Moonlighting Practices Among Library Professionals In Un-Aided Colleges

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Abstract: Moonlighting, defined as holding a secondary job alongside primary employment, is prevalent among library professionals yet underexplored. Study investigates the moonlighting habits of self-financing college librarians in Kerala Stratified random sampling was utilized in the calculation of sample size conducted using Slovin formula and it shows that 261 randomized samples from all sectors. A web-based survey combining demographic variables and questions of moonlighting was circulated to all the librarians in six universities under completely self-financing scheme, covering a total 776 colleges. The quantitative data was analyzed using descriptive and inferential statistics, but the qualitative information which emerged with key discoveries were explored by thematic analysis. The paper analysed gender and the practice of moonlighting, then the interrelationships with age group, academic course completion year, professional experience and type of colleges. In the multivariable analysis after controlling for age, level of education, and type of college, married status was no longer associated with moonlighting. To help the profession learn more about additional work that many academic librarians do outside of their regular job, this study aims to provide an in-depth understanding of moonlighting among librarians in diverse college settings, informing strategies to support and manage these activities within the profession.

IndexTerms: Moonlighting Practices, Secondary Employment, Multiple job holding, Side hustling, Un-Aided College Librarians

1.INTRODUCTION

Moonlighting, or carrying on a secondary Job activity outside of your main job, is now a general phenomenon in many industries around the world. Among library professionals, moonlighting is influenced by the changing demands of the information age, employment markets, and individual career aspirations, and comes to be its own unique environment. But despite its prevalence amongst librarians, there is a lack of comprehensive studies which reveal these phenomena's causes and effects on the library profession as a whole. Librarianship is an active profession because it imparts knowledge and new experiences constantly, aiming to keep abreast of technological changes. This is just the right environment for researching moonlighting methods. With the increasing use of digital resources, expanded service offerings, and libraries' restructuring and if we may say so, frequent pursuit of overhauls in their staff concepts, library professionals often find themselves confronted by a maze-like career route which is shaped by economic, social and personal factors. Since dual-career is a common situation in the librarian profession, knowing how librarians are managing their multiple careers will be beneficial for understanding this phenomenon and helping organizations to reduce constraints or develop strategies that promote professional development. The study contribute valuable knowledge to the field and support and protection for the eminent strategies among the library professionals and organizations

The purpose of this paper is to add to existing knowledge by conducting an extensive study of librarians' practice knows in general and direction for libraries in particular The intention of this study is to bring out the complex nature of library professional experiences by examining demographic data, moonlighting behaviours, motives, trends, consequences of moonlighting.

2. THEORETICAL FRAMEWORK

Prasad et al. (2024) examines how moonlighting affects job satisfaction, organizational loyalty, and economic goals in the IT Industry. They use structural equation modelling (SEM) to analyze these variables with 311 Hyderabad respondents' data. Job satisfaction and organizational commitment explain 50% of moonlighting intentions, with job satisfaction playing a particularly strong role. Organizational commitment mediates moonlighting through the satisfaction that work brings along with pay. These findings shed light on the complexities of moonlighting and its effects on IT organisational dynamics.(2024) Kakade & Patankar look at Mumbai IT workers' moonlighting job satisfaction over the COVID-19 outbreak. With the outbreak of pandemic-related remote working regulations, moonlighting is on the rise. They discuss the effects of moonlighting on job satisfaction using descriptive research: dollar amount, promotion blocked by others, job specifications diversification, job independence and so forth; and from this study a path is theoretically shown how moonlighting affects job satisfaction.(2023) investigates the effect of Moonlight on the IT industry. Chennai City IT hubs SPSS AMOS 21.0was used to analyze 159 software/IT professionals data from 17 software companies in Chennai. The study showed that organizational progress is mediated by moonlighting and happiness in one's work. Life Work balance is the result of harmony between current jobs and moonlighting: the more moonlighting, the higher intentions for workers.(2023) Through this study of moonlighting, Vimal & Nithya aim to explore the consequences on organizational commitment for the employee, which are decreased productivity, stress and job satisfaction. Their research focused on the causes of moonlighting, its effects on business operations and prevention. By professional sources, moonlighting carries with it the risk on the other hand also bring personal and career prospects.(2020), Kumaresh & Bhooma conducted a survey in Chennai to find out how medical professionals like nurses are involved in moonlighting. A total of 197questionnaires were distributed. The underlying factors of moonlighting were examined using a structured questionnaire, which was then subjected to statistical analysis. The study finds that job pressures and economic competition which are the main factors pushing healthcare workers to moonlight.(2016) Ara & Akbar examines how moonlighting affects public university teachers' satisfaction with work in Punjab and in the Federal Capital. It includes all teaching categories of major campuses. Moonlighting was analyzed in the 533 teachers, the 20% of Chinese in the data by factors such as unsatisfactory dependent family-financial situation, blocked promotion prospects, skills pedigreed variety or work types and their independence. Moonlighting affects significantly job happiness, emphasizing that teachers are in a complex working environment.

3. RESEARCH METHODOLOGY

The study investigates moonlighting practices among librarians in various colleges using a mixed-methods approach. Demographic and moonlighting surveys are distributed electronically to librarians at 776 Un-Aided (self-financing colleges) that are associated with six universities in Kerala. Stratified random sampling guarantees a sample size of 261 that accurately represents the population determined by using Slovin formula . However, the ultimate number of replies is 255 since some participants did not complete the survey or did not respond. Quantitative data is examined through the use of descriptive and inferential statistics, whilst qualitative data is subjected to theme analysis. The objective of this technique is to offer a thorough comprehension of moonlighting among librarians in various educational environments.

3.1 Statement of the problem

The library profession has witnessed an increasing trend of professionals engaging in moonlighting, undertaking additional employment beyond their primary library roles. This study examines the level of moon light practices and seeks to explore the motivations behind moonlighting and its implications on both individual professionals and the field.

3.2 Objectives of the study

1. To Examine the prevalence of moonlighting among library professionals
2. To Identify the types of moonlighting activities undertaken by library professionals
3. To Explore the motivations behind moonlighting practices in the library profession
4. Assess the impact of moonlighting on the professional development and perceived implications on the library profession among library professionals.
5. Determine the relationship between college types and professionals' involvement in moonlighting activities in Kerala.

3.3 Hypothesis of the Study

Hypothesis 1: There is a significant prevalence of moonlighting practices among Un-Aided library professionals in Kerala.

Hypothesis 2: There is a significant relation between gender and marital status on moon lighting practices among the Un-Aided college library professionals in Kerala.

Hypothesis 3: The moonlighting practices among Un-Aided library professionals are significantly influenced by their years of experience.

Hypothesis 4: College type does not significantly influence moonlighting engagement among Un-Aided-college library professionals

4. RESULTS AND DISCUSSION

4.1 Demographic Analysis

In order to better understand the demographic characteristics of those who engage in moonlighting among librarians is very important for learning from moonlighting. Demographics, such as age, gender, educational credential possessed and years of professional experience exert significant influence on the motives, constraints, as well as overall experiences of moon lighters.

Table 1 Gender wise Status of Moon Lighting Practices

Sl. No.	Gender	Status of Moon Lighting Practices		
		Yes	**No**	**Results**
1	Male	48	54	102
2	Female	36	123	159
Total		**84**	**177**	**261**

Chi Value = -3.789, DF=1, and the P-Value is < .00001.The result is significant at p < .05.

This study aims to explore the relationship between demographic characteristics and moonlighting behaviour among library professionals. It is hoped that these analyses can deepen one's understanding of how such practice underlies within the profession of librarianship. Chi Value = -3.789, DF=1, and the P-Value is <.00001.The result is significant at p <.05.Table 1 shows the distribution of gender by moon illumination. Out of the Men, 48 do moonlighting service, and 36 women do it. On the contrary, 54 males and 123 females do not engage in moon lighting. The chi-square test gives a significant result (Chi= -3.789, p<0.00001), indicating a strong correlation between gender and moon lighting behavior. Thus H1 is valid. This means that gender influences one's likelihood of engaging in moonlighting. The need for further research into what factors actually tie these two together is therefore justified.

Table 2 Age wise and Educational Qualification wise Analysis in ML practices

Sl. No	Age Category	Results	Edu. Qualification	Results
1	22-30	111	Ph.D	9
2	30-40	118	M.Phil	14
3	40-50	21	M.Li.Sc	192
4	50-60	11	B.Li.Sc	46
Total		**261**	**Total**	**261**

Age & Education Qualifications are presented in Table 2. A total of 261 individual participants were surveyed from different age groups including 111 people between 22-30 years of age, 118 between 30-40 years old, 21 from 40-50 year olds and 11 aged 50 to 60.In terms of educational qualification, there were 9 persons with a Ph.D, 14 persons with an M.Phil degree, 192 with M.Li.Sc qualification and 46 with a B.LiSc. These figures sum to a total of 261 people surveyed. This detailed breakdown allows for closer study across various age groups and educational qualifications of moon lighting activities within the survey population.

Table 3 Gender wise marital status of Status of Moon Lighting Practices

Sl. No.	Gender	Status of Moon Lighting Practices				
		Married / Yes	Un Married / Yes	Married / No	Un Married/ No	Total
1	Male	41	20	33	16	110
2	Female	49	18	61	23	151
Total		90	38	94	39	261

Chi Value = 0.2537 DF-3, The P-Value is .968487. The result is not significant at p < .05.

The marital status distribution of moonlighting individuals in Table 3 varies by sex among male participants, 39 married men moonlighted while 20 unmarried men did so. Additionally, 33 married males and 18 unmarried ones did not take part in moonlighting. The totals surveyed were 112 men. For females, 49 married women and 18 unmarried ones are practicing moonlighting. The total of 61 married females and 23 unmarried female participants were not engaged in side jobs. Table 3 shows the values of the chi-square test were 0.2537 and 0.968487 for the P score, respectively raises questions about any linkage between gender and marital status responsibility with the subjects under study While a p-value of>0.05 is small, cannot derive from these findings that any association exists between gender, marital status and moon lightening practice. Therefore H2 is refuted

Table 4 Experience wise Analysis in Moon Lighting practices

Sl. No	Years of Experience	Status of ML Practice		Total
		Yes	No	
1	1-5	24	41	65
2	6-10	27	48	75
3	11-15	21	38	58
4	16-20	9	32	41
5	21-25	3	5	8
6	26-30	5	0	5
7	31-35	6	0	6
8	above 35	3	0	3
Total		98	164	261

Chi Value =0.0002, DF=7, P-Value is 1. The result is not significant at p < .05.

Table 4 results revealed that librarian personnel do moon lightning practices during their spare time based on years of experience shows some interesting findings. At different stages of experience, different percentages of people do side jobs or "moonlighting." Notably, more people with 6 to 10 years of experience said they did moonlighting than people with less work experience.

On the other hand, people with more than 20 years of experience are less likely to work extra hours. On the other hand, the Chi-square test shows that there is no significant relationship between years of work and moonlighting (Chi = 0.0002, DF = 7, p >.05), which means the third hypothesis was wrong. This suggests that moonlighting practices among library professionals are not significantly influenced by their years of experience.

Table 5 Moonlighting Practices Status by College Type

Sl. No	Type of College	Status of ML Practice		No. Respondents
		Yes	No	
1	Arts & Science	42	23	65
2	Ayurveda Colleges	8	2	10
3	Business Administration	32	33	65
4	Engineering	24	41	65
5	Law	2	4	6
6	Medical	6	4	10
7	Nursing	7	3	10
8	Pharmacy	4	6	10
9	Polytechnic	3	7	10
10	Teaching Training	8	2	10
Total	Total	136	125	261

Chi value is = 0.0002, DF =9 and the P-Value is 1. The result is not significant at p < .05.

Moonlighting practices vary across different types of colleges. Arts & Science colleges have the highest number of respondents engaged in moonlighting(42),followed by Business Administration (32) and Engineering colleges (24).Conversely, Law colleges have the lowest number of respondents involved in moonlighting (2).However, statistical analysis indicates that the relationship between college type and moonlighting practices is not significant (Chi = 0.0002,DF = 9,p >.05).Thus, college type does not significantly influence moonlighting engagement among un aided library professionals hence the results validating the H_4.

4.2 Moon Light Practices Analysis

4.2.1 The prevalence of moonlighting among library professionals:

The extent to which moonlighting activities are carried out by library professionals has become an important subject in librarianship, reflecting both economic realities and personal aspirations as well as the balance of working and home life. This study intends to reveal the level of librarians' moonlighting activities while demonstrating the intricacies of their professional lives and the socio-economic environments in which they function. Investigating the reasons for librarians, involvement in moonlighting offers insights into economic and personal relations within the library profession. By understanding how such factors as job market conditions and individual circumstances determine whether or not people will moonlight, the study hopes to provide resources both for individual career strategies and towards broad conversation among librarians.

Table 5 Types of Moonlighting Activities in Self Financing college librarians (N =261)

Sl. No.	Moon lightning Activities	Counts
1	Private Tuition centre	105
2	Home Tuition	23
	Textile business	9
3	Yoga teaching	7
4	Par-time cab Driver	6
5	Online trading	43
6	Video and Photographing	16
7	Computer centre	6
8	Part time Marketing jobs	4
9	Mechanical/Automobile/Electrical	14
10	Accountant	4
11	Part time software and hardware technician	19
12	Karate teacher	3
13	You tubers	2
	Total	**261**

Above the Table 5 gives a comprehensive survey of self-financed college librarians' varying moonlighting activities, involving 261 respondents. The most popular method was that of private tuition centres, with 105 respondents involved, followed by home tuition (23) and online trading (43). Other activities included textile business (9), yoga teaching (7), part-time cab driving (6), and video and photography work (16). On top of this, the subjects of computer centers were also taken on by 6 people, marketing by 4, mechanical/auto/electrical work (14), accounting (4), software/hardware technician duties (19), karate teaching (3) or making videos for Youtube (2). This shows the variety of professional pursuits in which these librarians are involved beyond their primary roles. Librarians articulate their strategies to cope with moonlighting in terms of salary enhancement, providing opportunities for growth, seeking a balance between work and life, flexible working hours and location, open communication facilities, lobbying for better working environment and financial management services.

Table 6 Insights into Librarians' Perspectives on Moonlighting Motivations

Sl. No.	Reasons	Frequency
1	High cost of living	95
2	Insufficient salary	121
3	Business opportunity	16
4	Extended family	11
5	Entrepreneurship attitude	12
6	Low demand of librarians	6
Total		**261**

The motivation for moonlighting among librarians is shown in Table 6. Of 261 subjects, 95 of them said the high cost of living is why they moonlight; 121 respondents explaining an insufficient salary as principal reason; in addition 16 find business opportunities, 11 by respondents supported extended family and 12 peoples have shown entrepreneurial ethos. Only six people claimed moonlighting is due to a lack of demand for experienced librarians. This brief summary illustrates the multiplicity of motives behind moonlighting; some related to economic conditions and others personal factors such as family obligations and dreams of entrepreneurship. Table 7 outlines librarians' proposals to combat moonlighting. Among 261 respondents, 119 people listed better salaries as the top recommendation. Also, 31 respondents proposed to increase increments yearly, while 41 urged that employers should take consideration and care toward their worker. Other suggestions included permission for new ideas (11 respondents), no extra workload (11 respondents), and praise and recognition (32 respondents). Meanwhile, sixteen maintain stress the efficient utilization of professional skills. This review catalogues the strategies proposed by librarians to deal with moonlighting, especially when they focus on remuneration schemes and support environments.

Table 7 Librarians Views on How to Overcome Moonlighting Problem

Sl. No.	Reasons	Frequency
1	Provide good salary	119
2	Increase year wise increments	31
3	Consideration and attention	41
4	Permission to implement new ideas and thoughts	11
5	Avoid more Workload	11
6	Appreciation and Recognition	32
7	Utilize the Professional Skills	16
Total		**261**

Table 7 reveals librarians' suggestions to tackle moonlighting issues. Among 261 respondents, the top recommendation from 119 individuals was to offer better salaries. Additionally, 31 respondents proposed increasing yearly increments, while 41 stressed the need for consideration and attention from employers. Other suggestions included granting permission for new ideas (11 respondents), avoiding extra workload (11 respondents), and providing appreciation and recognition (32 respondents). Sixteen respondents also emphasized the effective utilization of professional skills. This analysis underscores various strategies proposed by librarians to address moonlighting, focusing on fair compensation and supportive work environments.

4.2.2 Management of Job and Moon light Practices

Managing both a full-time job as well as side projects demands clear communication regarding commitments, effective prioritization of tasks, efficient time management, establishment of boundaries between roles, flexibility to adapt to altering demands, and self-care prioritization to fend off burnout. By astutely handling these aspects, people can balance both roles while maximizing productivity and sustaining overall wellness.

Table 8 Management of Job Responsibility and Moon light Practices

Sl. No	Management of Job and Moon light Practices	Count
1	Easily	21
2	Somewhat easily	46
3	Challenging	107
4	Very challenging	87
Total		**261**

As shown in Table 9, viewpoints on overseeing job duties in addition to side ventures varied greatly. Of 261 respondents, 21 reported it effortless, 46 somewhat simple, while 107 discovered it demanding, and 87 discovered it extremely difficult. This breakdown furnishes insight into the differing levels of trouble in balancing job duties with side ventures among those surveyed.

4.2.4 Moonlighting's Motivating Impact on Individuals and Professional Dynamics:

Impact on Individuals: There are several reasons to moonlight in the library profession, including money needs, learning new skills, advancing your career., working on side hustle/passion projects and work-life balance. This is a common motive, especially when salaries are not enough; many depend on income supplements. It opens up gigs for skills enhancing freelancing or teaching roles, padding out their resumes and making them more competitive. Additionally, what make it so appealing are its passiondriven projects and matching of personal interests, scheduling flexibility as well has networking gaining opportunities. But for many, taking on a second job actually makes their life easier and helps bring down the stress of bill payment in addition to promoting work-life balance which can automatically put away from negativity. The practice of moonlighting can have a lot more than expected outcomes on people. It is a supporting financial aid that helps to earn extra and improve skills. But it strangles your work-life balance, amplifies stress and jeopardizes any career progression in the main job due to not been committed enough.

Table 9 Moonlighting's Impact on Individuals

Sl. N o.	Impact Factors	Frequency N=261
1	Financial Supplement	116
2	Professional Development	21
3	Work Life Balance	77
4	Skill Diversification	11
5	Career Advancement	16
6	Professional Identity	11
7	Community Engagement	9
Total		**261**

Impact of Moonlighting Table 10 — Impact on Blood Bank Among the Responses From N =261 It was the change about financial supplement (116) that readers found very interesting, followed by work-life balance (77), and professional development(21).On a final note, 11 indicated that skill diversification was important for career advancement and shaping professional identity had as many mentions although community engagement only got mentioned by nine. The various effects of moonlighting on individuals have been encapsulated in the above overview.

4.2.5 Organization Support and Impact on the Profession
Organizational support helps professional employees engage in moonlighting. This workforce provides them with the flexibility of time and resource management to carry on a second job as a supplement to their regular employment. In this way, people are able to embark on all sorts of different experiences and opportunities that fall outside their regular work. This translation leads to skill improvement, career development and overall professional enrichment. Table 11 Organization Supports and Impacts on the Profession in Moon Light Practices Our data shows how organization supports affect participation in moonlighting practices of 261 respondent's 46 report receiving support and 215 do not. It can be seen from the replies that this also reflects differing levels of support for moonlighting within an organization and thus has implications on job satisfaction. As shown in the chart, moonlighting practice affects the career of 261 respondents: The moonlighting impacts the profession among 261 respondents. It reveals that 126 respondents saw positive

impacts, 16 noted negative impacts, and 119 expressed a neutral stance. This succinct overview captures the diverse perspectives on the effects of moonlighting practices on the profession.

Table 11 Organization Supports and Impacts on the Profession in ML Practices

Sl. No.	Impacts	Frequency
1	Positive Impact	126
2	Negative Impact	16
3	Neutral	119
Total		**261**

5. FINDINGS OF THE STUDY

This study aimed to investigate the demographic factors influencing moonlighting practices among 261 un-aided college library professionals in Kerala. Gender differences were striking: 48 males and only 36 females had been moonlighting (chi = -3.789, p <0.00001). Moonlighting was mostly done by younger employees, i.e. 22-40 years of age and those with lower academic qualifications (M.Phil & Ph.Ds). Use of such activities by Ph. D aware highest (80 percent), with those at the Ph.D level engaging in fewer; Despite theoretical expectations, the results of bi-variate analyses present a pattern where either being married or having more years in practice did not have significant moderating effects on moonlighting practices as neither was strongly associated with secondary employment. The practice was more common in Arts & Science colleges than other types, but the differences were not statistically significant by race. The research conducted by over 400 individuals who have moonlighting activities such as private tutoring (105 respondents), home tutor and online trading to form a very diverse landscape. The main factors for moonlighting were unaffordable living expenses (95) and low wage income < 121 >.The need for moonlighting if it could be appeased by good mid level salaries and annual increase. The effect of moonlighting on overall career development was ambiguous and noted by only 91 respondents, but balancing scholarly responsibilities with managing at the same time proved problematic for most. Thirdly, perceptions of the implications for the profession of moonlighting are mixed, both positive as well neutral and negative.

6. SUGGESTIONS FOR FUTURE RESEARCH

There is a need for more comprehensive research in the future; a deeper investigation of moonlighting trends among self-financing college librarians is required. The reasons that drive such librarians to seek additional employment and earn more outside of regular working hours must be investigated. Factors such as economic necessity, job satisfaction, and a lack of career advancement opportunities should be observed, from such an understanding. The effect of moonlighting on professional responsibilities, work-life balance, and overall job performance of the self-financing college librarians will become clearer. Comparative research involving librarians from government-funded or private institutions could help reveal certain differences that institutional support and benefits could make regarding moonlighting tendencies. Moreover, ethical considerations and perspectives of librarians concerning the future practicability of moonlighting, could apply to policy-making that is designed to support their professionalism and ensure their wellbeing. Apart from moon lighting practices of the self financing college librarians, the studies of CBSE schools' librarians using a similar approach, which is, mixed-methods approach including surveys and interviews, could be of value to the current topic.

7. CONCLUSION

The nature of moonlighting among unaided college librarians in Kerala is covered in this study. The prevalence of moonlighting activities reflects the complex socio-economic background within which librarians operate, driven by such factors as high living costs, insufficient salaries and entrepreneurial aspirations. Though their motives and experiences vary widely, managing moonlighting on top of regular primary job remains a major problem for many librarians. It is suggested that the study emphasizes the influence of demographic factors like gender, age, education and working experience on moonlighting among library professionals. Though some hypotheses were verified, others were not. And this also shows in the complex trends. It stresses the importance of the organizational support and proactive measures in confronting the challenges of moonlighting. Suggested measures encompass better salaries, more recognition for professionals' skills and the establishment of supportive work environments. Finally, the study helps us to understand and gain insights into the topic of moonlighting among library professionals. It is an aid for individual career planning and forms part of general organizational policy aimed at creating better conditions in which librarians may live and work.

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