

Moonlighting: An Antecedent to Job Commitment Between Academic Staff and Medical Doctors in Southwest Nigeria

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Abstract

This study investigated the effects of moonlighting on job commitment between academic staff and medical doctors in Southwest Nigeria. The study employed descriptive research design and multi-stage sampling technique to select the respondents. Questionnaire was adopted as the research instrument and it was administered to 393 academic staff and 348 medical doctors respectively across various Universities and hospitals in Southwest, Nigeria. The returned questionnaire were coded in Excel and IBM SPSS 23 version respectively and were further analysed through t-test, analysis of variance (ANOVA), and multivariate analysis of variance (MANOVA). Evidence from these tests indicated that moonlighting has positive and significant effect on job commitment, also that there is a difference between academic staff and medical doctors whereby academic staff were found to moonlight more often than medical doctors; the study also indicated that moonlighting has positive and significant effect on job commitment however the differences indicated that academic staff enjoy benefit from moonlighting than medical doctors. The study concluded that management of Universities and hospitals should develop a Human Resources Management practice that has potency of satisfying their employees with the aim of getting them more committed to their primary duties and assignments. In this way, moonlighting will be drastically reduced among academic staff and medical doctors.

Keywords: Job Commitment, Moonlighting, Public Institutions and Comparative Analysis

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1.1 Introduction

A growing number of managers are dividing their work efforts by moonlighting as consultants or self-employed entrepreneurs. Consulting not only increases their income but also provides new experiences and diversity to their lives. Many individuals also see such activities as providing extra security especially in their times of layoffs among middle managers (Danzer, 2008).

Betts (2011) states that this side job is done to supplement their primary job income. Moonlighting reflects growing financial stress arising from declining earnings, as well as an increased need for flexibility to combine primary job and other jobs to meet family and personal needs. Banerjee (2012) is of the opinion that moonlighting is holding a second job parallel to one's current job and Khatri and Khushboo (2014) see moonlighting as having more than a job at hand. There are many factors that explain why people moonlight. Winsiewski and Hilty (1987) as cited in Ara and Akbar (2016) suggest three reasons for moonlighting; monetary reason, developing one's hobbies or interests, making oneself ready to leave the primary job. Academic Staff of Universities and Medical Doctors who are playing the role of breadwinner in the family have the tendency to moonlight. Allen (1998) opines that holding more than one job is the result of rational reaction to non-satisfaction with the primary job. When a lecturer and a medical doctor unable to reach the intended utility from the first job, work lesser hours on the primary job than desired, that person may look for an additional one to compensate for the remaining available working hours. Furthermore, Theuri (2012) explained that moonlighting has an impact on the quality of service, thereby posing serious implication on job commitment, retention and satisfaction. Lecturers and medical doctors who moonlight have less time commitment to their primary job which deteriorate the quality of knowledge and health services impacted to students and patients respectively. Theuri (2012) further asserts that to boost staff morale, contractual terms of service should be more attractive than the private sector; non-salary benefits need to be improved, and this can be done by reducing teaching and marking overloads, by aggressive recruitment, and by improving internet connection to give an opportunity for students to seek and find needed information by themselves. Kisumano and Wa-Mbaleka (2017) report, however, that family and social activities are the most affected aspects by having an extra job, followed by reading and private study, physical well-being, and moral or mental health. Sangwan (2014) argues that moonlighting brings also some issues such as job threat, loss of primary job, overworked employees and poor health, threat of competition, business secrecy with the possibility of conflict of interest, inefficiency due to dealing with more than one job, and an ethical dilemma when working for two employers from the same industry. Furthermore, Pouliakas, (2017) highlighted that higher-educated workers are more likely to hold multiple jobs than less-educated ones and that the occupation and industry of the primary job is also relevant, while working in the manufacturing industry, craftsmen, and machine assemblers are less likely to hold a second job. A considerable proportion of workers in professional and service occupations or in arts/entertainment, education, and healthy social work hold more than one job.

In the name of increasing cost of living, many employees have resorted to seeking some financial

opportunities to solve their problem (Saxon, 2015). Brownwere, Ferrinho, Lerberghe and Macq (2001) added that this needed to be addressed so as to protect public sector value while meeting both professionals needs and users demands for quality where employees are committed through their identification with and involvement in a particular organisation, performance and production will be boosted thereby encouraging employee retention (Meyer & Allen, 2004). Moreso, Based on empirical evidence in Nigeria, Akande, Akindele and Ologunde, (2013); Adebo, (2013); Adebisi, (2015); Ayivi, (2016); Eneware, (2017); Ogirima, (2018); Oke, Ogundele and Mainowa, (2018); to mention but a few have examined the influence of moonlighting among public and private Universities as well as gender analysis of multiple jobs holding among farmers families in Southwest Nigeria. Nevertheless, there is dearth of literature on the topic in Nigeria especially when addressing the effects that moonlighting has on employee commitment. More so, while studies have focused on Universities and farmers, Abiodun-Oyebanji, (2012); Adebo, (2013); there is sparse of literature on health sector. It is against this that the study focused on addressing the dependent variables of commitment

3.0 Methodology

Research Design

In this study, descriptive research design was employed. Descriptive research design is a scientific method which involves observing and describing the behaviour of a subject without influencing it in any way. Descriptive research studies are concerned with describing the characteristics of a particular individual, or of a group. These types of studies which are concerned with specific predictions, with narration of facts, and characteristics concerning individual, group or situation are all examples of descriptive research studies.

Population

The population of the study consisted of all academic staff of selected public Universities and medical doctors of selected public hospitals in the six states of Southwest zone. However, the target population of the study covered all selected six Federal Universities as well as the six State Universities in Southwest zone. More importantly, a Federal Hospital and a State Hospital were chosen from each state in the study. The total number of population is 24,161

Sampling techniques

The study estimated the sample size through Taro-Yamane (1967) statistical formula cited in Isreal (2009) was considered and consequently applied to determine the appropriate sample size from the population of the study as follows:

$$n = \frac{N}{1+N(e)^2} \text{-----} 3.1$$

Where; n = anticipated total sample size; N = population size; e = acceptable error term 0.05 = level of statistical significance. Therefore, the total sample size is computed as:

$$\text{Academic staff} = n = \frac{21505}{1+21505(0.05)^2} \quad \text{medical Doctors} = n = \frac{2656}{1+2656(0.05)^2}$$

$$\text{Academic staff} = n = 393 \quad \text{medical Doctors} = n = 348$$

Employing Taro-Yamane formula implies that 393 and 348 would be the sample size for academic staff and medical doctors respectively as used in the study.

Variable measurement

The study examined the effect of moonlighting on job commitment between academic staff and medical doctors of public institutions in Southwest Nigeria. The study adapted the models of Ara and Akbar (2016) and Saeed, Nayyab, Lodhi, Baqir, Rehman and Mussawar (2013) on moonlighting practices and on organisational commitment in Pakistan. Job commitment (JC) is the dependent variable which will be measured by affective commitment (AC), normative commitment (NC) and continuance commitment (CC) whereas moonlighting is the independent variable measured by addition to income (AI), skill diversity (SD), job autonomy (JA) and blocked promotion (BP)

$$JC = f(ML) \text{-----} 1.1$$

$$JC = f(AI, SD, JA, BP) \text{-----} 1.2$$

Method of data Analysis

To estimate the comparative effects of moonlighting on job satisfaction between academic staff and medical doctors of public institutions in Southwest Nigeria. ANOVA test was employed.

$$JS = \alpha_0 + \beta_1 ML + e \text{-----} 1.3$$

4.0 Results

The table 4.2 presented the result of moonlighting effect on the job commitment of academic staff and medical doctors across the various public institutions under consideration in this study. The result revealed that the mean and the variance of academic staff and medical doctors as a result of moonlight effect on job commitment were 823.143 and 49157.14; and 724.143 and 26828.14 respectively. The F-stat value of 0.903 < 4.747 the F-critical

value and the probability value of $0.361 > 0.05$ revealed the statistical insignificant difference between the academics and medical doctors across various public institutions based on the moonlight effect on job commitment of the professions under investigation.

Table 4.2: Moonlighting on Job Commitment Analysis for Lecturers and Doctors

SUMMARY						
Groups	Count	Sum	Average	Variance		
Lecturer	7	5762	823.1429	49157.14		
Doctor	7	5069	724.1429	26828.14		
ANOVA						
Source of Variation	SS	Df	MS	F	P-value	F crit
Between Groups	34303.5	1	34303.5	0.902898	0.360752	4.747225
Within Groups	455911.7	12	37992.64			
Total	490215.2	13				

Source: Researchers' Computation, 2019 (SPSS, 23)

The table 4.3 presented the result of moonlighting effect and job commitment of academic staff and medical doctors across the various institutions under consideration in this study. The result revealed that the mean and the variance of the moonlight effect and job commitment for the academic and medical doctors respectively. The F-stat value of $4.346 > 3.866$ the F-critical value and the probability value of $0.038 < 0.05$ revealed the statistical significant difference between the moonlight effect and job commitment for academics and medical doctors across various institutions under investigation.

Table 4.3: Analysis of Variance for Moonlighting and Job Commitment

Summary						
Groups	Count	Sum	Average	Variance		
Additional Income	2	1399	699.5	84.5		
Skill Diversity	2	1101	550.5	1404.5		
Job Autonomy	2	1626	813	12168		
Blocked Promotion	2	2269	1134.5	22260.5		
Affective commitment	2	1558	779	33800		
Normative commitment	2	1415	707.5	19404.5		
Continuance commitment	2	1463	731.5	14620.5		
ANOVA						
Source of Variation	SS	Df	MS	F	P-value	F crit
Between Groups	386472.7	6	64412.12	4.346192	0.037732	3.865969
Within Groups	103742.5	7	14820.36			
Total	490215.2	13				

Source: Researchers' Computation, 2019 (SPSS, 23)

The table 4.4 presented the result of moonlighting effect on the job commitment of academic staff and medical doctors across the various institutions under consideration in this study. The result revealed that the mean and the variance of academic staff and medical Doctors as a result of moonlight effect on job commitment were 823.143 and 49157.14; and 724.143 and 26828.14 respectively. The F-stat value of $2.964 < 5.987$ the F-critical value and the probability value of $0.136 > 0.05$ revealed the statistical insignificant difference between the academics and medical doctors across various institution based on the moonlight effect on job commitment of the professions under investigation. However, the F-stat value of $5.566 > 4.284$ the F-critical value and the probability value of $0.028 < 0.05$ revealed the statistical significant difference between the moonlight effect and job commitment for academics and medical doctors across various institutions under investigation.

Table 4.4: Analysis of Variance for Lecturers, Doctors, Moonlighting and Job Commitment

Summary	Count	Sum	Average	Variance		
Lecturer	7	5762	823.1429	49157.14		
Doctor	7	5069	724.1429	26828.14		
Additional Income	2	1399	699.5	84.5		
Skill Diversity	2	1101	550.5	1404.5		
Job Autonomy	2	1626	813	12168		
Blocked Promotion	2	2269	1134.5	22260.5		
Affective commitment	2	1558	779	33800		
Normative commitment	2	1415	707.5	19404.5		
Continuance commitment	2	1463	731.5	14620.5		
ANOVA						
Source of Variation	SS	Df	MS	F	P-value	F crit
Lecturer & Doctor	34303.5	1	34303.5	2.964055	0.135916	5.987378
Moonlighting & Job commitment	386472.7	6	64412.12	5.565643	0.027752	4.283866
Error	69439	6	11573.17			
Total	490215.2	13				

Source: Researchers' Computation, 2019 (SPSS, 23)

5.0 Conclusions and Recommendation

From the analysis of the result, the study concluded that moonlighting has significant effect on job commitment, retention and satisfaction between academic staff and medical doctors of public Universities and hospital in Southwestern region in Nigeria. The study validated the study of Irefin and Mohammed (2014), Ara and Akbar (2016), Eneware (2017), Sabron and Hassim (2018) that moonlighting influenced job commitment, retention, satisfaction and performance of employees.

Recommendations

- i. Adequate and proper working conditions should be provided to ensure the best is derived from the workforce through their performance and productivity which is been showcased through their outputs. Also, regular staff development programmes should be encourage which will enable the lecturers and medical doctors be efficient and effective, also help the staff align to recent trends in their fields of endeavors with the aim of reducing moonlighting practices.
- ii. The management team of the Universities and hospitals should strive to introduce a satisfactory motivational package that will stimulate commitment and performance of academic staff and medical doctors. Government should allocate sufficient fund to education and health sector.

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