

Do Moonlighters Perform Effectively? Assessing the Moderating Role of Personality Traits and Job Involvement

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Abstract

The primary goal of this research was to examine how personality factors and workplace participation moderate the influence of teachers' extracurricular activities on their job performance. The following three questions serve as the basis for this investigation. How does working a second job compare to full-time work? Is there a correlation between part-time employment and increased productivity? Does a person's personality influence how they balance their time between jobs? Educators polled using quantitative methods. Evidence suggests that part-time instructors are contributing to poor outcomes for their students and the schools where they are employed. Low earnings, high costs of living, a lack of incentives, a great demand for instructors, available business prospects, the introduction of double sessions, and a light workload are only a few of the elements that encourage moonlighting among teachers. The researcher used the quantitative approach to complete this study. After CFA runs other analyses. These results may be a reference point for management and operations, particularly in plastics industry organizations.

Keywords: Paternalistic Leadership, Organization Citizenship Behavior, Effectiveness

1 Introduction

Today, individuals on a global scale are pondering seemingly modest changes to the financial system that would have massive implications on the lives of workers, because renewable energy investment, healthcare factors, and technological innovation influence businesses (Iorember et al., [2022](#); Jiakui et al., [2023](#); Mubeen et al., [2021](#); Su et al., [2021](#)). Thus, revenue generation for firms, employees health safety, and wellbeing leads firms better productivity (Abbas et al., [2022](#); Hafeez et al., [2023](#); Micah et al., [2023](#); Peter et al., [2017](#)). As a result, pandemic crisis, food security, packing of nutrition items and gender role are vital for firms' business growth (Moradi et al., [2021](#); Su et al., [2022](#); Su et al., [2021](#); Zafar et al., [2022](#); Zhuang et al., [2022](#)). New business creation and innovative strategies help achieve

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financial stability (Farzadfar et al., [2022](#); Ge et al., [2022](#); Liu et al., [2021](#); Zhang et al., [2022](#)). Business ventures are useful in getting sustainable development, which foster the number of businesspersons in business industry, and help increase female entrepreneurs (Abbas et al. [2020](#); Aqeel et al. [2022](#); Li et al., [2022](#); Li et al., [2022](#); Schmidt et al., [2022](#)). Past literature indicates that women entrepreneurs (Al Halbusi et al. [2022](#)) contribute to business success. They have proved management skills in pandemic times to take care of employees' health safety for business productivity (Al Halbusi et al., [2022](#); Asad et al., [2017](#); Azadi et al., [2021](#); Mubeen et al., [2021](#); Zeidabadi et al., [2022](#)). Fresh literature shows that entrepreneurship activities contribute to financial development in pandemic challenges as organizations took measures for staff health safety (Aqeel et al., [2021](#); Aqeel et al., [2021](#); Azhar et al., [2018](#); Geng et al., [2022](#); Li et al., [2021](#)). Entrepreneurial events are accommodating in creating employment opportunities, and rotation of economic resources (Aman et al., [2022](#); Rahmat et al., [2022](#); Wang et al., [2021](#); Yao et al., [2022](#); Zhou et al., [2021](#)). Thus, implementing innovative strategies and technological applications lead to business success (Hussain et al., [2019](#); Mubeen et al., [2020](#)). This study examines the importance of entrepreneurship for business activities success (Abaalzat et al. [2021](#); Al-Sulaiti & Almwajeh, [2007](#); Al Sulaiti et al., [2005](#); Ismail et al., [2009](#); Sulaiti et al., [2006](#)).

In addition, employees rely on a variety of strategies to aid them in swimming against the flow of the rapidly expanding financial business (Al-Sulaiti, [2007](#); Al-Sulaiti et al., [2021](#); Al-Sulaiti & Baker, [1997](#); Asad et al., [2020](#); Khattak et al., [2013](#); Malik et al., [2017](#)). In order to keep their current human resources, which is the ultimate goal of these enterprises, corporations have created key arrangements to guarantee successful operations (Ali & Irfan, [2020](#); Zhu et al., [2021](#)). To execute these concepts and stay up with the competition in the globalized and hyper-focused market, businesses must adjust to the changes by introducing a new culture into the workplace and enhancing their methods for managing human resources (Ali et al., [2021](#); Asad et al., [2020](#); Badar & Irfan, [2018](#); Irfan, [2021](#); Zhang et al., [2013](#)). This will enable businesses to implement these ideas and remain competitive. As a result of considerable changes in their remuneration, benefits, and ability to work, it was observed that many employees are forced to perform several jobs in order to make ends meet (Irfan et al., [2017](#); Khattak et al., [2012](#); Zhang et al., [2012](#); Zhang et al., [2012](#)). This is due to the drastic changes in their wages, benefits, and employment opportunities. Some individuals like the simplicity of having a single steady source of money, while others thrive on the complexity of handling many sources of income simultaneously.

The idea of "moonlighting," which refers to the practice of a person having two or more independent employments, has been the subject of a significant amount of research in recent years. As of the publishing date in 2014 (Issue and ISSN), moonlighting can be seen by some as either a miracle that will last forever or one that will only last for a short while. When an employee moonlights for an extended period of time, it is usual for the secondary job to eventually become the main one. On the other hand, when moonlighting is transitory, the individual's goal is to transition into a different area of work. Once an employee has made the decision to transition to a new role, they will no longer be employed in a second capacity after making that decision. To wit: Moonlighting is defined by Shishko and as the practise of a person maintaining their primary employment while concurrently doing a second job with the intention of increasing their income. It has been required that part-time workers be categorised as their own separate category, apart from hobbies, side employment, and other activities of a similar kind. This is in agreement with the earlier findings (Ara & Akbar, [2016](#)). There are many ways to describe a moonlighter, but "purpose" and "duration" are two of the most common (Ashwini, Mirthula & Preetha, [2017](#)). According to the definition, a worker is moonlighting if he or she is working at least two jobs simultaneously; however, this definition does not account for the length of time that this scenario has persisted. 1. Blue Moonlighting: An employee tries to search for low-maintenance job alternatives when he is unsatisfied with his present place of employment and its significant pay. This is called blue moonlighting. 2. Quarter Moonlighting: When an employee holds a low-maintenance job alongside his present job, he tends to spend a little part of his opportunity on the second job. This stage is called quarter moonlighting. 3. Half Moonlighting: In this stage, the employee tends to dedicate half of his work time to the second job. This stage is known as half moonlighting. 4. Full Moonlighting: In this situation, the employee tends to give the entire of his work time accessible to the second job or

business. With the progression of time looking for a second job or moonlighting is a rising pattern among jobholders. The purposes for moonlighting are believed to be monetary, scholarly, or social. This study is conducted to know about the effects of moonlighting from employees and organizational perspectives.

Moonlighting is the practice of working multiple jobs in addition to one's principal employment. As a part-time employment, often performed in the evenings or on the weekends. A number of people contribute to the tertiary sector by either working longer hours at their primary jobs or by starting their own businesses. Job Involvement refers to a person's emotional and mental investment in their job, industry, and employer. Being on time for figures is a prerequisite for combat involvement. Outstanding employees are people that care deeply about their work and do great effort to excel at it. In other words, a person's personality traits are the distinguishing attributes that give them their identity and distinguish them from other individuals. This is your typical disposition, emotional state, and inclinations. On the other hand, a skill is a set of skills that may be gained via practise and experience. This refers to having both the capability and drive to learn by doing.

Agents are driven by the knowledge that the amount of time spent on their principal business is the element that determines their highest possible earnings. The employee who is in the typical work - winding up phase is expected to focus on their primary job obligations despite their concerns about working long hours (Perlman, 1966). Due to the organization's inability to provide sufficient working hours for the crucial position, the operator may be required to work less hours per week in return for a greater salary (Banerjee, 2012). According to Shishko and Rostker (1976), organisations provide their employees with permanent hourly wage positions. When there is a discrepancy between the number of hours an employee is scheduled to work and the number of hours that employee needs to work to deliver the same quality of service, that employee is more inclined to take on additional jobs. This is due to the disparity between the number of hours an employee is scheduled to work and the number of hours that employee must actually work to maintain the same quality of service.

1.1 Research Objective

The study makes a unique contribution to the theory of OCB, by testing about the factors that can improve OCB in order to achieve organizational effectiveness. Given the above milieu of factors that, when seen from the perspective of OCB and organizational effectiveness provide a venue for investigation where leadership is seen to be an important contributor to the overall framework of relationships. Therefore, this thesis aims to study the impact of paternalistic leadership and OCB in achieving high organizational effectiveness. It will also provide a conceptual framework as well as conceptual model.

1.2 Research Questions

1. Does moonlighting have any effect on employee job performance?
2. Does job involvement moderate the relationship between moonlighting and job performance?
3. Do personality traits moderate the relationship between moonlighting and job performance?

Keeping in view the importance of the topic this research is designed to examine the impact of the double session on teachers work performance in their permanent job thus realize other ways of overcoming the issues brought by double session.

2 Literature review

This section concentrated on literature from various nations throughout the world, particularly Pakistan, and explored a variety of topics essential to substitute teaching. Conway and Kimmel show evidence that merely doing one's allocated duties can result in the attainment of the credentials necessary to get a second, higher-paying job. The findings of Simons and March can be utilised to identify particular sites where moonlighting is most likely to occur. The Attitudes and Use of Motivation Theory by Educators to Improve Their Work The ability of a company to

keep its most skilled and knowledgeable employees in a single position is a good measure of the quality of its workforce, as proven by the phenomenon of moonlighting.

According to the results of Deci and Vroom, the chance of a man taking on a second job diminishes proportionally to the extent that his current career meets all of his demands. If there is a concern regarding the feasibility of a teacher working longer hours, this suggests that the administration should prioritise the needs of the staff members. Individuals' hopes and expectations continue to have a significant impact on the construction of their behaviours, according to Locke. People exert considerable effort to achieve their goals because doing so fulfils their innermost wants and ambitions. The emotions and behaviours of an individual are guided by their goals, and a goal organises the behaviour and execution of work to accomplish a specified outcome. In other words, a person's responses and behaviors are determined by his or her objectives. The concept behind Maslow's Hierarchy of Needs may be summed up as follows: According to Maslow, we all have an inbuilt drive to satisfy a hierarchy of wants that ranges from the most basic (survival and comfort) to the more complex (belonging, belongingness, self-esteem, and self-actualization). Beginning with the need for survival and comfort, the hierarchy of needs rises higher.

2.1 Causes for Teacher Moonlighting

The motivation of instructors, the incentives received by teachers, the income received by teachers, and the working environment all contribute to teachers moonlighting. Teachers with high levels of their own intrinsic motivation can have both positive and bad effects on their students. People are deemed motivated when they are willing to exert greater effort towards accomplishing their learning objectives because they recognise that doing so would help them achieve a personal need. The performance of an employee may be enhanced if proper incentives and rewards are offered. They contribute to an individual's financial success by supporting them in satisfying basic needs, which in turn leads to the individual's prosperity. This is the situation according to Maslow's hierarchy of requirements, in which he asserts that a person is capable of doing more if their basic needs have been met. It is vital to provide financial bonuses and other rewards to employees in order to preserve their motivation and ensure that they continue to work diligently. To receive monetary reward for one's labour is what the term "compensation" refers to. It is vital to the formation and continuing growth of any organisation. One reason teachers may take on more responsibility is because they may not be fairly rewarded.

Publicly sponsored education reform projects have garnered considerable interest over the past several decades. Given the importance placed on school reform, it is surprising that teachers who get state money and simultaneously work in the private sector have not received greater credit for their good work. Moonlighting is a phenomenon that may be experienced by people all around the globe. Moonlighting is another term for it. It has reached the point where it is so commonplace in classes that neither teachers nor outsiders are astonished by it anymore. According to the People's Forum of China, more than a hundred teachers in Hunan province were found to be defrauding the government of several million yuan annually by keeping their legal teaching position while also working elsewhere for compensation.

According to Kadzamira, the Malawian students with whom he interviewed disclosed that many of their teachers participated in extracurricular activities outside of the classroom to earn additional revenue. The Department of Education has decided to open an investigation into the subject since so many instructors have been spotted working additional hours for private classrooms and other businesses. Rostker and Shishko are among the first to integrate the current conceptual and experimental methods to moonlighting in order to evaluate the average American moonlighter's employment supply skew. This was done to determine how moonlighting influences the U.S. labour market. According to the results of some experts, a person's decision to take on a second job is influenced by a number of factors, including the number of available hours and the pay rate

for each position. According to Rostker and Shishko's results, a person's decision to take up extra employment is impacted by the amount of hours and income they get at both their primary and secondary jobs. For the purpose of analysing the moonlighter's supply curve, researchers integrate the hours-constrained specialist's employment supply curve with the statistical profile of the typical moonlighter.

2.2 Transition of blue moon to full moon

Representatives get pay and commissions for the services they provide to an organisation. As a consequence of the broad increase in the cost of living, a number of companies have started giving sales representatives with a "dearness stipend" to offset the negative impact this trend has on their purchasing power. They get the feeling that the company is taking advantage of them and derives some kind of satisfaction from providing them with the benefit. Representatives may be compensated with a salary or a commission for the services they provide to an organisation. They get the idea that corporations are not grateful for the support and are using it for their own benefit. Upon graduation, a person would typically begin their career in a lower-level managerial position. In this situation, he may be able to live well as a bachelor, but he may struggle to make ends meet if he marries and has children. Afterwards, he started working a second job in addition to his current one. There will be some workers who are dissatisfied with their current salaries. Therefore, many take on extra jobs or start their own businesses in order to afford pricier goods and a more comfortable living. It is conceivable that some professional prospects give individuals with more free time, while others do not provide sufficient compensation to satisfy their financial commitments. These workers launch a firm, devoting the great majority of their time and energy to its growth.

Employees whose part-time occupations entail too much physical effort may find that they are unable to devote their whole attention to their main jobs. This may have an impact on the productivity, loyalty, and overall work satisfaction of the employees. According to one definition, employee engagement is "the psychological perception of obligation or validation that an employee feels for his or her job." Symbolic representations of oneself in productive jobs may greatly boost the self-esteem of those who have traditionally been marginalised in society. The amount to which an individual's personality influences the success with which they perform their professional responsibilities. The association between an individual's personality and degree of professional accomplishment was uncovered and validated by a meta-analysis of prior studies. Examples include job analysis, stress induced by organisational positions, organisational commitment, and marital status changes. There is a direct relationship between a person's personality and their degree of success in their chosen line of employment. Tett et al. discovered a broader variety of correlations between personality and job performance, as opposed to past research that only identified a connection between extraversion and conscientiousness. Analysis of published studies on Pakistan found that practically all of them focused on a specific notion, such as personality qualities or professional performance, or its interrelationship with other changes, such as marital status, stress at work, business loyalty, or job analysis. The discovery was made after examining their works. On the other hand, Gleitman advanced the notion that personalities are built around archetypes, which can be relied upon in a variety of situations.

2.3 Studies on the Causes of Moonlighting

The decision to participate in moonlighting is said to be impacted by a number of factors. In addition to financial reasons, sociological and statistical factors play a vital part in moonlighting's driving forces. Numerous social science studies have been conducted with the primary goal of identifying the economic and social statistical aspects that impact the prevalence of moonlighting. There are two basic groups for these checks: hypothetical checks and observational checks. These are the two primary groups. The research undertaken by Shisko and Rostker is regarded as the

most persuasive in this field. Shisko and Rostker combined the statistical characteristics of a typical moonlighter with the concept of moonlighting in terms of its microeconomics in a solitary research. This report may be found here. Their research provides fresh insight into the elements that influence the selection of an expert for further responsibility. Using data from the US Income Dynamics Panel, they investigated a Tobit model to determine how much the supply curve of a typical moonlighter would diverge from straight.

Heineck conducts a cross-national study to establish the prevalence of moonlighting in Germany and the United Kingdom. Combos, McKay, and Wright developed a logit model based on their findings in order to study the factors that affect the likelihood of moonlighting in the Magnesia area of Greece. They did a research in which they created a list of exogenous factors that decide whether moonlighting is appropriate or not. This list contains time and other fixed commitments associated with the principal occupation, as well as more general socio-statistical features. Following the completion of their inquiry, Combos, McKay, and Wright have reached the following findings. Those who have already achieved a certain amount of success in their life in the Greek area of Magnesia are more prone to have an unfavourable opinion about moonlighting. Second, having a higher level of education is substantially associated with the ability to hold two jobs simultaneously. Men with college degrees are more likely than women with the same level of education to have several jobs. Third, a significant element in the choice to pursue moonlighting rather than the Naderi study was the ratio of ward family unit members to total family members. Those who reside in cities are more likely to have several jobs, ranking them fourth. As a direct result of this law, fewer individuals were authorised to work offshore in the oil and gas business of the UK North Sea. The comments that representatives offered to the forced time commitment that was put on the seaward oil experts have led Dickey, Watson, and Zangelidis to consider moonlighting. Due to the high compensation oil professionals get when working at sea, part-time employment is not a financially viable option.

In order to explore the link between a worker's choice to moonlight and the features of both the essential job and the moonlighting employment, Dickey, Watson, and Zangelidis used a sort of conjoint analysis known as a discrete decision analysis. Lancaster's concept of substantial value serves as the basis for discrete choice tests, which analyse the trade-offs that may be made between the relative magnitude of different commodities and opportunities. At the beginning of the discrete decision-making process, Dickey, Watson, and Zangelidis portrayed the fantastic as a business bundle consisting of a main job and a prospective side employment. This was done in relation to main work and potential side jobs. Those who are serious about reducing their pay surplus need to prioritise the growth and preservation of their employment opportunities. People who take a second job to increase their financial independence get valuable experience and skills.

2.4 Studies on the Demographics of Moonlighting

Moonlighting: A Study of Its Economic and Social Impact Determining the reasons for and effects of multitasking is just part of the puzzle when researching the phenomenon of job hopping. Rather, the study of multitasking encompasses both of these aspects. A major focus of research among labour economists is not just the prevalence of dual employment but also its trajectory through time. Studying the frequency of people working two jobs across all countries and industries is essential for understanding the impact of statistical factors on the rate at which people hold two jobs. Several studies in the social sciences have been conducted to examine the implications of doing two jobs on a person's social and financial life.

Parker has used 2013 CPS data to shed socioeconomic light on the prevalence of dual employment within the main U.S. state and territory groupings. According to a 2013 research by Parker, one in five rural specialists working in agriculture, ranger service, and fishing in the United States had dual careers. These may have included off-crop labour or cultivation in addition to the country

specialist's primary duties. The American agricultural industry was historically linked to the practise of holding down two jobs. It was determined that teaching was the province's most moonlight profession. Though both men and women often hold down two jobs, in the United States, the possibility of a woman holding down two jobs is substantially larger. While the growing trend in the number of people holding two jobs slowed in the first three months of 2012, the number of people holding two jobs at once rose. The increasing number of people holding down two jobs at once may be traced back to a confluence of factors in 2012 and 2013. According to Ritter, juggling several jobs significantly increases the likelihood of becoming unemployed. The number of people working two jobs decreased while the number of people working together on projects increased in 1997.

Using the phenomenon of dual employment in the United States as a point of departure for his correlational analysis, Sussman has investigated the societal and economic impacts of dual employment in Canada. For the purpose of completing the educational tour while working two jobs in Canada, Sussman consulted the Canadian Labor Force Survey and the United States Current Population Survey. As of 1997, about 5% of Canada's working population was multitasking. Women in Canada had dual employment at a higher rate than males in 1997. Second, juggling two careers may not be sustainable in the long run for certain people. People who moonlight in Canada for shorter stints tend to be younger, while those who do so for longer durations tend to be older. Thirdly, temporary workers have less experience and education than their full-time counterparts. Marshall found that 33% of temporary workers in Canada were engaged in various types of commerce and administration. Canadians who hold down a second job in fields like sales or administration are known as "moonlighters." Many people who start moonlighting leave after just a few months. However, those who moonlight for an extended period of time usually find work in clerical or administrative positions. When compared to their American counterparts, long-haul moonlighters in Canada put in more time and money. As Marshall said emphatically, in Canada, moonlighters who flew long distances were paid more than those who flew little ones.

Using data from the 2014 Census of Population and Dwellings, Baines and Newell analyzed the trends of people in New Zealand working two jobs between 2009 and 2014 to provide insight into how individuals, families, and communities adjusted to social and financial change as a consequence of this trend. The purpose of this was to show how individuals were adjusting to the economic and social changes taking place by taking on more responsibilities outside the home.

2.5 Moonlighting and the Shadow Economy

There exists a vast array of services, some of which involve engaging in illicit economic operations and juggling several responsibilities. People who have two jobs often attempt to conceal their secondary activities from management. Therefore, the "casual" or "informal" nature of trade is preserved, which is adverse to the overall expansion of the economy's money supply. Here, we provide a brief summary of numerous papers that study the effects of juggling several occupations in the informal sector. Sennholze analysed the characteristics of the underground economy and the circumstances that enable it to endure for an extended period of time.

According to him, doing two jobs is a significant contributor to the growth of the underground economy, which also benefits from other aspects. He demonstrated that a quarter of the working population in the United States had a second job. Many Americans with two jobs do not want their human resources departments to know their income. In the sectors of education and security administration, notably among teachers, firemen, and security guards, multitasking has a long history. It is vital to realize that these unintended outcomes are caused by experts with dual responsibilities. As a company expands, the gap between its reported and unrecorded labour widens. They argue that ongoing corporate support for unreported labor in auxiliary components

is the core reason of the ineffectiveness of actions designed to restrict the supply of unreported labour. On sometimes, many sections of lucrative units work on the same project.

In the majority of cases, the phrase "performing two jobs" is used to characterize these profitable businesses. Many firms make their employees take on extra jobs to save money. Several financial techniques were hypothetically evaluated on a firm with two full-time owners to determine their effectiveness. They have hypothesised that this is the case and advised that legislators use financial policy with prudence. They discovered that the truth that medical experts and medical caretakers charge less officially than regulatory officials might have an effect on healing centre orderlies. When comparing specialists and medical attendants, you will discover that specialists often offer lower hourly rates and more expensive informal payment options. According to reports, female administration officials in Tajikistan have been criticised for failing to curb the flood of corruption. Nonetheless, when they persevere and ultimately begin working two jobs, the results are often unexpected and amazing.

They have observed that women are often less interested in working for companies that require multitasking. He has suggested that diversifying the amount of time spent on the independent business enterprise boosts its probability of success. Due to the intangible nature of capacity, comprehension acts as a surrogate for the dual-career burden of a small business owner. In his investigation, neither the entrepreneur's degree nor his professional experience from working two jobs were considered. He suggested the "handyman theory of business," which asserts that professionals in several domains are more useful to businesses than specialists in a single subject.

3 Methodology

3.1 Research design and methodology

This inquiry used a descriptive methodology. The research comprised a cross-sectional investigation of the impacts of part-time work on occupational performance, as well as an examination of the moderating roles played by personality characteristics and occupational engagement in each of the secondary school teachers who were surveyed. Due to the researcher's reliance on simple convenience sampling, the research took almost six months to complete, and the use of causal research was prompted only by the need to get a rapid response from the study's intended participants. The study's primary objective was to determine how moonlighting impacts workplace productivity and how businesses may limit its prevalence. Researchers opt to apply a questionnaire to acquire data from people.

3.2 Research instrument

In the data collection phase of quantitative investigations, many survey tools are often utilized. According to the aforementioned definition (Cresswell, [2008](#)), it is a "instrument for measuring, monitoring, or recording quantitative data." Using a Likert scale, a participant's degree of agreement with various statements on any given issue may be quantified. The Likert scale receives considerable consideration. The researcher used both primary and secondary sources to collect the necessary information for the investigation. To determine whether job involvement and personal characteristics moderate the relationship between moonlighting and job performance among teachers, as well as to assess the major factors that influence moonlighting and stakeholders' awareness of the effect of moonlighting on teachers' job performance. The sample respondents were used by our team to acquire primary data. The population of this research was comprised of 230 educators from the area of Bahawalpur.

Table 1: District Bahawalpur school principals and SST teacher's population tahsil wise

Population of Respondents, Tehsil-wise	Bahawalpur City	Bahawalpur Sadar	Ahmadpur East	Hasilpur	KhairpurTamewali	Yazman	Total
Population of SSTs	267	20	74	87	19	75	542

3.3 Sample Size and Sampling Techniques

The population of the Bahawalpur district is dispersed among five separate tehsils; consequently, the researchers opted for a basic sample technique based on accessibility. To be called representative, something must accurately reflect the distinguishing traits of the population it claims to represent. Since 230 (almost half) of the senior school teachers in the district of Bahawalpur will participate in the survey, the sample size is sufficient for the study. These instructors will represent each of the five tehsils within the district. For this research, the whole district of Bahawalpur is included in the population sample. Consequently, information was acquired using surveys. Organizations have taken special measure amid pandemic crisis, as employees' safety is important for business success (Mohammadi et al., [2021](#); Shoib et al., [2022](#); Soroush et al., [2021](#)). In addition to the materials used as sources, the administrators and instructors also filled out questionnaires. In addition to personal information such as age, gender, and marital status, participants were asked in-depth questions regarding their experiences in the different educational institutions they had attended.

Utilizing SPSS 16 and a questionnaire, we analyzed the study's data gathering instrument. This study seeks to address the question, "Does having a side gig boost your performance at work?" by studying the association between moonlighting and personality qualities, as well as the amount to which side hustlers are engaged in their primary occupations. The findings of the survey questionnaire are shown under the following categories.

4 Results and Discussion

4.1 Correlation Analysis

The correlation analysis of moonlighting and job performance is given below states that there is a strong negative correlation between moonlighting and job performance, i.e. -0.942.

4.2 Correlations

Correlations		Job Performance	Moonlighting
Pearson Correlation	Job Performance	1.000	-.942
	Moonlighting	-.942	1.000
Sig. (1-tailed)	Job Performance	.	.000
	Moonlighting	.000	.
N	Job Performance	200	200
	Moonlighting	200	200

4.3 Regression analysis

Regression analysis of moonlighting and job performance states that there is a strong positive value of R square, i.e. 0.942, and the coefficient of determination is 0.888.

Model Summary					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.942 ^a	.888	.887	.14658	2.160
a. Predictors: (Constant), Moonlighting					
b. Dependent Variable: Job Performance					

In the table shown below, the ANOVA statistics are being investigated. The results indicate that residual degrees of freedom are 198, and the F statistics are significant at a p-value less than 0.05. This study was considered important since we expected that its findings would refer to the impact of instructors' second occupations on their schoolwork. This was required so that we could respond to some of the questions raised. The conclusion was anticipated and supplied authorities, planners, practitioners, and stakeholders with valuable information concerning teachers' side occupations.

ANOVA						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	33.746	1	33.746	1570.57	.000 ^b
	Residual	4.254	198	.021		
	Total	38.000	199			
a. Dependent Variable: Job Performance						
b. Predictors: (Constant), Moonlighting						

Coefficients								
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Collinearity Statistics
	B	Std. Error				Lower Bound	Upper Bound	
(Constant)	5.932	.059		101.252	.000	5.817	6.048	
Moonlighting	-.963	.024	-.942	-39.630	.000	-1.011	-.915	1.000
a. Dependent Variable: Job Performance								

In the above table, we discuss the regression analysis and the beta value. The results have found that there is a strong negative beta between moonlighting and job performance, i.e. -0.963 and the results of t-statistics are significant at $p < 0.05$.

Collinearity Diagnostics					
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions (Constant)	Moonlighting
1	1	1.984	1.000	.01	.01
	2	.016	11.216	.99	.99
a. Dependent Variable: Job Performance					

Residuals Statistics					
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.4414	4.3674	3.6470	.41180	200
Residual	-.31050	.38528	.00000	.14621	200
Std. Predicted Value	-2.928	1.749	.000	1.000	200
Std. Residual	-2.118	2.628	.000	.997	200
a. Dependent Variable: Job Performance					

We evaluated this study using a wide range of relevant prior research, which included speculative examples of behavior relating to motivation and goal theory. While the goal-related to direct behavior and performance of workers which directs to assured result, and the motivation theory stresses the need of the satisfaction level of the worker in the job as it leads to lesser the chance of looking for a second or part-time job, the satisfaction level of the worker in the job is related to the need for the satisfaction level of the worker in the job as it leads to lesser the chance of looking for a second or part.

4.4 Moderator Analysis

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.937	.236		8.221	.000
	Moonlighting	.260	.051	.347	5.138	.000
	Consciousness	.043	.057	.051	.758	.450
2	(Constant)	4.281	.855		5.007	.000
	Moonlighting	-.559	.292	-.745	-1.915	.057
	int ml con	.291	.102	1.380	2.848	.005

a. Dependent Variable: Job Performance

The separate effects of moonlighting and consciousness are checked and reviewed on job performance and the results have found that there is a weak relationship exists whereas their combined effect and the effect of the moderator is checked then the results have found that the moonlighting beta value decreased from 0.260 to -0.559.

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.153	.203		10.582	.000
	Moonlighting	.248	.052	.330	4.783	.000
	Openness	-.024	.043	-.039	-.564	.574
2	(Constant)	3.651	.475		7.682	.000
	Moonlighting	-.260	.155	-.347	-1.678	.095
	int ml opens	.227	.065	1.125	3.468	.001

a. Dependent Variable: Job Performance

The separate effects of moonlighting and openness are checked and reviewed on job performance and the results have found that there is a weak relationship exists whereas their combined effect and the effect of the moderator is checked then the results have found that the moonlighting beta value decreased from 0.248 to -0.260. The value of accepted the Hypothesis .001.

5 CONCLUSION AND RECOMMENDATIONS

The results were organized into parts according to the themes that arose from the interrelated study subjects. The summary presents a condensed version of the research findings and makes conclusions that cannot be separated from the study's objectives, research questions, and results. In order to get a better understanding of the reasons that drive such conduct, the nature and different kinds of moonlighting among instructors are investigated. Private tutoring, part-time teaching, and small commerce, such as grocery selling, catering, and tailoring, are the most popular sorts of moonlighting activities among instructors at their various schools, according to the survey. Therefore, instructors with part-time jobs are a contributing factor to both poor classroom productivity and student academic attainment.

What Is the Purpose of Moonlighting? According to the study, insufficient income, a high cost of living, a lack of incentives, a great demand for instructors, opportunities for side jobs, the introduction of double sessions, and a light workload are among the primary reasons why teachers

take on additional work. Due to the high expense of living in cities, teachers frequently take on supplementary jobs to make ends meet. The second most common rationale for instructors working additional hours is low remuneration. The data demonstrate unequivocally that there is a correlation between wage and cost of living, which is associated with an increase in the number of individuals who moonlight. It was discovered that private secondary schools had stronger management standards. Due to the tight attendance standards enforced by these systems, there were fewer instances of moonlighting.

Due to this, some instructors were required to spend the whole day in the office. We may conclude that adopting stringent management may be an effective approach of addressing the behaviors of substitute teachers in secondary public schools. According to the research, moonlighting had a detrimental impact on teacher lesson planning, scheme of work design, lesson plan preparation, and teaching facilities.

It was also shown that, because to time restrictions, the majority of moonlighters skipped some curricular areas. Due to their excessive workloads, several part-time professors assigned their pupils mostly lecture-based tasks that were seldom marked and received little timely feedback. This is why we know that teachers' lack of preparation time has an effect on their students' overall growth and accomplishment. The majority of teachers are too busy with their second jobs to participate in professional development activities such as reading for enjoyment, attending seminars and workshops, and other types of in-service training, according to the results of a poll. This is one manner in which teachers' professional development is hindered when they take on extra responsibilities. Given that some moonlighters participate in economic activities such as trade or tailoring that are beyond the scope of the teaching profession, a scenario like this has the potential to impede or distort the career advancement chances of instructors. According to the survey's findings, one of the most pressing challenges is that some school administrators are working extra jobs to make ends meet since they, too, are suffering financial difficulties. When they were unable to be present in the classroom, they let select instructors to take on additional responsibilities for a minimal fee. One probable conclusion is that it is very difficult to prohibit moonlighting, particularly when it involves high-ranking school administrators. It was also discovered that a double session would offer teachers with sufficient leisure for moonlighting activities. Several of these teachers were urged to get loans from financial institutions because they anticipated that the discrepancies in their take-home pay after deducting their debts would be offset by income from side jobs. They have no option but to engage in dangerous business practises that will eventually bring about their demise.

In light of the data, analysis, debate, and conclusions, the following proposals for enhancing the careers and wellbeing of teachers have been made, as well as recommendations for further research. Despite the substantial contributions they make to the nation's growth and prosperity, teachers are among the most underappreciated public workers. Teachers, unlike robots, are complicated humans with their own interests, values, and aspirations who can also adapt to their environment. Therefore, we proposed that the Ministry of Education and Vocational Training, as well as local governments and private school owners, prioritise offering the most desirable terms and conditions of service, including pay packages that are more attractive than those offered by other professions requiring comparable qualifications. This would help both students and instructors, since a more interesting curriculum has been demonstrated to reduce the growing issue of moonlighting in public secondary schools.

By investing in retention measures, the Ministry of Education and Vocational Training and school administrators may do more to increase instructors' feeling of security. This will allow instructors who lack the means to continue doing what they love after leaving their employment. Members of the organisation are required to concentrate only on teaching and not engage in any other work.

When working with people, particularly intricate management techniques are necessary. Both the government and the proprietors of the private school must provide specific incentives to the school's principal. If they knew they could not take on additional work, they would be more inclined to enforce laws and rules without bias or fear of reprisal. Teachers will be able to reclaim their proper place in society and dedicate more time to their own professional development as a result of improved academic achievements. Governments and school administrators should establish their own internal procedures for supplying instructors with loans. As a consequence, educators will be protected from the potentially catastrophic effects of borrowing money from sources that disregard their socioeconomic condition. Both the Ministry of Education and Vocational Training and the owners of private schools should offer incentives, such as a teaching stipend, for instructors. Teachers should be provided with a rent subsidy and a transit charge to keep them at their positions and improve the quality of the workplace.

6 References

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