as a valuable strategy for career development and skills enhancement in the IT sector.

H1: Employees in the IT sector who engage in moonlighting experience higher levels of financial satisfaction.

Table 3. One-Sample Test

	TV=3				95% CI	
	t	df	Sig.	Diff.	L	U
Engaging in moonlighting allows me to achieve my financial goals more effectively.	13.757	255	.000	1.11719	.9573	1.2771
Moonlighting provides me with additional income that contributes to my financial security.	6.762	255	.000	.67188	.4762	.8675
Moonlighting helps me to afford more luxuries and comforts in life.	8.969	255	.000	.83594	.6524	1.0195
I feel financially rewarded for my moonlighting efforts.	11.211	255	.000	.96094	.7921	1.1297
Overall, moonlighting positively impacts my financial well-being.	13.750	255	.000	1.10938	.9505	1.2683

The results of the one-sample t-tests for financial satisfaction related to moonlighting among employees in the IT sector indicate significant findings across all statements. For the statement "Engaging in moonlighting allows me to achieve my financial goals more effectively," the mean difference of 1.11719 is statistically significant ($t(255) = 13.757$, $p < .001$), suggesting that IT professionals perceive moonlighting as highly effective in achieving their financial objectives. Similarly, regarding the statement "Moonlighting provides me with additional income that contributes to my financial security," the mean difference of 0.67188 is statistically significant ($t(255) = 6.762$, $p < .001$). This indicates that IT employees believe moonlighting significantly enhances their financial security by providing supplementary income. Regarding the statement "Moonlighting helps me to afford more luxuries and comforts in life," the mean difference of 0.83594 is also statistically significant ($t(255) = 8.969$, $p < .001$). This finding

suggests that moonlighting is perceived as enabling IT professionals to afford more luxuries and comforts beyond their primary income. The statement "I feel financially rewarded for my moonlighting efforts" yielded a mean difference of 0.96094, which was statistically significant ($t(255) = 11.211$, $p < .001$). This indicates a strong perception among IT professionals that their moonlighting efforts are financially rewarding, reinforcing their motivation to engage in additional work. Lastly, for the statement "Overall, moonlighting positively impacts my financial well-being," the mean difference of 1.10938 was statistically significant ($t(255) = 13.750$, $p < .001$). This comprehensive view underscores that IT employees perceive moonlighting as significantly enhancing their overall financial well-being, encompassing various aspects of financial satisfaction. In conclusion, these results provide robust evidence supporting the hypothesis that employees in the IT sector who engage in moonlighting experience higher levels of financial satisfaction. The significant mean differences across all statements indicate a strong positive perception among IT professionals regarding the financial benefits of moonlighting, highlighting its importance in enhancing their financial goals, security, ability to afford luxuries, feeling of reward, and overall financial well-being.

H2: Moonlighting enhances the skill diversity of IT professionals, contributing positively to their career development.

One-Sample Test

	TV=3				95% CI	
	T	df	Sig.	Diff.	L	U
Moonlighting exposes me to diverse skills and experiences that are beneficial for my career growth.	7.108	255	.000	.67578	.4885	.8630

Engaging in moonlighting helps me acquire new skills that are relevant in the IT industry.	8.182	255	.000	.78516	.5962	.9741
Moonlighting allows me to explore different aspects of technology and innovation.	7.591	255	.000	.64063	.4744	.8068
I believe moonlighting enhances my overall competency as an IT professional.	8.104	255	.000	.73047	.5530	.9080
Moonlighting has expanded my professional network and collaboration opportunities.	11.930	255	.000	1.03125	.8610	1.2015

The results from the one-sample t-tests examining the impact of moonlighting on skill diversity and career development among IT professionals reveal significant findings across all statements related to Hypothesis 2. For the statement "Moonlighting exposes me to diverse skills and experiences that are beneficial for my career growth," the mean difference of 0.67578 is statistically significant ($t(255) = 7.108$, $p < .001$). This suggests that IT professionals perceive moonlighting as providing them with valuable opportunities to gain diverse skills and experiences that enhance their career growth prospects. Regarding the statement "Engaging in moonlighting helps me acquire new skills that are relevant in the IT industry," the mean difference of 0.78516 is statistically significant ($t(255) = 8.182$, $p < .001$). This finding indicates that moonlighting is perceived as facilitating the acquisition of new and relevant skills within the IT sector, which are crucial for professional development. The statement "Moonlighting allows me to explore different aspects of technology and innovation" yielded a mean difference of 0.64063, which was statistically significant ($t(255) = 7.591$, $p < .001$). This suggests that IT professionals believe moonlighting enables them to explore various facets of technology and innovation, broadening their knowledge and capabilities. For the statement "I believe moonlighting enhances my overall competency as an IT professional," the mean difference of 0.73047 was statistically significant ($t(255) = 8.104$, $p < .001$). This finding indicates that IT professionals perceive moonlighting as contributing significantly to their overall competency and proficiency within their professional domain. Lastly, regarding the statement "Moonlighting has expanded my professional network and collaboration opportunities," the mean difference of 1.03125 was statistically significant ($t(255) = 11.930$, $p < .001$). This underscores that moonlighting is seen as substantially broadening IT professionals' professional networks and fostering collaboration opportunities, which are pivotal for career advancement. In summary, these results provide robust evidence supporting Hypothesis 2, indicating that moonlighting enhances the skill diversity of IT professionals and

contributes positively to their career development. The significant mean differences across all statements reflect IT professionals' perceptions that moonlighting offers them valuable opportunities to acquire diverse skills, explore technology and innovation, enhance their competency, and expand their professional networks, thereby bolstering their career growth prospects in the IT sector.

Findings

The findings from the study investigating the impact of moonlighting on IT professionals' financial satisfaction and skill diversity reveal compelling insights into how these activities influence career outcomes. Firstly, regarding financial satisfaction (H1), the results indicate a consistent and significant positive perception among IT professionals. Across multiple Likert-scale statements addressing financial goals, income security, affordability of luxuries, feeling financially rewarded, and overall well-being, respondents expressed strong agreement that moonlighting positively impacts their financial situations. Specifically, participants highlighted that moonlighting allows them to achieve financial goals effectively, provides additional income for security, and enhances their overall financial well-being. These findings suggest that IT professionals view moonlighting as a viable strategy to supplement their income and improve their financial stability, which aligns with the hypothesis that employees engaging in moonlighting experience higher levels of financial satisfaction. Secondly, concerning skill diversity and career development (H2), the study found robust support for the notion that moonlighting enhances IT professionals' skills and contributes positively to career growth. Responses consistently indicated that moonlighting exposes individuals to diverse skills and experiences relevant to their career advancement within the IT industry. Participants strongly agreed that moonlighting helps them acquire new skills, explore different aspects of technology and innovation, and enhance their overall competency as IT professionals. Moreover, moonlighting was perceived as expanding professional networks and collaboration opportunities significantly. These findings underscore the multifaceted benefits of moonlighting beyond financial incentives, highlighting its role in enriching IT professionals' skill sets, broadening their industry knowledge, and fostering valuable professional connections. In conclusion, the study's findings provide compelling evidence that moonlighting activities not only contribute to higher financial satisfaction among IT professionals but also

play a crucial role in enhancing their skill diversity and supporting career development. These insights suggest that organizations and policymakers should consider the positive impacts of moonlighting when formulating policies and strategies aimed at supporting the professional growth and well-being of IT professionals in the contemporary workforce landscape.

Conclusion

The conclusions drawn from the study on moonlighting among IT professionals highlight significant implications for both individuals and organizations within the industry. Firstly, the findings underscored that moonlighting serves as a valuable strategy for IT professionals to augment their financial satisfaction and security. The strong agreement among respondents regarding the financial benefits of moonlighting suggests that this practice is perceived as a viable means to achieve economic goals effectively. Organizations may need to recognize and potentially leverage this motivation among their employees by considering flexible policies that accommodate moonlighting activities without compromising primary job responsibilities. However, managing potential conflicts of interest and ensuring employees' well-being and productivity remain paramount challenges that warrant careful consideration.

Secondly, the study's exploration into how moonlighting enhances skill diversity and contributes to career development among IT professionals reveals a nuanced understanding of its broader impacts. Beyond financial gains, respondents consistently reported that moonlighting exposes them to diverse skills, technological innovations, and expanded professional networks. These findings imply that moonlighting can act as a complementary mechanism for continuous professional development, allowing individuals to acquire and apply new skills that enhance their marketability and career prospects. Organizations could benefit by recognizing and encouraging the development of these supplementary skills, potentially fostering a more dynamic and adaptable workforce.

Looking ahead, future research could delve deeper into several areas to further enrich our understanding of moonlighting in the IT sector. Firstly, longitudinal studies could explore how sustained engagement in moonlighting influences career trajectories and job satisfaction over time. Secondly, investigating the impact of moonlighting on organizational dynamics, such as team collaboration, innovation, and employee retention, would provide valuable insights into

its broader organizational implications. Additionally, comparative studies across different sectors or geographical regions could uncover variations in the motivations and outcomes associated with moonlighting practices. Finally, exploring the ethical and legal dimensions of moonlighting, particularly in relation to intellectual property rights and conflicts of interest, would offer guidance for both individuals and organizations navigating this increasingly prevalent aspect of modern work arrangements.

In sum, the study underscores that moonlighting in the IT sector represents a multifaceted phenomenon with significant implications for financial well-being, skill development, and career progression. By understanding and leveraging these dynamics, stakeholders can better align policies and practices to support the evolving needs and aspirations of IT professionals in an increasingly competitive and dynamic global market.

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