

Multiple Job Holding: Perception of Employees in the IT Sector

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TABLE OF CONTENTS

Sl. No	Chapter	Page No
1	Introduction	1
2	Literature Review	4
3	Methodology	19
4	Data Analysis	23
5	Findings, Suggestions and Conclusion	44
6	Bibliography	51
7	Appendix	54

LIST OF TABLES

Table No	Name	Page No
4.1.1	Income profile	26
4.1.2	No of job profile	26
4.2.1	Mean of Awareness level of multiple job holding	27
4.2.2	Cross tab over age and attempted multiple job holding	29
4.2.3	Cross tab over Education and attempted multiple job holding	30
4.3.1	Mean of perception	30
4.3.2	Group Statistics of gender wise analysis of perception	33
4.3.3	Independent sample t test over gender and perception	34
4.3.4	Group Statistics over age and perception	35
4.3.5	Independent sample t test over age and perception	36
4.3.6	ANOVA over education and perception	37
4.3.7	Descriptive ANOVA over education and perception	37
4.4.1	Possible factors of Multiple job holding mean	38

LIST OF FIGURES

Figure No	Name	Page No
4.1.1	Age profile	24
4.1.2	Gender profile	25
4.1.3	Education profile	25
4.2.1	Source of awareness	28
4.2.2	Attempted multiple job holding	29
4.3.1	Chance of going for multiple job holding	32
4.3.2	Multiple job holding is not cheating	33
4.4.1	Financial need	39
4.4.2	Monotony of work	40
4.4.3	Using time effectively	40
4.4.4	Career development	41
4.4.5	Personal fulfilment	41
4.4.6	Skill development	42
4.4.7	Lack of employee engagement	42
4.4.8	Hobby as career	43
4.4.9	Employee relations	43

ABSTRACT

The study focuses on the phenomenon of holding multiple jobs, particularly in the context of changes brought about by the Covid-19 pandemic in organisations. The IT sector has witnessed a rise in this practice, popularly known as moonlighting, driven by flexible work options. The study aims to understand how employees perceive and approach this trend, of attempting multiple jobs, considering factors like age, gender, and income.

To gain a deeper understanding of employee perspectives, the study recommends conducting surveys or research to uncover their motivations, thoughts, and awareness about holding multiple jobs.

Key findings suggest that most participants have a positive outlook on holding multiple jobs. Many in the 18-30 age group are aware of this practice through social media. Some individuals have already tried multiple job holding to combat boredom or improve their financial situation. Flexibility in working hours is a major factor influencing their interest in this practice. Gender differences play a role, with men having a more favourable view. Career development and employee relations have less influence on their decision. Based on these insights, the study suggests tailored strategies for organizations. These include educational programs for younger employees, resources explaining the concept of multiple job holding, and financial planning guidance for those with lower incomes. Additionally, offering flexible work arrangements and focusing on improving employee engagement could be effective. By highlighting the potential for skill development and considering gender-specific preferences, organizations can shape their policies and communication.

In conclusion, this research offers valuable insights into the world of holding multiple jobs. It highlights its prevalence, the reasons behind it, and the generally positive perceptions associated with it. These findings are useful for individuals, organizations, and policymakers as they navigate the evolving landscape of work in today's world.

CHAPTER-1
INTRODUCTION

1.1 INTRODUCTION

Multiple job holding is a much-discussed topic in today's scenario. After Covid-19 the work environment and the working mode had completely changed especially in the IT sector. Multiple-job holding is increased particularly in recent days. This phenomenon is more prevalent in IT companies because of the flexible working hours and work from home options offered by most of them. Multiple job holding is the practice of working a second job outside normal business hours. Many people opt for multiple job holding to earn extra money while some do this to enhance their skills in different fields and some adopt this to fight boredom

Moonlighting, or holding multiple jobs, can be a sensitive issue for both employers and employees. While private businesses have the freedom to establish their own policies regarding moonlighting, public organizations may have specific regulations or federal laws that govern the acceptance of multiple jobs.

For employees working in private businesses, their ability to hold additional jobs can vary depending on the policies set by their company. Some organizations may restrict moonlighting, citing concerns about conflicts of interest, potential strain on job performance, or loyalty to the company. These employers may see moonlighting as unethical or a form of cheating, as it may divert an employee's time and energy away from their primary job.

On the other hand, certain private businesses may be more lenient and not enforce strict policies against Multiple job holding. They might consider an employee's ability to manage multiple jobs and assess whether it impacts their work performance or conflicts with the company's interests. For employees of public organizations, such as federal government agencies, there are often specific regulations in place. These regulations may prohibit individuals from receiving dual sources of income that both come from the government. Such measures aim to prevent conflicts of interest and ensure the integrity of public service.

To understand the view of employees regarding multiple job holding, it would be necessary to conduct a study or survey that specifically focuses on this topic. The study could explore employees' attitudes, motivations, and perceptions of multiple job holding, as well as their understanding of the policies and regulations set by their employers. Such research would provide

insights into how employees perceive Multiple job holding and shed light on the factors that influence their decisions to engage in multiple job holding

1.2 STATEMENT OF THE PROBLEM

Conducting a study to identify the perception of employees in the IT sector regarding the concept of multiple job holding holds great significance in several ways. It provides valuable insights into the evolving dynamics of the workforce in the IT industry. The prevalence of multiple job holding is increasing in this sector, and understanding employees' perspectives can offer a deeper understanding of their motivations, aspirations, and challenges. This knowledge helps organizations and policymakers stay focused of the changing expectations and needs of IT professionals.

The study focuses on understanding the employee's awareness level about multiple job holding and their intentions to practice multiple job holding. It helps in understanding the perception difference according to their gender. There have been many studies that focus on the employer's side and perception but what actually the employees are thinking or their opinion is very relevant in the present scenario. It will help in getting insights from the employees' side like whether they are thinking it as a cheating or a legal thing. It also helps in knowing if the employees are interested in knowing more about this and also if they have the intention to go for it in any case. Whether this multiple job holding will be a challenge or threat for an employee's career according to employees can be understood.

The study sheds light on the what actually the employees think about multiple job holding. By examining the attitudes of IT employees towards multiple job holding, researchers can uncover whether professionals perceive it as a means to diversify their skill sets, enhance their professional growth, or simply increase their earnings. These insights will help in understanding the factors that drive individuals to seek multiple job opportunities which include skill development, limited career growth, monotony in work, extra earnings or the desire for greater flexibility.

The study it offers a comprehensive understanding of the changing nature of work in the IT industry and enables informed decision-making at various levels to foster a more responsive and inclusive work environment.

1.3 SIGNIFICANCE OF THE STUDY

Multiple job holding popularly known as moonlighting is a much-discussed topic in today's scenario. There are many opinions and discussions happening regarding this topic. After the covid 19 and the work from home scenario in the IT sector the concept of multiple job holding or moonlighting has gained much focus. There are reported cases of top IT companies like Wipro and Infosys warning their employees against the practice of multiple job holding or moonlighting.

Employers have different opinions about moonlighting. Some believe it is like cheating or being disloyal to the main job, and they think it can make employees less productive and efficient. They worry that having another job will distract employees from their primary work.

Researchers have studied employees' intentions and how moonlighting affects job satisfaction, but these studies usually focus on specific companies, which gives a positive perception from their part. Employers generally have a negative view of multiple job holding, thinking it is bad for both the company and the employees' careers.

To understand more, it is important to know how employees themselves feel about having multiple jobs. The study looks at their thoughts on career development, financial needs, pursuing hobbies as careers, and using extra time at work if they are in bench effectively. By examining the general opinions of IT employees, we can gauge their thoughts on the matter. Additionally, it is worth investigating if there are any gender-based differences in perception or if employees share similar viewpoints.

The aim of this study is to find out if IT employees support the idea of having multiple jobs or if they see it as a negative thing. This research will help us understand what employees think about moonlighting and provide insights into their attitudes and thoughts about taking on extra work.

1.4 OBJECTIVES

General

- Understanding how employees perceive the idea of multiple job holding in IT sector

Specific

- To know about employee's awareness on the practice of multiple job holding in their organisation
- Identifying the possible motivations employees think as reasons for multiple job holding of their colleagues.
- Examining the role of gender in shaping employee perception of multiple job holding

1.5 DEFINITION OF CONCEPTS

MULTIPLE JOB HOLDING

Theoretical Definition

Multiple job holding (MJH), also known as moonlighting, is defined as having multiple paid jobs, either as an employee or as being self-employed. (Bouwhuis, A. De Wind et.al 2018)

Operational Definition

Multiple job holding refers to the practice of individuals simultaneously engaging in multiple employment positions or roles within the field of information technology. It involves individuals who work for more than one employer or who undertake freelance or consulting work in addition to their primary job.

PERCEPTION

Theoretical Definition

Perception is defined as the way you think about something and your idea of what it is like. (Qiong, O. U.2017)

Operational Definition

Perception, refers to the cognitive and psychological process through which individuals interpret and make sense of their beliefs, and attitudes towards the concept of multiple jobs in the IT sector.

CHAPTER TWO
REVIEW OF LITERATURE

2.1 Introduction

The topic of having multiple jobs has received a lot of attention in today's quickly changing work landscape. When someone has numerous part-time jobs or juggles a full-time work with a side project, they are said to be participating in many jobs concurrently. The prevalence of this issue has increased significantly among workers in the information technology (IT) industry, where the need for specialised talent and the availability of flexible work schedules have made it possible for people to pursue numerous employment responsibilities. Understanding the perception of employees regarding multiple job holding is crucial for both organizations and policymakers. It provides insights into the motivations, challenges, and potential benefits associated with this practice, ultimately influencing work-life balance, job satisfaction, and overall well-being of IT professionals. Moreover, as the IT industry plays a vital role in shaping technological advancements and driving digital transformation across various sectors, comprehending how employees perceive multiple job holding in this specific context becomes even more pertinent. Multiple job holding is a common practice among IT employees in the information technology sector. It can be attributed to various factors specific to IT professionals. Firstly, IT employees engage in multiple job holding to enhance their skills and specialize in specific areas. By taking up additional part-time or freelance projects, they gain diverse experience in technologies, programming languages, and industry domains, making them more marketable. Additionally, many IT professionals pursue side projects and entrepreneurial ventures alongside their primary employment, allowing them to exercise creativity and explore new opportunities. The gig economy and freelancing options in the IT industry also attract IT employees to engage in multiple job holding, as they can work on short-term projects and provide specialized services. This provides them with flexibility and autonomy. Furthermore, continuous learning and professional development are crucial in the fast-paced IT field, and multiple job holding allows IT employees to work on diverse projects and stay updated with industry trends. Lastly, work-life balance and flexibility play a role, as IT professionals may opt for multiple job holding to have better control over their schedules and accommodate personal interests. However, it is important for individuals to manage workload, time management, and potential conflicts of interest that may arise from holding multiple jobs. The advent of work-from-home arrangements has had a significant impact on the phenomenon of multiple job holding. With the flexibility and convenience that remote work

provides individuals have found it easier to take on multiple jobs simultaneously. Work-from-home options allow individuals to manage their work schedules more efficiently and eliminate the need for commuting or being physically present in multiple workplaces.

Multiple job holding has become increasingly prevalent, particularly in the information technology (IT) industry, due to the availability of flexible work schedules and the need for specialized talent. IT professionals engage in multiple job holding for various reasons, including skill enhancement, entrepreneurial pursuits, flexibility, and continuous learning. This practice allows them to gain diverse experience, explore new opportunities, and stay updated with industry trends. The advent of remote work options has further facilitated the ability to hold multiple jobs concurrently. While there are benefits to multiple job holding, individuals must manage workload, time management, and potential conflicts of interest. Understanding the perceptions and motivations of IT professionals engaging in multiple job holding is crucial for organizations and policymakers to ensure work-life balance, job satisfaction, and overall well-being. As the IT industry continues to shape technological advancements, comprehending the dynamics of multiple job holding in this context is of significant importance

2.2 Perception of multiple job holding

McClintock, Taylor et .al (2004) said Multiple job holding is a significant phenomenon in the current labour market of New Zealand, with approximately one in ten individuals actively engaged in holding more than one job simultaneously. Researchers conducted extensive interviews with both male and female workers in the health, agriculture, and cafe/restaurant sectors to investigate the impact of multiple job holding on their work-life balance. The findings reveal that multiple job holding is well-established and considered a long-term arrangement in the agriculture and health sectors, whereas in the cafe and restaurant sector, it appears to be more transitional. The motivations for holding multiple jobs vary, with economic reasons being the primary driver, although personal factors and the desire to create a diversified work portfolio also play a role. Despite the voluntary nature of multiple job holding, it significantly affects workers' lives outside of work, particularly in terms of family activities, leisure and exercise, and community involvement. The specific impact on work-life balance differs across sectors. Overall, the

individuals interviewed in these sectors choose to hold multiple jobs out of preference rather than necessity, but it comes at the cost of compromising various aspects of their personal lives.

Bouwhuis, Wind et.al (2018) provides valuable insights into the varied experiences of individuals engaged in multiple job holding, highlighting the influence of both work and personal factors. It emphasizes that positive or negative experiences can arise from a combination of job characteristics, work schedule clashes, and personal contexts. Positive spill-over effects and conflicts between jobs further shape individuals' experiences. The ability to make desired changes to the multiple job holding situation contributes to more positive outcomes, while a lack of such changes amplifies negative experiences. This understanding underscores the importance of considering both work and personal circumstances when examining the outcomes of multiple job holders. Additionally, the study underscores the significance of lifelong learning policies in empowering individuals to modify their multiple job holding situation as desired. Future research should focus on investigating how different combinations of work and personal characteristics influence the sustainable employability of multiple job holders. By gaining deeper insights into these dynamics, policymakers and stakeholders can develop strategies to promote more favourable work experiences and outcomes for individuals engaged in multiple job holding.

Choudhary, & Saini, G. (2021) says that job satisfaction has a significantly positive impact on organizational commitment, indicating that higher job satisfaction leads to stronger commitment to the organization. Furthermore, organizational commitment was found to mediate the relationship between job satisfaction and moonlighting intentions. This suggests that employees who are more satisfied with their jobs are less likely to have intentions of engaging in moonlighting activities. Additionally, the study revealed a significant inverse relationship between organizational commitment and moonlighting intentions, indicating that higher levels of commitment to the organization are associated with lower intentions to pursue moonlighting opportunities. Overall, these findings highlight the importance of job satisfaction and organizational commitment in understanding employees' intentions to engage in moonlighting. By fostering job satisfaction and organizational commitment, organizations may be able to reduce the

likelihood of their employees seeking additional employment opportunities outside of their primary job roles.

W Conen and Stein (2021) adds significant value to the existing research on multiple work arrangements by examining how they are integrated into individuals' overall employment histories. By analysing panel data from Germany, the United Kingdom, and the Netherlands over a 15-year period, the study provides comprehensive insights into multiple jobholding trends. The findings emphasize the influence of economic factors on individuals' decisions to engage in multiple jobholding, with financial considerations and income generation being primary motivators. The study also underscores the role of labour market contexts in shaping the outcomes associated with multiple jobholding, highlighting variations in experiences and outcomes across countries. Notably, the research reveals the negative impact on well-being for individuals managing multiple jobs while also having children, highlighting the challenges of balancing work responsibilities with family obligations. This highlights the need for supportive policies and practices that address the specific needs of individuals with multiple jobs and family commitments. Additionally, the study highlights the episodic nature of multiple jobholding for a significant portion of workers, prompting further investigation into the long-term effects and dynamics of these episodes on individuals' career paths. Overall, this research offers valuable insights into the integration, economic factors, labour market contexts, well-being implications, and long-term effects of multiple jobholding.

2.3 Multiple job holding in the IT sector

George, A. S, & George, A. H. (2022) says that global landscape and changing economic conditions have led to a rise in moonlighting among workers, where individuals hold secondary jobs alongside their primary employment to meet financial needs or earn extra income. Factors such as remote work opportunities and inflationary pressures have contributed to this trend. As a result, human resource management (HRM) practices are evolving to adapt to these changes. Moonlighting is particularly prevalent in the IT sector, where flexible work hours and remote work options are common. Employees, prioritizing their financial well-being, take on additional work with other employers to supplement their income. Moonlighting has implications for employer

compliance policies and can impact employees' work lives. Organizations in the IT sector are concerned about the efficiency and productivity implications of moonlighting practices. The study explores the prevalence of moonlighting in the IT sector, examines the relationship between employees' primary and secondary jobs, and addresses the issue of whether employees engage in multiple job holding without their employer's knowledge. To prevent moonlighting, organizations should consider economically supporting their employees through competitive compensation packages, financial incentives, or other benefits. They should also develop strategies to enhance employee effectiveness in managing multiple job responsibilities without compromising performance. As moonlighting becomes more widespread, addressing this phenomenon becomes a significant concern, and the study aims to provide insights for organizations to effectively navigate and manage moonlighting practices.

IMDR, P., & Student, M. S. S. (2023) said the practice of moonlighting, which involves individuals working for another organization outside of their regular working hours, has witnessed significant growth in recent years, with the Covid-19 pandemic further accelerating this trend. Many individuals engage in moonlighting to address various needs, such as combating boredom or fulfilling financial requirements. This phenomenon is particularly prominent among the younger generation of employees who are more inclined to explore multiple job opportunities. Moonlighting has implications for both employee behaviour and organizational dynamics. It can contribute to withdrawal behaviours, where employees become disengaged and avoidant in their primary workplace, shifting their focus towards building their self-identity rather than teamwork. In the IT industry, moonlighting has become prevalent, with employees leveraging the remote working model to work two jobs simultaneously or pursue hobbies alongside part-time employment. This case study delves into the various aspects and impacts of moonlighting in the IT sector, considering the pre- and post-Covid scenarios. It explores how IT companies perceive moonlighting and examines the future of work within the industry. The study provides insights into the dynamics of moonlighting in the Indian IT industry, offering valuable information for understanding and navigating the evolving landscape of work.

Jain, M, Gondane et.al (2023) focuses on the emerging trend of moonlighting, particularly in India, where web platforms, gig work, freelancing, and side hustles have gained popularity,

especially during the Covid-19 pandemic. The research aims to understand the motivations behind moonlighting and its impact on job satisfaction. The findings reveal that employees engage in multiple-job holding to address financial commitments, personal aspirations, and organizational factors. Financial strain and declining income often drive individuals to seek additional employment. Insecure workers, facing heightened uncertainty, are more likely to turn to moonlighting as a response to their employment conditions. Furthermore, the study highlights that individuals derive satisfaction from developing new skills and credentials, which has become particularly evident during the pandemic. Organizational policies, such as management practices, remuneration, and promotion opportunities, play a significant role in shaping employees' moonlighting experiences. Promotions are found to have a stronger impact on job satisfaction than salary increases alone, underscoring the importance of recognizing and rewarding employee growth. The research also highlights that individuals pursuing moonlighting often have personal goals alongside organizational goals. In summary, the study emphasizes the influential role of moonlighting on employees' job satisfaction, highlighting the need for organizations to consider these dynamics in their management practices to foster employee satisfaction and engagement.

2.4 Multiple job holding and gender differences

Susan L. Averett (2010) says that that the factors influencing both men and women to participate in moonlighting, or holding more than one job, are similar. Additionally, a wage decomposition analysis reveals that a significant portion, specifically 93 percent, of the wage differential between male and female moonlighters cannot be explained by differences in individual characteristics. Interestingly, there is limited evidence to suggest a direct link between an individual's human capital and their wages in moonlighting positions. The article highlights the similarities in the factors influencing men and women to participate in moonlighting. It reveals the presence of unexplained wage differentials between male and female moonlighters, indicating that factors beyond individual characteristics play a significant role in determining their wages. The article also raises questions about income reporting practices among moonlighters. These findings contribute to our understanding of multiple jobholding dynamics and the complex relationship

between labour supply, wages, and reporting practices among individuals engaged in moonlighting activities.

Preston, A., & Wright, R. E. (2020) investigates the factors contributing to the gender gap in multiple job holding (multiple job holding) in Australia using data from the Household, Income and Labour Dynamics in Australia (HILDA) survey spanning 18 waves from 2001 to 2018. It is observed that, similar to other high-income countries, women in Australia have a higher rate of multiple job holding compared to men. The empirical analysis focuses on various determinants including wage rates, working hours, household wealth, job security, education, demographics, and demand conditions. Probit regressions conducted in the study reveal a significant negative relationship between hours worked in the primary job and the likelihood of holding a secondary job. This effect is found to be more pronounced for women. In other words, women who work longer hours in their primary job are less likely to engage in multiple job holding. A decomposition analysis is performed to understand the gender gap in multiple job holding further. The findings indicate that approximately 90 percent of the gender gap in multiple job holding can be attributed to the disparity in hours worked in the primary job between men and women. The study suggests that regulations concerning working time could potentially impact the rates of multiple job holding. By addressing the gender gap in working hours, such regulations may help reduce the gender disparity in multiple job holding. In summary, the research highlights that the gender gap in multiple job holding in Australia is influenced by factors such as working hours in the primary job. Women, in particular, are more likely to engage in multiple job holding when they work fewer hours in their primary job. Understanding these determinants can inform policy interventions aimed at reducing the gender gap in multiple job holding and promoting more equitable employment opportunities

2.5 Multiple job holding and occupational choices

Unni, J. (1992) focuses on analysing the occupational choices made by individuals residing in rural Gujarat, a region in Western India. The study aims to understand the economic motivations behind individuals opting for either a single job or multiple jobs, as well as choosing between self-employment and wage employment. The findings of the analysis indicate that individuals who

engage in multiple jobs tend to be younger, possess lower levels of education, receive lower wage rates, and reside farther away from urban centres. These factors influence their decision to take on multiple sources of employment. The impact of the value of physical capital on job choices is found to be intricate. Utilizing a polychotomous logit model, the study suggests that a higher value of land and other assets encourages individuals to diversify their activities and undertake a second job. However, this holds true only up to a certain threshold of land value, beyond which landowners tend to specialize in a single activity rather than diversifying further. However, upon closer examination, the research reveals a distinction based on land ownership and self-employment. While self-employed men with land are inclined to diversify their activities at higher land values, landless self-employed men prefer to specialize in a single activity. This distinction indicates that the relationship between the value of land and occupational choices varies depending on land ownership status. Overall, the study highlights the factors influencing occupational choices in rural Gujarat. It emphasizes that younger individuals with lower education levels and limited access to well-paying jobs are more likely to engage in multiple forms of employment. The analysis also reveals the complex relationship between the value of physical capital, particularly land, and the decision to specialize or diversify in job activities, with distinctions observed based on land ownership and self-employment status.

Osborne & Warren (2006) focuses on examining the motivations and experiences of young individuals who engage in multiple job holding. The research involved structured face-to-face interviews with a sample of 73 participants between the ages of 18 and 34, all employed in either cafe/restaurant or creative occupations. The findings reveal that young people in both occupational groups exhibit mixed feelings regarding their reasons for holding multiple jobs. They reported both a desire to work in this manner and a need to do so due to financial constraints and other factors. However, while those in cafe/restaurant jobs viewed multiple job holding as a temporary arrangement to support themselves and their lifestyle while pursuing other activities, those in creative occupations regarded it as a long-term working strategy. Despite the negative effects on various aspects of their personal and social lives, the majority of young individuals described their experience with multiple job holding as positive. These findings contribute to our understanding of the diverse work options embraced by younger workers and highlight some policy implications.

It suggests that there is a need to recognize and support the unique circumstances and aspirations of young individuals engaged in multiple job holding, particularly in terms of balancing their financial needs and personal pursuits.

Ashwini, A, Mirthula G et.al (2017) says that Multiple-job holding has become increasingly prevalent, particularly in the IT industry, due to the flexible working hours and work-from-home options provided by companies. This study focuses on understanding the drivers behind multiple-job holding and its relationship with the demographic characteristics of IT professionals. The authors examine individuals' intentions for moonlighting and propose an empirical model to analyse the phenomenon. The findings reveal that individuals engage in multiple-job holding to address financial challenges and fulfil non-pecuniary priorities in their lives. The study utilizes a reliability-tested questionnaire to collect primary data and employs convenient sampling to draw samples from the population. The results suggest that employees allocate time to their second job based on their availability rather than their motives. Additionally, the individuals' pecuniary and non-pecuniary motives, as well as the total hours invested in their second job, play a significant role in determining the types and extent of moonlighting.

2.6 Multiple job holding and employment dynamics

Panos, Pouliakas et .al (2014) explore the interconnected dynamics of holding multiple jobs, human capital, occupational choice, and mobility. study utilize a panel sample of UK employees from the British Household Panel Survey covering the years 1991 to 2005. Our findings indicate that individuals often engage in multiple jobholding to acquire new skills, knowledge, and career opportunities, including the possibility of venturing into self-employment. Those who perform a secondary job different from their primary occupation are more likely to switch to a new primary job in the following year, particularly one that differs from their current primary employment. The results of the study highlight the existence of human capital spillover effects between primary and secondary employment. This suggests that the skills and expertise gained from the secondary job positively influence an individual's performance and prospects in their primary occupation. The transfer and integration of human capital between primary and secondary jobs contribute to the

overall accumulation of an individual's human capital and enhance their employability. Overall, the research demonstrates that holding multiple jobs serves as a deliberate strategy for individuals to actively pursue skill development, explore diverse career paths, and seek occupational mobility. By engaging in a secondary job that diverges from their primary occupation, individuals increase their likelihood of transitioning into new primary employment with different roles and opportunities. The interplay of human capital between primary and secondary jobs underscores the multifaceted nature of individuals' career trajectories and emphasizes the significance of considering both primary and secondary job contexts in understanding the dynamics of human capital.

2.7 Multiple job holding and gig economy

Angelucci S. (2020) identifies three categories of multiple job holding within the Gig Economy (employees, freelancers, and gig workers) and explores their characteristics and dynamics. It highlights how the Gig Economy has redefined multiple job holding in terms of quantity, spatial distribution, and temporal management. The study demonstrates that gig platforms enable individuals to manage multiple jobs more synchronously and across geographically distant locations, even spanning different countries. While traditional push and pull factors for multiple job holding remain relevant, the research reveals that workers employ different strategies to pursue multiple jobs while striving for similar goals. Financial need and job autonomy emerge as strong motivating factors, with the social influence exerted by gig platforms also playing a significant role. Self-employed individuals, often in specialized roles, find career development and psychological fulfillment in multiple job holding, likely due to the nature of their higher-skilled occupations. This exploratory study offers valuable insights for future research on the intersection of multiple job holding and the gig economy, providing a theoretical framework for understanding its dynamics. It also serves as a practical guide for individuals new to multiple job holding practices, offering relevant information and perspectives.

2.8 Multiple job holding and labour market dynamics

Robertson, N., Perkins, H. C et. al (2007) adds to the growing body of literature on neoliberalism and its impact on rural areas, focusing specifically on the phenomenon of multiple job holding (multiple job holding) and its implications for rural economic and social dynamics. Over the past 25 years, multiple job holding has seen a significant increase not only in the overall workforce of New Zealand but particularly in rural regions. The central argument of the paper is that multiple job holding serves as a valuable framework for understanding the changing social and economic relationships associated with work and employment in rural contexts. The study presents research conducted in the Ashburton District, situated in the Canterbury province of New Zealand's South Island. It involved in-depth interviews with 96 participants residing in Ashburton and Methven, as well as their surrounding rural hinterlands. These areas are characterized by employment in primary production and service industries such as agriculture, tourism, healthcare, education, and accounting. By analysing census data and combining it with case studies and community narratives, the research reveals variations in multiple job holding within the district. The provincial town of Ashburton exhibits lower levels of multiple job holding compared to the rural hinterland. The census data also illustrate how occupational patterns have changed between 1991 and 2001. Through the lens of multiple job holding, the paper demonstrates how this practice reflects and contributes to the emergence of new social and economic arrangements, as well as the formation of unique meanings attached to specific places within the studied communities. Overall, this research offers insights into the ways individuals, families, and communities in rural New Zealand adapt to social and economic transformations through multiple job holding. By examining census data alongside in-depth interviews and narratives, the study illuminates the relationship between multiple job holding, rural dynamics, and the construction of place-specific identities.

Hirsch, B. T., Husain, M. M et al (2016) investigates the connection between multiple job holding (multiple job holding) and local unemployment rates in the United States. Approximately 5% of US workers engage in multiple job holding, and understanding the relationship between multiple job holding and employment changes during different economic phases is crucial. However, previous research has provided inconclusive findings, and the theoretical predictions are

ambiguous. To address this gap, the study utilizes a comprehensive dataset from the Current Population Survey, focusing on urban labour markets from 1998 to 2013. The findings reveal that labour markets with high unemployment rates tend to exhibit slightly lower rates of multiple job holding. However, when analysing the relationship between multiple job holding and unemployment rates over time within specific markets, no significant association is observed. The estimates show near-zero effects, and the precision of the estimates is high. This suggests that multiple job holding is largely acyclic and not strongly influenced by changes in local unemployment rates. In summary, this study concludes that while labour markets with higher unemployment rates tend to have lower rates of multiple job holding, there is no consistent relationship between multiple job holding and unemployment rates within markets over time. The findings indicate that multiple job holding is largely independent of cyclical fluctuations in employment conditions.

Conen&Beer (2021) addresses the limited empirical knowledge regarding the changing dynamics and economic vulnerability of multiple jobholders in Western economies. Using data from the EU Labour Force Survey and the EU Statistics on Income and Living Conditions, the study examines multiple jobholding compared to single jobholding in Europe. The findings indicate that multiple jobholding is increasingly prevalent, with shifts in gender distribution and combinations of employment contracts. Non-standard workers, including multiple jobholders, face higher rates of in-work poverty, highlighting their vulnerability. However, there is no clear evidence of a deteriorating trend in in-work poverty among multiple jobholders. Interestingly, the study reveals a rising trend of in-work poverty among single individuals, affecting both single jobholders and multiple jobholders. Overall, the research emphasizes the growing significance of multiple jobholding in the labour market and its evolving characteristics. It provides insights into the challenges faced by non-standard workers in terms of in-work poverty. Furthermore, the study highlights the concerning trend of in-work poverty among single individuals, regardless of their jobholding status. These findings contribute to our understanding of the complex dynamics surrounding multiple jobholding and its implications for workers' economic well-being in Europe.

Chayanika Bhayana & Neharika Vohra (2022) study investigated the effects of multiple job holding (multiple job holding) on employment and psychological contracts in the context of non-standard work arrangements. It focused on individuals who simultaneously hold multiple work roles, such as independent work, gig work, part-time work, freelancing, or entrepreneurship, alongside full-time employment. Challenging the traditional idea of sequential career transitions, the research explores the characteristics of modern careers characterized by non-linearity, non-hierarchical structures, and multi-directionality. By conducting semi-structured interviews with 25 individuals engaged in multiple job holding and 15 organizational stakeholders, the study uncovers a mixed perception of multiple job holding arrangements. Although formal organizational policies often deny the existence of multiple job holding, informal cultures and practices within the organizations seem to support and encourage parallel career opportunities. There is an unspoken acceptance of multiple job holding, recognizing its potential to enhance individual careers and contribute to organizational goals. The findings highlight the need for organizations to adapt their policies to align with the evolving psychological contracts of employees in contemporary career systems. Acknowledging and accommodating the prevalence of multiple job holding becomes crucial for organizations, as it offers opportunities for career development and growth. This requires reevaluating existing policies and fostering a supportive environment that acknowledges and harnesses the benefits of multiple job holding. The research also underscores the importance of individuals effectively managing their careers within the context of multiple job holding and suggests that organizations should provide resources and support for this purpose.

2.9 Multiple job holding and informality

Ognjenović, K. (2022) pertain to the period before the pandemic, they still provide insights into the supply of second jobs in Serbia. The informal sector tends to offer low-paying supplementary positions, whereas the formal sector attracts individuals from high-skilled occupational groups. An analysis of current data would likely reveal the emergence of high-paying secondary jobs in growing industries, contributing to the material well-being of those with multiple jobs. Considering that multiple job holding tends to increase with overall employment growth, the impact of the pandemic on reducing the prevalence of this practice in the Serbian labour market can be anticipated. However, it is important to note that these conclusions are based on pre-

pandemic data, and a comprehensive analysis of more recent information would be necessary to fully understand the effects of the pandemic on multiple job holding in Serbia.

2.10 RESEARCH GAP

A research study exploring the opinions of IT sector employees regarding the concept of multiple job holding can provide valuable insights into their thoughts and perspectives. While existing literature focuses on motivations, dynamics, and consequences of multiple job holding, there is limited research on how IT employees perceive this concept. Understanding their opinions can shed light on their attitudes towards engaging in multiple jobs, their reasons for doing so, and the potential benefits or challenges they associate with it. This research can contribute to a deeper understanding of the complexities surrounding multiple job holding in the IT sector and inform policies and practices that support employees' needs and aspirations.

CHAPTER THREE
METHODOLOGY

3.1 Title of study

Multiple Job Holding: A study on the Perception of Employees in IT Sector

3.2 Research Approach

The study follows a quantitative research methodology. Quantitative approaches place an emphasis on objective measurements and statistical, mathematical, or numerical analysis of data gathered by questionnaires and surveys. Quantitative analysis is concerned with collecting numerical data and generalising it across groups of people or explaining a specific phenomenon. The study analyses the perception of employees on the concept of multiple job holding and also the possible motivators they feel as a reason for multiple job holding,

3.3 Research Design

The study follows a cross sectional research design

3.4 Pilot study

A pilot study was carried out for assessing the feasibility of the study among the respondents. 16 respondents were selected randomly, and data was collected. After analysis of the data, necessary corrections and modifications were made in the questionnaire.

3.5 Universe and Unit of study

3.4.1 Universe of study

The universe of the study refers to the inclusion criteria characteristics in which the researcher conducted their study. In this study the universe is employees working in IT sector in Trivandrum District

3.4.2 Unit of study

An IT sector employee in Trivandrum district

3.6 Sample Design

Purposive sampling was used to collect data from the respondents. This is a non-probability sampling method that was chosen based on the characteristics of the population and the objectives of the study. Purposive sampling is used when want to reach a specific subset of people

Sample Size

Sample size refers to size of data collected i.e.; the number of data collected through the researcher's data collection tool for the study. For this study the researcher was able to collect data from 81 employees working at IT sector.

3.7 Research Data

Primary data

Primary data refers to the first-hand data collected by the researcher themselves. The researcher collected the data using self-administered questionnaire designed by the researcher.

3.8 Tool for Data Collection

A questionnaire was prepared to collect data regarding the perception of IT employees, there awareness about the concept and also the possible factors they think as reason for multiple job holding. The questionnaire consists of 33 questions. The questions were divided into demographic details, awareness level, perception and possible factors.

3.9 DATA COLLECTION

The researcher used the questionnaire and administered in the form of Google Forms to collect the primary data from the respondents.

3.10 TOOLS FOR DATA ANALYSIS

In this study, the researcher employed the Statistical Package for Social Sciences (SPSS), which is a software package commonly used for statistical analysis, to analyse the collected data and Excel. Several statistical techniques were applied to examine the data and draw meaningful insights. These techniques included descriptive statistics, independent sample t-test, ANOVA (Analysis of Variance), and crosstabulation.

3.11 CHAPTERIZATION

The proposed dissertation will be presented in five chapters

Chapter 1- Introduction

Chapter 2 - Literature Review

Chapter 3- Methodology

Chapter 4- Data Analysis and interpretation

Chapter 5- Findings, Suggestions and Conclusion.

3.12 LIMITATIONS OF THE STUDY

The study is subjected to the following limitations

- As the data was collected using google forms, the researcher could not be directly involved in the data collection.
- IT professionals often have demanding work schedules, which may limit their willingness or availability to participate in research activities. This could result in a smaller sample size or potential non-response bias, further impacting the representativeness of the study's findings.

CHAPTER 4

Data analysis and interpretation

4. INTRODUCTION

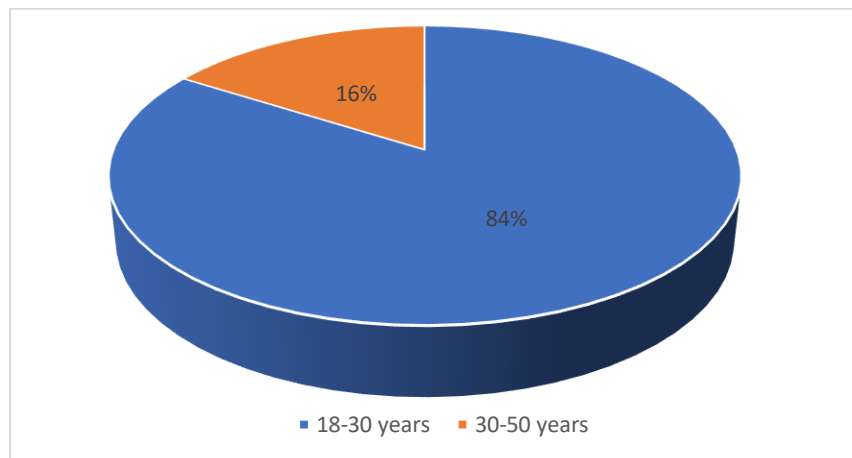
The statistical package for social sciences SPSS.22 and Microsoft Excel were used to analyse data for this research. The information used for analysis were gathered from employee working at IT sector. Data were collected using google form. The questionnaire was created with the intention to find out the perception of employees regarding the concept of multiple job holding.

4.1 Demographic Data

Demographic data represents the information of a specified group based on particular identified factors. For this research, the demographic factors considered are gender, age and annual income of the participant.

4.1.1 Age Profile

Fig4.1.1

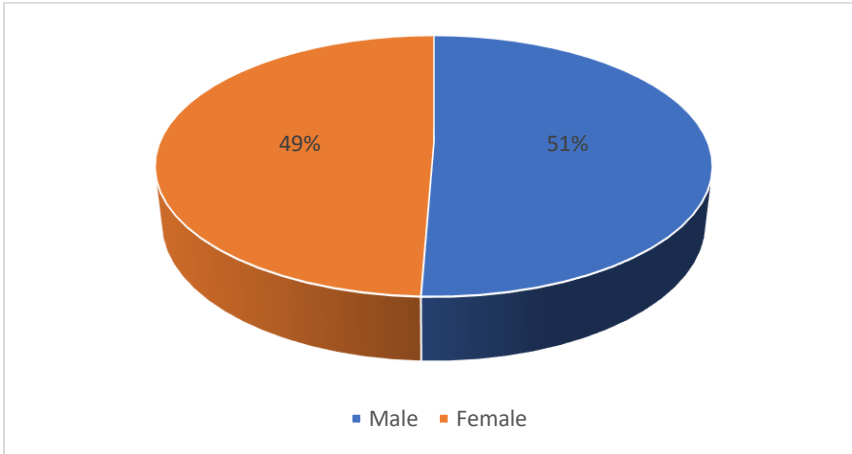


Source: Primary data

Considering the age wise participation in the sample, 84% of the participants are from age category between 18-30. 17.9% represent the age category between 30 to 50 years as depicted in the table.

4.1.2 Gender Profile

Fig 4.1.2

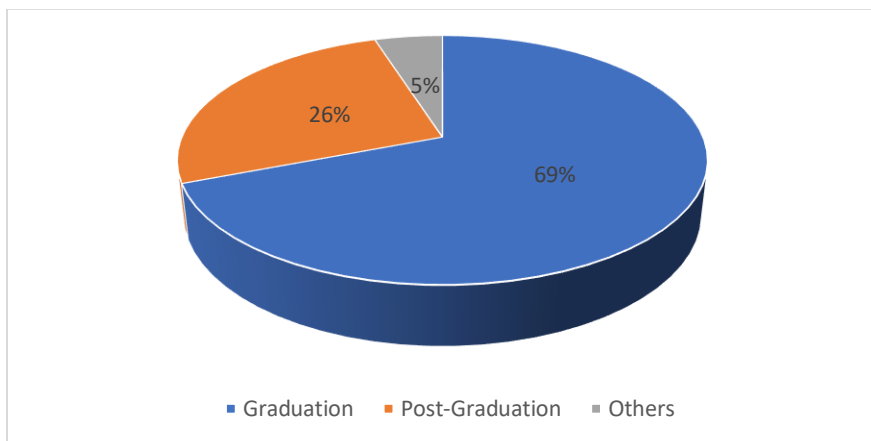


Source: Primary data

From the table, we can observe that, 50.6 % of the sample were of male gender and 49.4% participants are female out of 81 participants.

4.1.3 Education Profile

Fig 4.1.3



Source: Primary data

From the table we can observe 69.1% are graduates. 25.9% are post-graduates. 4.9% hold other degrees like diploma.

4.1.4 Income Profile

Table 4.1.1 Income level

	Frequency	Percent
2-5 lakhs	50	61.7
5-10 lakhs	21	25.9
10-15 lakhs	4	4.9
15 lakhs & above	6	7.4
Total	81	100

Source: Primary data

From above table we can observe 61.7 percent of respondents income level was 2-5 lakhs. 25.9 percent belongs to the category of 5-10 lakhs, 4.9 percent respondents have annual income between 10-15 lakh and 7.4 percent of respondents have annual income 15 lakhs and above.

4.1.5 No: of Job Profile

Table 4.1.2

No: of Job	Frequency	Percent
one	67	82.7
two	14	17.3

Source: Primary data

The above table indicates out of 81 participants 14 are having two jobs i.e., they are practicing multiple job holding

4.2 AWARENESS LEVEL ON MULTIPLE JOB HOLDING

Table 4.2.1 Mean of Awareness Level of Multiple Job Holding

SAMPLE MEAN

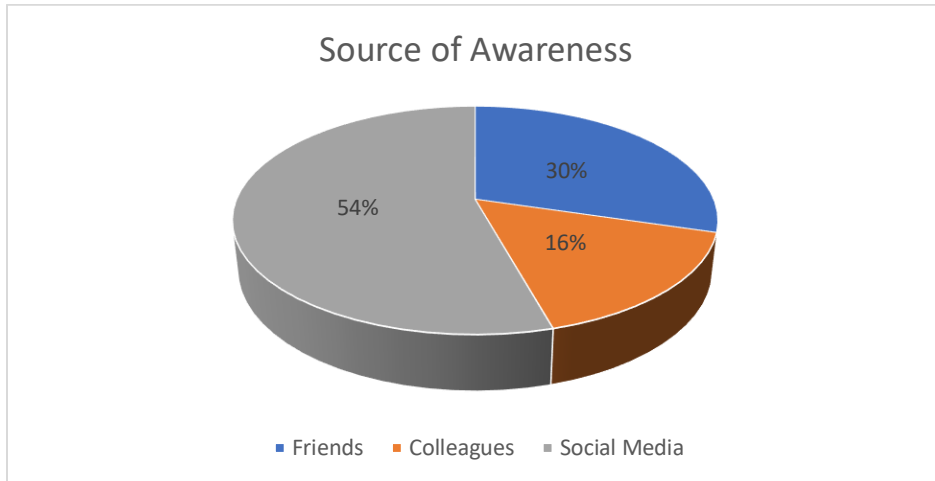
Awareness	Mean
Aware about Multiple job holding	1.85
Attempted Multiple job holding	1.36
Aware of resources or support regarding Multiple job holding	1.15
Aware of company policies on Multiple job holding	1.64
Interested in knowing more about Multiple job holding	1.73

Source: Primary data

The mean score of 1.85 suggests that, on average, the surveyed population has a moderate level of awareness about multiple job holding. The mean score of 1.36 suggests that the surveyed individuals, on average, have a relatively lower tendency to attempt multiple job holding. The mean score of 1.36 suggests that the surveyed individuals, on average, have a relatively lower tendency to attempt multiple job holding. It can be inferred that there is a moderate level of awareness and interest in the concept of multiple job holding among the surveyed individuals. The attempt rate is relatively lower, indicating that fewer people have actually engaged in holding multiple jobs. Additionally, awareness about available resources, company policies, and interest in learning more seem to be in the moderate range as well.

4.2.1 Source of Awareness

Fig 4.2.1

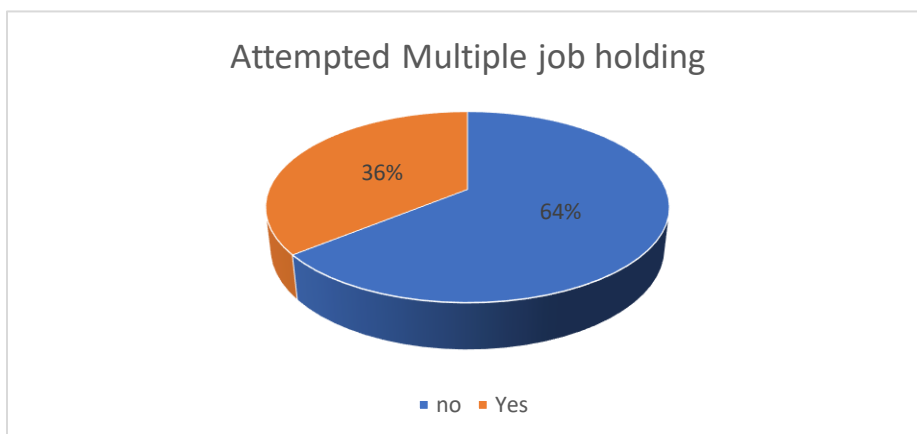


Source: Primary data

Figure shows that 54% of participants are aware of the concept of multiple job holding from social media. 30% are aware through friends and only 16% are aware about the concept through colleagues.

4.2.2 Attempted Multiple Job Holding

Fig4.2.2



Source: Primary data

Above figure shows that 36% of participants have already attempted multiple job holding while the rest never attempted.

4.2.3 Analysis based on attempted multiple job holding

Table 4.2.2 Cross tab over age and attempted multiple job holding

Age * Attempted Multiple job holding				
		Q1.2		Total
		no	Yes	
Age	Between 18-30 years	60.3	39.7	68
	Between 30-50 years	84.6	15.3	13
Total		64.1	35.8	81

Source: Primary data

Above table shows that 35.8% have attempted multiple job holding and majority of them comes in the age group of 18 -30 years which implicates that multiple job holding was attempted mostly by those who comes under the said age group

Table 4.2.3 Cross tab over Education and attempted multiple job holding

Education Level * Attempted multiple job holding				
		Q1.2		Total
		no	Yes	
Education Level	Graduation	62.5%	37.5%	56
	Post-Graduation	66%	33%	21

	Others	75%	25%	4
T3total		64%	36%	81

Source: Primary data

Above table shows that out of 56 graduates 37.5% have attempted multiple job holding and out of 21 post-graduates 33% have attempted multiple job holding. Out of 4 participants from other category 25% have attempted multiple job holding

4.3 PERCEPTION OF MULTIPLE JOB HOLDING

Table 4.3.1 Mean of perception

Sample Mean

Perception	Mean
Socially more acceptable than earlier	3.83
Negative impact on career development	3.54
Stressful and challenging	2.35
Cause tiredness and fatigue	2.35
Not cheating towards primary Job	3.72
Recommend to those who are struggling financially	3.86
Reduce Monotony of work	3.78
Opportunity to take up hobby as a career	3.79
Employers should provide more support for employees who hold multiple jobs.	3.7
Common practice in Industry	3.65
Helps in using time effectively when in bench	3.75
Technological advancement and gig economy promote multiple job holding	3.77
Prefer multiple job holding if my working hours are more flexible	3.8

Overall mean of Perception

3.5

Source: Primary data

Mean range: If mean less than 3 refers low If mean equal to 3 refers moderate If mean more than 3 refers high

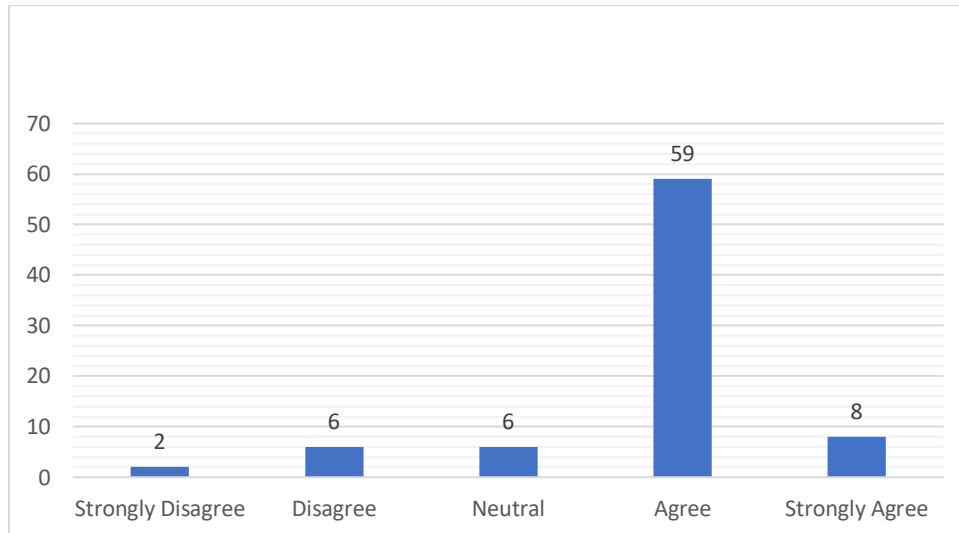
From the table we can observe the mean score of 3.83 indicates that, on average, people perceive multiple job holding as being more socially acceptable now compared to earlier times. A point of 3.72 indicates that most of the participants don't think that multiple job holding is cheating towards the primary job. The value regarding taking up multiple job holding for financial need and also to take up hobby as a career rated above average indicates that the participants have a positive feel about the concept. A rate of 3.8 and indicates that most participants have a willingness and favourability to take up multiple job holding if their working hours are more flexible. The perception on technological advancement and gig economy promoting multiple job holding has a value which is moderately high indicating that participants see technological advancements and the gig economy as factors that encourage and facilitate multiple job holding.

From the above table the value of 3.5 is suggesting that while some individuals believe multiple job holding can have a negative impact on career development, the overall perception is not strongly negative. The perception of multiple job holding as stressful and challenging is relatively low (2.35), indicating that people don't view it as highly stressful or challenging. Similar is with the case of tiredness and fatigue

Above table indicate a nuanced understanding of multiple job holding. While individuals see potential benefits like financial support and reduced monotony, they also recognize the challenges and potential negative impacts on career development and well-being. The perception of employer support and industry norms also plays a role in shaping individuals' attitudes toward this practice.

4.3.1 Chance of going for multiple job holding

Fig 4.3.1

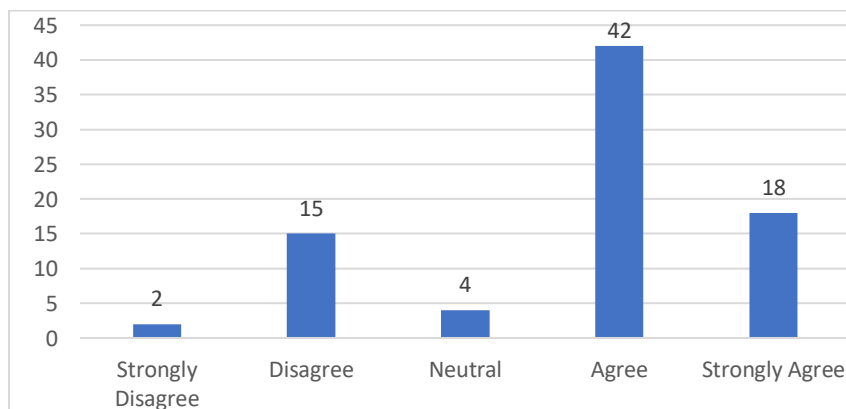


Source: Primary data

Above figure shows that out of 81 respondents 10% strongly agree that there is a chance of them going for multiple job holding and 72 % agree. 2% strongly disagree and 7% disagree to the item. This indicates the employee’s tendency to take up multiple jobs simultaneously.

4.3.2 Multiple Job holding is not cheating

Fig 4.3.2



Source: Primary data

The above figure shows that out of 81 participants 22% strongly agree and 51 % agree that multiple job holding is not cheating towards primary employer. 20% are of the opinion multiple job holding is cheating. It indicates that employees are not seeing holding two jobs as cheating

4.3.2 GENDER WISE ANALYSIS OF PERCEPTION

Table 4.3.2

Group Statistics					
	Gender	N	Mean	Std. Deviation	Std. Error Mean
Perception	Male	41	3.8649	0.424	0.0662
	Female	40	3.6385	0.5052	0.0799

Source: Primary data

Above group statistics shows that the for males (N=41), the mean perception score is 3.8649, indicating a relatively high perception level. The standard deviation of .424 suggests that there is some variability in the perception scores within the male group.

For females (N=40), the mean perception score is slightly lower at 3.6385 compared to males. The standard deviation of .5052 suggests that the perception scores within the female group also vary, but the magnitude of variability is slightly higher than for males. Based on the provided statistics, we can interpret that males have a higher mean perception score compared to females. Additionally, the variability in perception scores within both genders suggests that individual differences exist within each group.

Independent sample T test over gender and perception

Table 4.3.3 Independent sample t test over gender and perception

Independent Samples Test									
	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
Perception	0.652	0.422	2.187	79	0.032	0.22645	0.10354	0.02036	0.43255
			2.182	76.019	0.032	0.22645	0.10377	0.01979	0.43312

Source: Primary data

The test reveals that the Levene's Test statistic is 0.652 with a corresponding p-value of 0.422, suggesting that there is no significant difference in variances between the male and female groups.

The t-test statistic is 2.187 with 79 degrees of freedom and a p-value of 0.032. This indicates that there is a significant difference in mean perception scores between males and females when assuming equal variances.

Overall, the statistical tests indicate that there is a significant difference in the mean score of perception between males and females. The mean difference is positive, suggesting that males tend to have higher perception scores than females.

4.3.3 Age wise analysis

Table 4.3.4 Group Statistics over age and perception						
	Age	N	Mean	Std. Deviation	Std. Error	Mean
Perception	Between 18-30 years	68	3.7579	0.461		0.0559
	Between 30-50 years	13	3.7278	0.5727		0.1588

Source: Primary data

For the age group between 18-30 years (N=68), the mean perception score is 3.7579, indicating a relatively high perception level. The standard deviation of .4610 suggests that there is some variability in the perception scores within this age group.

For the age group between 30-50 years (N=13), the mean perception score is slightly lower at 3.7278 compared to the younger age group. The standard deviation of .5727 suggests that the perception scores within this age group also vary, and the magnitude of variability is slightly higher than the younger age group.

Overall, we can interpret that there is no substantial difference in the mean perception scores between the age groups of 18-30 years and 30-50 years. Both groups show relatively similar mean perception scores

Independent sample t test on age and perception

Table 4.3.5 Independent sample t test over age and perception

Independent Samples Test								
	Levene's Test for Equality of Variances		t-test for Equality of Means					
	F	Sig.	t	df	Sig. (2-tailed)	Std. Error Difference	95% Confidence Interval of the Difference	
							Lower	Upper
Perception	0.989	0.323	0.207	79	0.836	0.1452	-0.2589	0.31911
				15.115	0.86	0.1684	-0.3286	0.3888

Source: Primary data

- The test reveals that the Levene's Test statistic is 0.989 with a corresponding p-value of 0.323, indicating that there is no significant difference in variances between the age groups.
- In the case of equal variances assumed, the t-test statistic is 0.207 with 79 degrees of freedom and a p-value of 0.836, suggesting that there is no significant difference in mean perception scores between the age groups when assuming equal variances.
- The statistical tests indicate that there is no significant difference in the mean perception scores between the age groups of 18-30 years and 30-50 years. These findings suggest that age does not have a substantial impact on perception levels in this particular sample.

4.3.5 Education wise perception analysis

Table 4.3.6 ANOVA over education and perception

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.032	2	.016	.069	.933
Within Groups	18.154	78	.233		
Total	18.186	80			

Source: Primary data

The ANOVA results show that there is no significant difference in perception levels between the groups. The F statistic of .069 is not large enough to be considered significant, and the p-value of .933 is much higher than the typical threshold of .05

Table 4.3.7 Descriptive ANOVA

Descriptives								
Perception								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Graduation	56	3.7624	0.485	0.0648.	3.6325	3.8923	2.1538	4.4615
Post - Graduation	21	3.7435	0.4921	0.1074	3.5196	3.9676	2.5385	4.8461
Others	4	3.6731	0.3518.	0.1759	3.1133	4.2329	3.2308	4.0769

Total	81	3.7531	0.4768	0.053	3.6477	3.8585	2.1538	4.8461
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Source: Primary data

The above table shows the descriptive of ANOVA over education and perception.

- Graduation group has an average perception score of 3.76 and the perception score ranges from 2.15 (lowest) to 4.46 (highest).
- Post-Graduation Group has an average perception score of about 3.74 and perception scores vary from 2.54 (lowest) to 4.85 (highest).
- Other group has an average perception score of about 3.67 and the perception scores range from 3.23 (lowest) to 4.08 (highest).

4.4 Factors

Table 4.4.1 Possible factors of Multiple job holding mean

Sample mean

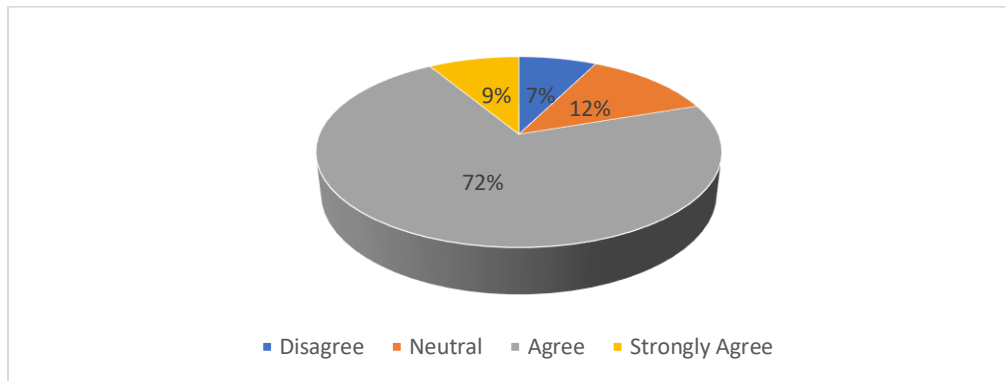
Factors	Mean
Financial Need	3.81
Career development	2.95
Personal Fulfilment	3.09
Skill Development	3.08
Lack of employee engagement	3.12
Monotony of work	3.24
Hobby as career	3.44
Employee relation	2.88
Effective use of time when in bench	3.56

Source: Primary data

From the above table we can observe that respondents consider financial need as a major factor that is motivating employees to take up multiple job holding. After that comes the factors like using time effectively when in bench and also to reduce the monotony of work. The least considered factors are career development and employee relation. Most the participants are of the opinion that career development and employee relation doesn't influence the decision of multiple job holding.

4.4.1 Financial Need

Fig 4.4.1

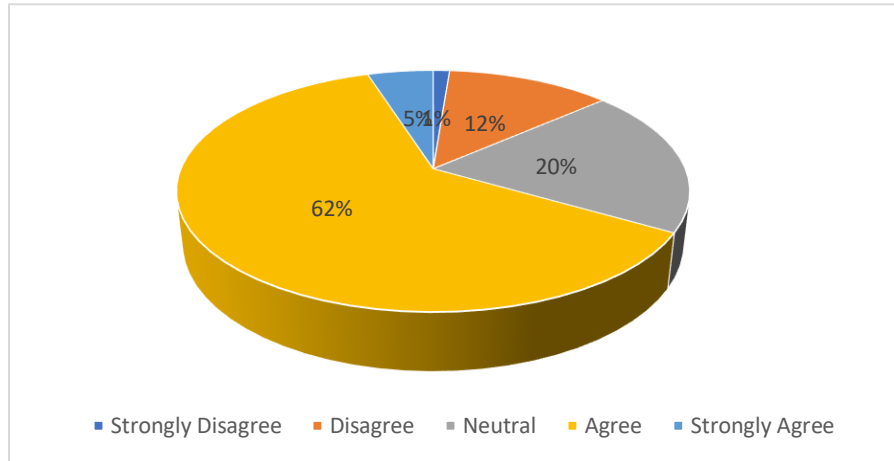


Source: Primary data

Figure shows the 72% of participants think financial need as a motivator of multiple job holding.

4.4.2 Monotony of work

Fig4.4.2

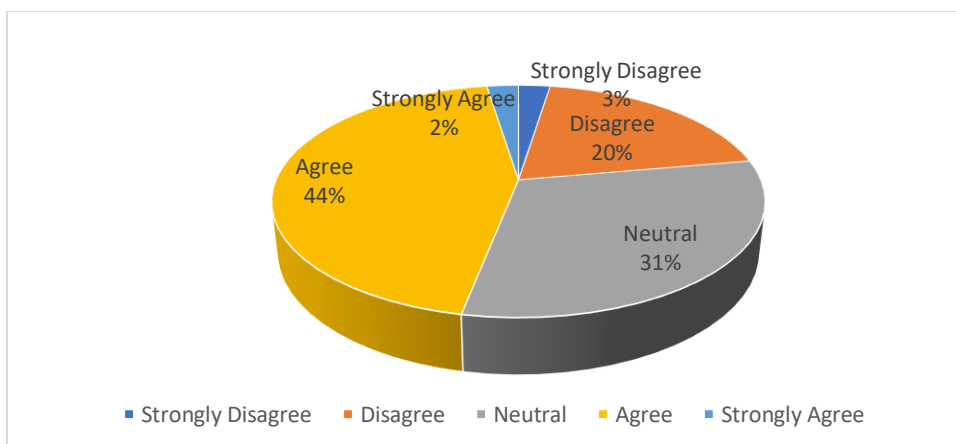


Source: Primary data

Figure shows that 62% of participants think monotony of present work as a motivator for multiple job holding

4.4.3 Using time effectively when in Bench

Fig 4.4.3

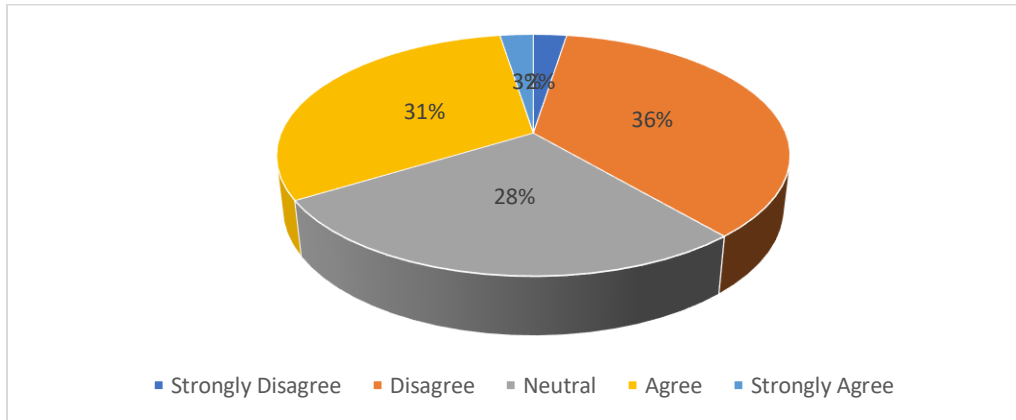


Source: Primary data

Figure shows that 44% percentage think people go for multiple job holding when they are in bench to use their time effectively

4.4.4 Career Development

Fig4.4.4

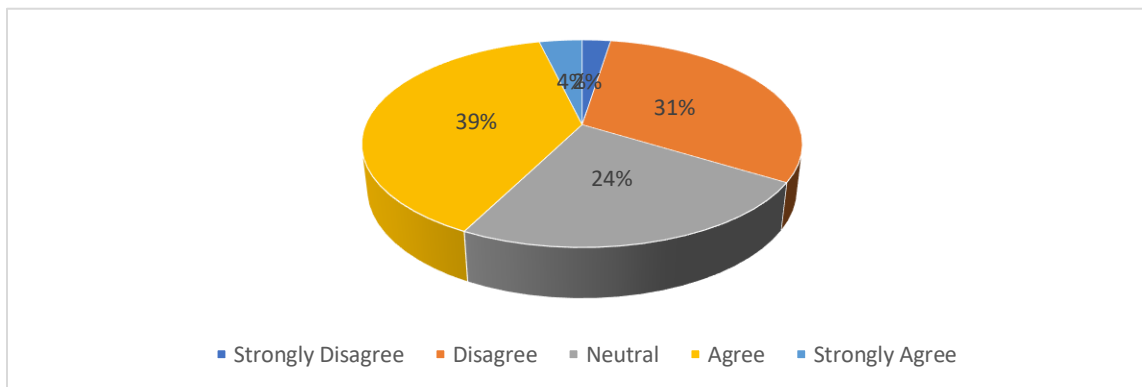


Source: Primary data

Above Figure shows that 36% think that multiple job holding is not done for career advancement.

4.4.5 Personal Fulfilment

Fig.4.4.5

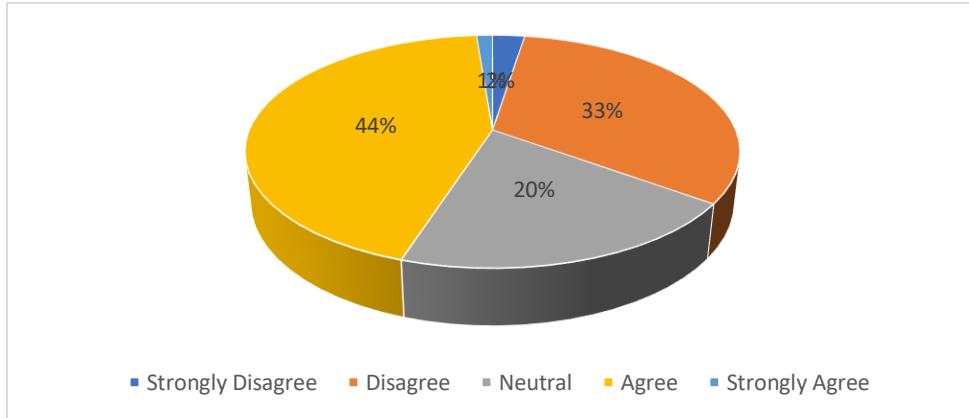


Source: Primary data

Above figure shows that 39% thinks employees go for multiple job holding for personal fulfilment

4.4.6 Skill Development

Fig 4.4.6

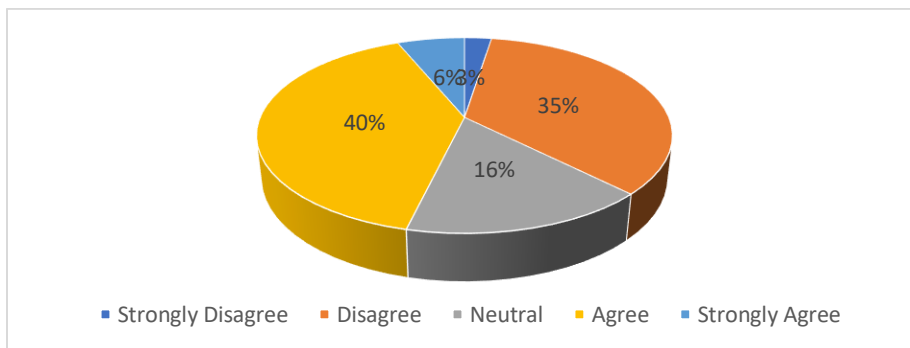


Source: Primary data

Above figure shows that 44% thinks multiple job holding is done or taken for skill development

4.4.7 Lack of employee engagement

Fig 4.4.7

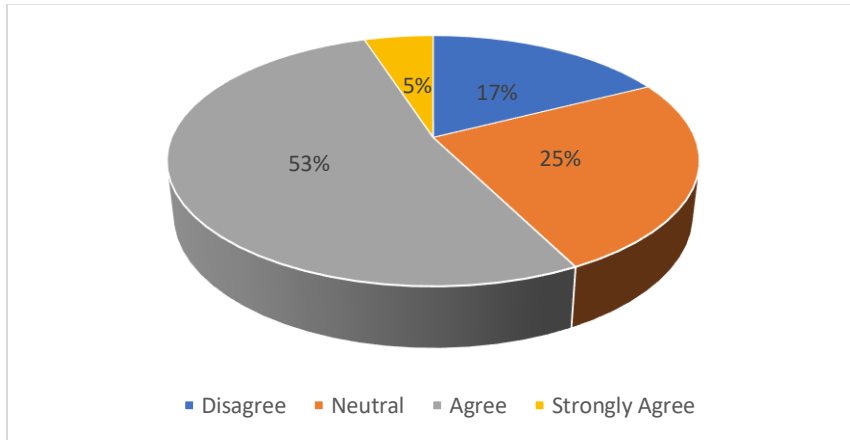


Source: Primary data

Above figure shows that 40% agrees that multiple job holding is taken due to lack of employee engagement

4.4.8 Hobby as Career

Fig 4.4.8

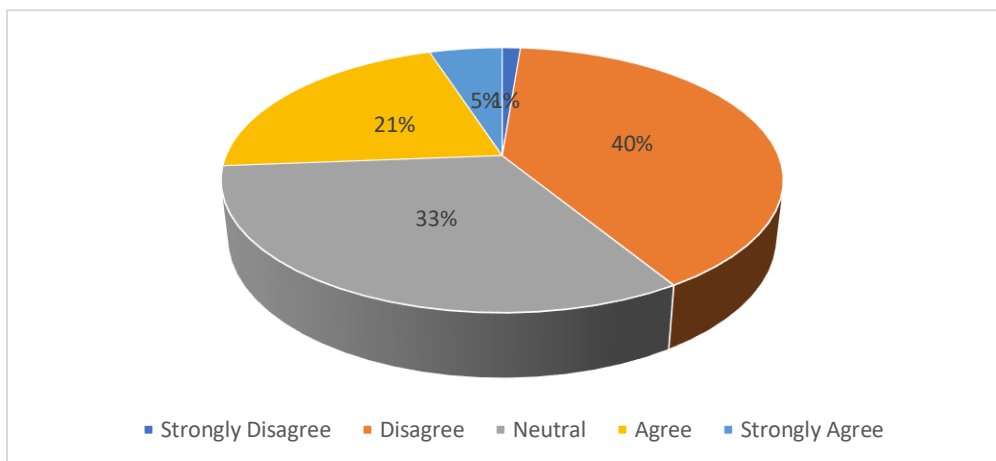


Source: Primary data

Above figure shows that 53% thinks that people go for multiple job holding to make their hobby as a career.

4.4.9 Employee Relation

Fig 4.4.9



Source: Primary data

Above figure shows that only 21 % thinks employee relation as reason for multiple job holding.

CHAPTER-5
FINDINGS, SUGGESTIONS AND CONCLUSION

5. Introduction

This chapter discusses about the findings, suggestions and conclusions of the study. The major objective of the study was to understand the employee's perception towards the concept of multiple job holding. The study was conducted among 81 respondents from the IT sector of Trivandrum

5.1 Major Findings

The purpose of the study was to understand the IT employee's perception towards the concept of multiple job holding. Along with this the study also aims at understanding the employee's awareness level about multiple job holding and also to find the possible factors employees think as a reason for multiple job holding. From the study it showed that employees have a high perception level i.e. positive opinion about the practice of multiple job holding.

The Major findings based on the study are:

Profile of Respondents

- The majority of participants were in the 18-30 age group (84%), while a smaller portion were aged 30-50 (17.9%).
- The gender distribution was roughly equal, with 50.6% males and 49.4% females.
- Most participants were graduates (69.1%), followed by post-graduates (25.9%) and others (4.9%).
- Income distribution skewed toward lower ranges, with 61.7% having annual income of 2-5 lakhs.

Awareness of Multiple Job Holding

The majority of respondents displayed a moderate level of awareness about the concept of holding multiple jobs, as indicated by a mean score of 1.85.

- Social Media is the main awareness source of employees i.e., 54% is aware about multiple job holding from social media

Respondents exhibited a moderate understanding of their respective company policies on multiple job holding, with a mean score of 1.64.

A lower awareness level was observed regarding the resources and support available for individuals engaged in multiple job holding, as reflected by a mean score of 1.15.

Respondents displayed a moderate level of interest in learning more about multiple job holding, with an average score of 1.73.

Perception of Multiple Job Holding

- Social Media is the main awareness source of employees i.e., 54% is aware about multiple job holding from social media
- The data also showed that out of 81 respondents 36% have already attempted multiple job holding. Majority who attempted multiple job holding comes under the age group of 18-30 years. The majority who attempted multiple job holding are graduates.
- It was also analysed that employees are more interested in knowing more about multiple job holding
- The mean value of multiple job holding is socially more acceptable than earlier is 3.8 out of scale of 5 which indicates that employees think multiple job holding is more socially acceptable now
- It was also seen that 82% of respondents is of the opinion that they will go for multiple job holding if their working hours are more flexible.
- Most of the respondents are of the opinion that they will suggest multiple job holding for those who are struggling financially
- 73% of respondents think that multiple job holding is not cheating towards their primary employer and also a mean value of 3.78 out of a scale of 5 shows that employees go for multiple job holding to reduce the monotony of their work.
- The findings also showed that employees think multiple job holding as a way to effectively use their time when they are in bench.
- The advancement in gig economy and technology is also a reason for multiple job holding

- The study shows that a P value of 0.032 indicates a significant difference in the perception level of male and female employees. It also shows that male employees have a high perception value indicating their positive attitude towards multiple job holding.
- It was also found out there is no significant difference in the perception level of employees over age and education level.
- Overall, participants have a moderately positive perception of multiple job holding. They view it as socially acceptable, not necessarily detrimental to their primary career, and a means to reduce monotony or explore hobbies.

Factors Influencing Multiple Job Holding

- Employees mostly think reducing monotony of the work and using time efficiently when in bench as a major reason for multiple job holding.
- Other major factors employees think as a reason for multiple job holding is financial need, taking hobby as a career and personal fulfilment
- The least preferred reason is career development and employee relations. Employees are of the opinion career development and employee relation doesn't have any influence on their decision to go for multiple job holding.

5.2 Suggestions

- Since the majority of participants are in the younger age group, educational programs or resources explaining the pros and cons of multiple job holding could be useful.
- Given the interest in knowing more about multiple job holding, organizations could create resources like workshops, webinars, or written guides to provide more information and guidance.
- Participants are open to multiple job holding if it provides more flexible working hours. Companies could explore flexible work arrangements to accommodate this interest.
- Considering that a significant portion of participants see multiple job holding as a response to a lack of engagement, organizations might want to focus on enhancing employee engagement strategies.
- Emphasizing the potential for skill development through multiple job holding could attract participants interested in personal growth and career advancement.
- Since the younger age group is more likely to engage in multiple job holding, organizations could design programs that align with their preferences and needs.
- Organizations could highlight the positive aspects of multiple job holding, such as its role in reducing monotony and providing opportunities for skill development, in their communication and policies.

5.3 CONCLUSION

The research provides insights into various aspects related to multiple job holding, considering demographic information, awareness levels, perceptions, and motivating factors among participants. The study focused primarily on individuals aged 18-30 and maintained a balance between male and female participants. A significant portion of the participants were graduates, with a noticeable percentage having an annual income ranging between 2 to 5 lakhs.

The findings indicated a widespread awareness about multiple job holding, with social media being a primary source of information. Participants displayed a keen interest in gaining more knowledge about the concept and generally displayed awareness of company policies related to holding multiple jobs. However, there seemed to be a lack of awareness regarding available resources or support systems for those considering multiple job holding, suggesting a potential area for improvement.

Perceptions concerning multiple job holding were generally positive. Participants viewed it as more socially acceptable than in the past and didn't necessarily view it as detrimental to their primary career. They saw potential for skill development, a way to alleviate work monotony, and an opportunity to pursue personal interests as reasons to engage in multiple job holding. Although concerns about potential negative impacts on career development, stress, and fatigue were present, they did not significantly outweigh participants' overall positive perceptions.

An intriguing analysis based on gender revealed that males had slightly higher perceptions about multiple job holding and considered the motivating factors more compelling compared to females. However, age didn't appear to have a substantial impact on participants' perceptions or motivations, suggesting that different age groups shared relatively similar viewpoints.

Education levels played a subtle role in influencing motivating factors. Financial need emerged as a predominant driver for multiple job holding. Utilizing time effectively during idle periods and alleviating work monotony were also important factors. However, factors such as career development and employee relations seemed to have less influence on participants' decisions to engage in multiple job holding.

In summary, the research underscores the importance of financial need and monotony of work as key drivers for multiple job holding. While participants generally held positive perceptions

about the practice, there's an opportunity to enhance awareness about available resources and support systems. Organizations could customize their approaches to consider gender differences and offer tailored educational programs, resources, and flexible work arrangements to align with participants' preferences and requirements. The findings offer valuable insights for individuals, organizations, and policymakers seeking to understand and cater to the increasing trend of multiple job holding in today's ever-changing work environment.

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APPENDIX

Appendix - 1

This is an academic research project as a part of my academic requirements of MA HRM course under the University of Kerala. The purpose of the research is to study the perception of IT employees on multiple job holding. In the following questionnaire, please choose your best preference indicating your level of agreement. Data will be kept confidential and will be used solely for academic purposes. Thank you for sparing your valuable time.

Gender

- a. Male b. Female c. Others

Age

- a. 18-30years b. 30-50 Years

Education Level

- a. Graduate b. Post graduate c. Diploma

Income Level per annum

- a. 2-5 lakhs b. 5-10 lakhs c. 10-15 lakhs d. 15 lakhs & above

Type of Work

How many jobs you currently hold? (Other than primary job it can be any like tutions, gig working, freelancing etc...)

- a. One b. Two c. Three

Section: 1 Awareness

Are you aware of the concept of multiple job holding or moonlighting?

- a. Yes b. No

if yes, how did you become aware of it

- a. Social media platforms b. Friends c. colleagues

Have you ever considered or attempted to hold multiple jobs simultaneously?

- a. Yes b. No

Are you currently aware of any resources or support available for individuals interested in pursuing multiple jobs simultaneously?

- a. Yes b. No

Are you aware of any policies your company have regarding multiple job holding?

- a. Yes b. No

Would you be interested in receiving more information or guidance on the topic of multiple job holding?

- a. Yes b. No

Section 2: Perception

(Strongly Agree -SA, Agree- A, Neutral-Disagree- D, Strongly Disagree- SD)

Multiple job holding is more common and socially acceptable now than it was in the past.	SA	A	N	D	SD
I think that holding multiple jobs may negatively impact employees career advancement.	SA	A	N	D	SD
Taking up another career along with job can make the employees more tired	SA	A	N	D	SD
. I think holding multiple jobs is stressful and challenging.	SA	A	N	D	SD
Taking up another job other than regular job is cheating toward primary job	SA	A	N	D	SD

I would recommend multiple job holding to others who are struggling financially	SA	A	N	D	SD
Holding multiple job will reduce the monotony of work	SA	A	N	D	SD
Multiple job holding provides employees with an opportunity to take up their hobby as a career	SA	A	N	D	SD
Employers should provide more support for employees who hold multiple jobs.	SA	A	N	D	SD
Holding multiple jobs is a common practice in my industry	SA	A	N	D	SD
Taking up another work when employees are in bench will help in using time effectively	SA	A	N	D	SD
I think technological advancement and gig economy promote multiple job holding	SA	A	N	D	SD
I will prefer multiple job holding if my working hours are more flexible	SA	A	N	D	SD

Section 3

(Strongly Agree -SA, Agree- A, Neutral-Disagree- D, Strongly Disagree- SD)

I think multiple job holding is preferred for career development	SA	A	N	D	SD
I think multiple job holding is taken up by employees for personal fulfilment	SA	A	N	D	SD
Multiple job holding is taken up by employees for skill development	SA	A	N	D	SD
I think that lack of employee engagement makes employees think of taking up another job along with regular job	SA	A	N	D	SD
I think that employees take up another career along with regular job to reduce the monotony of work	SA	A	N	D	SD
I think that the passion to take up hobby as a career makes employees think of taking up another job along with regular job	SA	A	N	D	SD
I think that employee relation makes the employees think of taking up another job along with regular job	SA	A	N	D	SD
I think employees in the bench go for another career to use their time productively	SA	A	N	D	SD