

## MOONLIGHTING: BOON OR BANE

**Dr. Vijay Nimbalkar<sup>1</sup>**

Principal & Professor

Globsyn Business School, Kolkata

**Dr. Prof. Laxmidhar Biswal<sup>2</sup>**

Asst. Professor

International Institute of Management Studies, Pune

**Dr. Kavita Shastri<sup>3</sup>**

Associate Professor

Globsyn Business School, Kolkata

### ABSTRACT

The Covid-19 disrupted and affected everyone on the earth. It greatly impacted all nations, organizations, services, all industry and across the sectors. It proved disastrous to human kind leaving them in mess. Many people lost their jobs, company's announced job cuts, businesses closed down and the very livelihood was affected to great extent. The IT sector in India was also greatly affected bringing in slow down and sluggish growth. Due to social distancing norms and lock outs by the government employees were not able to attend offices. The IT companies started a new normal work from home concept. Every employee of IT sector was provided with ample amenities for effective and efficient work from home routine. During the Covid-19 the Moonlighting started by some IT employees which later was considered as illegal by companies.

### **OBJECTIVE:**

1. To understand and analyze IT industry as a whole.
2. To understand and study the concept-Moonlighting
3. To understand the legal side of Moonlighting.

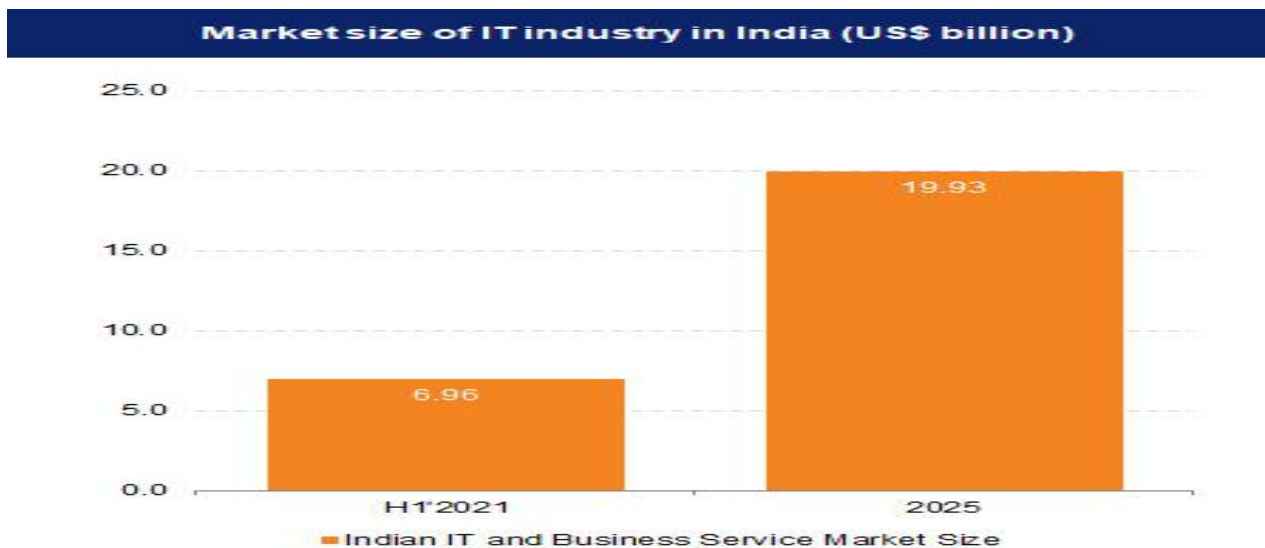
### **FUNCTIONAL AREA AND KEY WORDS:**

Human resource, IT, Covid-19, Moonlighting

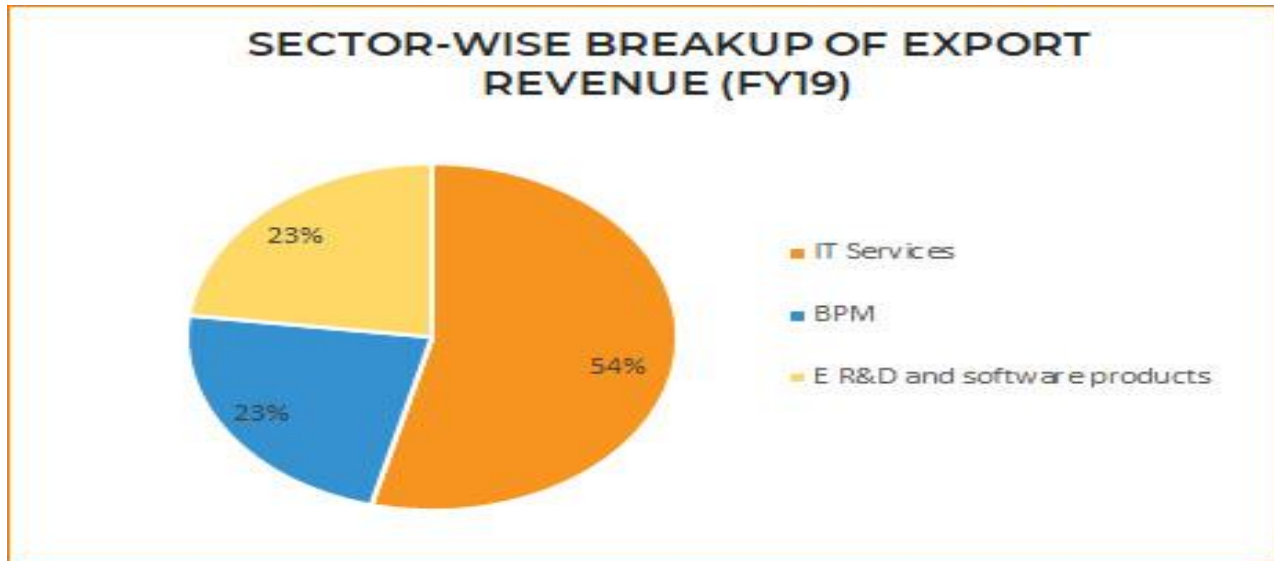
**INTRODUCTION:**

It was absolutely a fantastic day for Vishnu and his family as his elder son got admission to a reputed primary school in Chennai. He and his wife and the younger daughter planned for a perfect family outing at a nearby movie theatre followed by dinner at one of the finest restaurants in a Bengaluru suburb. The night went perfect as planned.

Vishnu Menon, a young chap completed his computer engineering from a well renowned college in Chennai where he stayed with his father, mother. His father worked with the government so they settled down in Chennai. As he was the only son of his parents Vishnu always wanted to work hard and support his father in all possible manners. So even when he was studying used to teach at a private coaching center. He passed his engineering with good grades and started searching for jobs. After initial hiccups he got a very good break in a reputed IT company at Bengaluru. He never wanted to leave his parents due to their old age, but he had no option other than shifting to Bengaluru. After shifting he stayed at a working men's hostel in order to save on expenses as well as per his remuneration he adjusted with the situation. While working he tried to save some money for his future. As initially his emoluments were modest he thought of saving every penny, wherever he can. He always wanted work with an IT company due to its lucrative advantages. He studied about Indian IT industry, total size, main companies, its GDP, exports etc.



Source: <https://www.ibef.org/industry/information-technology-india>



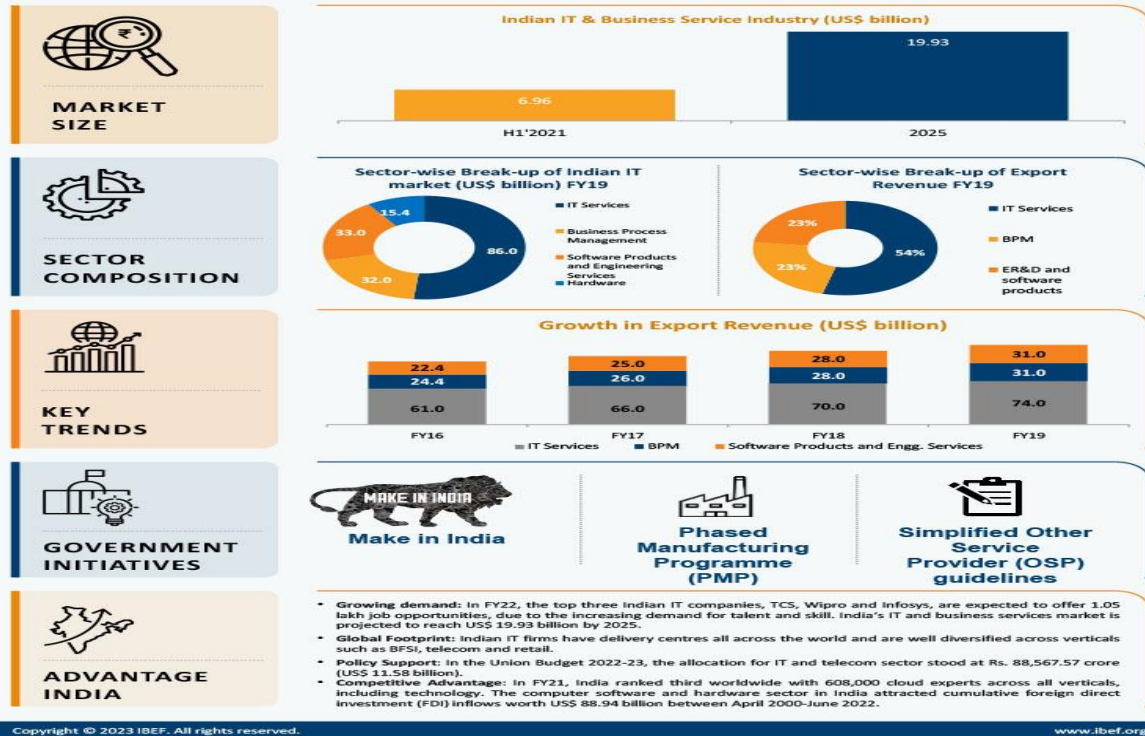
Source: <https://www.ibef.org/industry/information-technology-india/infographic>

At his office he was liked by all. He was knowledgeable and good at his domain knowledge, very supportive to his colleagues. His team leader could always rely on him due to his good attendance record, punctuality and sincerity towards his job. Slowly he learnt many important aspects of his job, enriched his knowledge by learning other required short term certificate courses. He always tried to have latest skills which he could implement on the job. As he was cooperative, courteous and skilled soon became sought after in his department. His colleagues always approached him for solutions to the problems and help. Now it was almost three years he continued with the same organization and got timely recognition and advancement in his career. His parents thought of getting him married but he wanted some more time to grow professionally so he could afford the family responsibilities. He also made it a habit to send some money back home to his parents so they should live a decent life devoid of financial pressures. He was also hesitating to get married as he was well aware that Bengaluru was a quite expensive city to live in. He kept on studying the IT industry through various reports about its composition, key trends, and government initiatives etc. He took help of various websites and even the government reports to enhance his insights about the same.



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Source: <https://www.ibef.org/industry/information-technology-india/infographic>

Vishnu, after a few months got married and brought his wife to Bengaluru. Now he had to lookout for a reasonably priced rented flat in a suburban area nearby to his office and left his working men's hostel. His family life began on a very good note with Vaishali who was a home maker. The two was a perfect match as his parents wished. He took little time to expand his family as he wanted to give a better life to them and was blessed with a son and a daughter. Initially he went through financial adjustments owing to various family expenses.

As he was a very good performer his company gave him attractive annual package and growth. On the other hand Vishnu also had settled down in his family life wanted to buy an accommodation in a decent locality. He did lot of survey and finally thought of buying a flat. But looking at the rising costs and that too in an expensive city of Bengaluru he took some amount of money from his parents as well liquidated his assets to pay upfront charges. He took out a massive loan with a quite large EMI. He knew it was a difficult task but as he wanted to settle down in his own home he took this step. Everything was going well though on a tight rope he was walking could manage the show. After enrolling his son at a nearby pre-primary school he decided to put him in a good school for further education. As per his expectation his son got

admission in that school, though the fees was little on the higher side Vishnu was confident of managing the home EMI, school of his son and other house hold expenses with good support from his timely increments.

### **MAIN ISSUE/S:**

Today was the day they all were in a very happy and joyous mood. His son started going to school regularly showing good academic performance. Barely a few months passed and Covid-19 struck, but still everything was going smoothly. The entire world was affected so the Vishnu and his family too. The new normal trend “work from home” started by companies in IT sector and his company followed the suit. The Covid-19 affected businesses across the world, the nations, the human beings, the industries and the sectors. This witnessed many companies closure, leaving many employees job less. A few of Vishnu’s friends and colleagues also lost their jobs, some left for the native place to minimize the expenses and to work from home as per the new normal. Some companies went for salary cuts and some IT companies announced that its employees can work from home for safety measures. Vishnu also wanted to go to his parents but his family was in Bengaluru as well now his son’s school started online classes. Vishnu could not go due to family, his cons education, his young daughter and due to travel bans from the government side.

Covid-19 changed his and family’s schedule. His company asked him to work from home. So he could like others saved on commuting time, the huge traffic jams. He used to start his work on time, finish it on time. But his seniors insisted and due to work from home now he had to extend his schedule by couple of hours. His son also started to attend his school from home in online mode. The pandemic hit hard everyone and so Vishnu. Everyone had to be at home due to number of restrictions, back home his parents were worried about him and equally he was. This gave a lot of stress, frustration and irritation to him. His company started experiencing slowdown so all workers started feeling restless about the security of job. Some of his colleagues were asked to leave the services under job cuts by the company, some were asked to take a pay cut and also company put few of them on bench. Even Vishnu was asked to be on bench twice since the beginning of the pandemic. He started feeling tense about the security of his job and this further fueled by his parents, family responsibility as well EMIs of his flat loan. He learnt through a few reports that how Covid-19 has contributed to unemployment and further got scared about the whole scene.



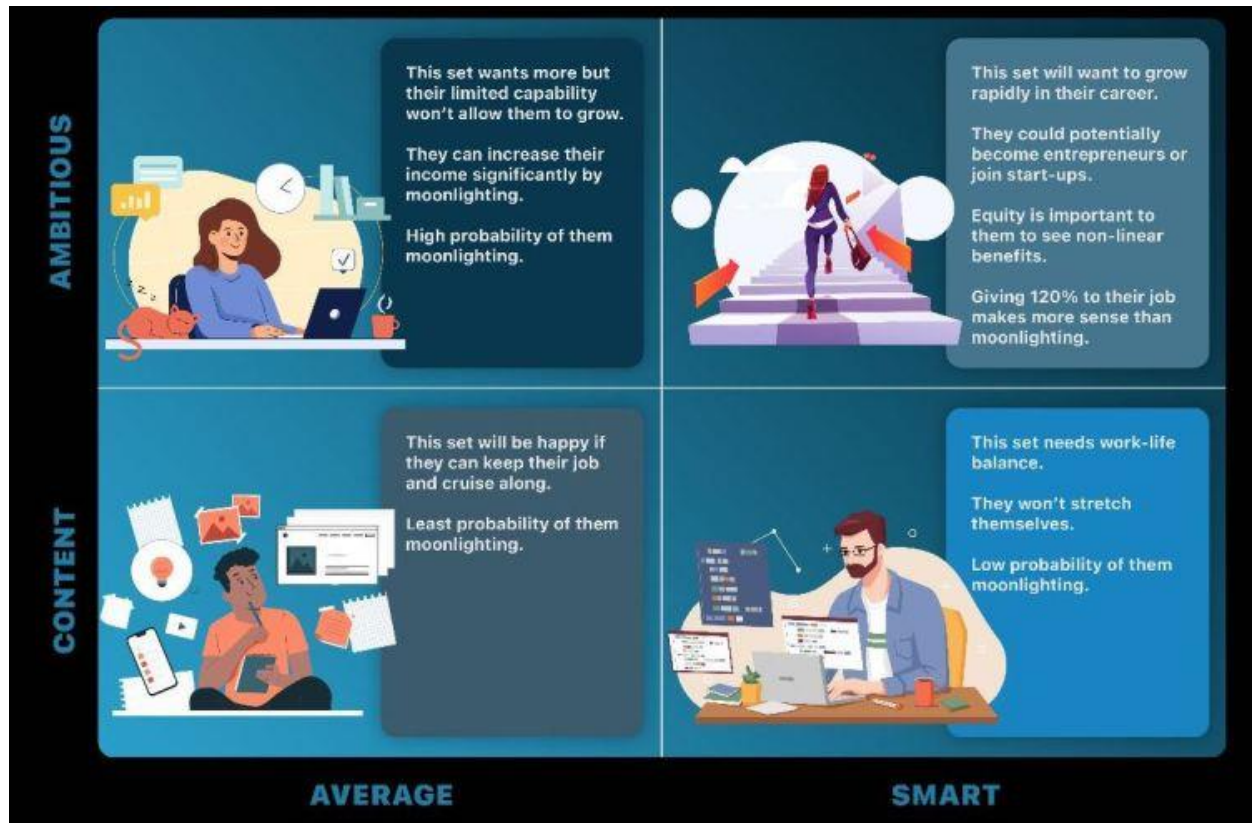
Source: <https://www.insightsonindia.com/2020/08/24/insights-into-editorial-differential-impact-of-covid-19-and-the-lockdown/>

#### PROBLEM IDENTIFICATION & DECISION:

While discussing with his friends, fellow colleagues and peers from other companies he learnt about Moonlighting. He was very curious to understand what it is exactly. His colleagues told him about taking up a second job. He thought it is a better option to work for another company after finishing his number of hours work at his parent company which will make him to earn some money and this can ease his financial burden and it will give him some security. It was due to such situations he readied to do moonlighting at another company where his friend too was engaged. Though he never liked it but due to sheer pressure he accepted to do so. Every day after finishing his parent company's work Vishnu started moonlighting for this new job. He was able to utilize his evening time, keep himself busy and moreover felt secured and tension free by earning good amount of money. Everything was going very cool and was in place.

Today, as usual Vishnu started his work on time, opened up his laptop and logged in to his company account. He thought of checking emails before directly starting his work and also to check any important communication from his seniors or management. And to his surprise he came across the first email itself from his company. The email read that his company found out about his moonlighting, terming it as illegal and suspended him from his services till the next intimation from the company. Now, Vishnu was very tensed and stressed. He never thought of such incidence will happen. Initially he was not ready to do the moonlighting but due to some

unavoidable situations he started and even he was cool as many of his industry colleagues were doing it. So he never thought that his company will take such action against him.



Source: <https://blog.forumias.com/moonlighting-meaning-benefits-and-challenges/>

Source: Zinnov Management Consulting

### CLOSING SECTION:

Vishnu was very upset and didn't know how to get out of this mess. He pleaded to his senior and even the management but nobody listened to him. He thought of meeting them but he was denied. He did not know how to face this situation and went blank. He talked to his colleagues, friends and family to find out some way but it was of no use. After all psychological turmoil he decided to wait until his company's next communication. But somehow he was very restless and not knowing much about moonlighting he thought of taking some legal advice and approached an advocate.

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