

Effects of Moonlighting on Job Satisfaction in Public Institutions in Southwest Nigeria (A Comparative Analysis)

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Abstract

This study investigated the effects of moonlighting on job satisfaction 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). The study revealed that moonlighting has positive and significant effect on job satisfaction whereas the academic staffs moonlight more often than medical doctors. The study concluded that It was suggested that Management of Universities and hospitals should develop Human Resources Management practices 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: Moonlighting, Job Satisfaction, Public Institutions and Comparative Analysis

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1.1 Introduction

Moonlighting affects a significant share of the adult workforce in most developed and developing economies (Pouliakas, 2017). In the industrialised world in 2015, 4.9% of workers in the United States of America declared that they are engaged in multiple jobs aside their main employment and 4% of the 28 European Union member states employed population were multiple job-holders in 2015, with marked variations between member states. It is higher in the Nordic countries with 12% in Iceland, 10% in Norway, 9% in Sweden, 6% to 7% in Finland and Denmark. Moonlighting has been said to account for about 70% of Russian households' income from informal sector (Pouliakas, 2017). In Nigeria, the deprivation of psychological needs is encouraged through salary insecurity, over taxed and delay in the payment of salaries or fringe benefits, high level of dependency ratio, and poor remunerations. These have behavioural consequences on Nigerian workers resulting in high level of bureaucratic corruption, inefficiencies and low morale among workers who resorted to supplementary jobs to make ends meet (Agba, Ushie, Agba& Best, 2010). Hitherto, lecturers in Nigerian Universities seem to have engaged in more than one job which may affect their performance indirectly (Akande, Akindele&Ologunde, 2013). Different reasons have however been raised to justify why workers hold more than one job or own more than one business. Tertiary institutions in Nigeria are perceived to be high beneficiaries of this moonlighting phenomenon alongside the health sector. In the Nigerian Universities, job sharing among academic personnel and job rotation has become the order of the day and has almost become a culture due to scarcity of academic scholars (Folorunso, Adewale&Abodunde, 2014). According to the Federal Ministry of Education report (2003), a total of 18,328 academic staff looked after 433,871 students as against the National Universities' Commission (NUC) staffing benchmark of 33,951 (a shortfall of 46%) in the year 2000 (Eneware, 2017). In terms of students to lecturers' ratio, Gana (2016) in his keynote address at the Covenant University's 11th convocation ceremony made it known that while institutions like the California Institute of Technology and University of Chicago, both in the US have 6:9, University of Oxford has 11:6, while Harvard University has 8:9 students-lecturers ratios. Many Nigerian Universities have students-lecturers ratios of 1:300, just as Covenant University claimed it had a student-lecturer ratio of 1:16. Existing literature show that medical doctors (Dolado&Felgueroso 2008; Saxon, 2015), Nurses (Rispel, Blaauw, Chirwa, & Wet, 2014), and Politicians (Campbell & Cowley, 2015) have resorted to moonlighting to increase their income (Wehr, 2015). While others settle for consultancy, some create small shops, drug stores and private clinics. In Nigeria, academic staff engages in multiple jobs as a result of which affect their performances on their primary job (Akande, Akindele&Ologunde, 2013).

In the same vein, Ogirima (2018), reported abysmal low doctors to patients' ratio in Nigeria. This is creating a vacuum for Physicians to not only exploit the teeming masses of Nigeria but to also deny them of efficient health service delivery. Moreover, 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, to the best of the researcher's knowledge, there is dearth of literature on the topic in Nigeria especially when

addressing the effects that moonlighting has on employee job satisfaction. 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, retention and job satisfaction.

2.0 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

Comparative effects of moonlighting on job satisfaction will not be significantly different between academic staff and medical doctors of public institutions in Southwest Nigeria.

Job satisfaction (JS) is the dependent variable which will be measured by job autonomy (JA), advancement opportunity (AO), salary (SR), rate of pay (RP), personal objective (PO), job flexibility (JF) and workload and management tools (WP) whereas moonlighting is the independent variable measured by addition to income (AI), skill diversity (SD), job autonomy (JA) and blocked promotion (BP)

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

$$JS = (JA, AO, SL, RP, PO, WM) \text{----- 1.2}$$

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.

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

3.0 Results

The table 4.8 presented the result of moonlighting effect on the job satisfaction for 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 satisfaction were 873.8 and 48501.29 and 807.1; and 24098.32 respectively. The F-stat value of 0.613 < 4.414 the F-critical value and the probability value of 0.444 > 0.05 revealed the statistical insignificant difference between the academics and medical doctors across various institutions based on the moonlight effect on job retention of the professions under investigation.

Table 4.8: Moonlighting on Job Satisfaction Analysis for Lecturers and Doctors

| Summary | | | | | | |
|---------------------|----------|------|----------|----------|----------|----------|
| Groups | Count | Sum | Average | Variance | | |
| Lecturer | 10 | 8738 | 873.8 | 48501.29 | | |
| Doctor | 10 | 8071 | 807.1 | 24098.32 | | |
| ANOVA | | | | | | |
| Source of Variation | SS | Df | MS | F | P-value | F crit |
| Between Groups | 22244.45 | 1 | 22244.45 | 0.612798 | 0.443914 | 4.413873 |
| Within Groups | 653396.5 | 18 | 36299.81 | | | |
| Total | 675641 | 19 | | | | |

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

The table 4.9 presented the result of moonlighting effect and job satisfaction for academic staff and medical doctors across the various institutions under consideration in this study. The result revealed the mean and the variance of the moonlight effect and job commitment for the academic and medical doctors respectively. The F-stat value of 10.220 > 3.020 the F-critical value and the probability value of 0.001 < 0.05 revealed the statistical significant difference between the moonlighting effect and job satisfaction for academics and medical doctors across various institutions under investigation.

Table 4.9: Analysis of Variance for Moonlighting and Job Satisfaction

| 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 | | |
| Job Autonomy | 2 | 1592 | 796 | 2450 | | |
| Advancement Opportunity | 2 | 1690 | 845 | 1152 | | |
| Salary | 2 | 2125 | 1062.5 | 21012.5 | | |
| Rate of Pay | 2 | 1992 | 996 | 128 | | |
| Personal Objective | 2 | 1293 | 646.5 | 5304.5 | | |
| Workload & Management Tools | 2 | 1722 | 861 | 288 | | |
| ANOVA | | | | | | |
| Source of Variation | SS | Df | MS | F | P-value | F crit |
| Between Groups | 609388.5 | 9 | 67709.83 | 10.21997 | 0.000576 | 3.020383 |
| Within Groups | 66252.5 | 10 | 6625.25 | | | |
| Total | 675641 | 19 | | | | |

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

The table 4.10 presented the result of moonlighting effect on the job satisfaction for the academic and medical doctors across the various institutions under consideration in this study. The result revealed that the mean and the variance of academic and medical doctors as a result of moonlight effect on job satisfaction were 873.8 and 48501.29 and 807.1 and 24098.32 respectively. The F-stat value of 4.549 < 5.117 the F-critical value and the probability value of 0.062 > 0.05 revealed the statistical insignificant difference between the academics and medical doctors across various institutions based on the moonlight effect on job satisfaction for the professions under investigation. However, the F-stat value of 13.847 > 3.179 the F-critical value and the probability value of 0.000 < 0.05 revealed the statistical significant difference between the moonlight effect and job satisfaction for the academic and medical doctors across various institutions under investigation.

Table 4.10: Analysis of Variance for Lecturers, Doctors, Moonlighting and Job Satisfaction

| Summary | Count | Sum | Average | Variance | | |
|---------------------------------|----------|------|----------|----------|----------|----------|
| Lecturer | 10 | 8738 | 873.8 | 48501.29 | | |
| Doctor | 10 | 8071 | 807.1 | 24098.32 | | |
| 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 | | |
| Job Autonomy | 2 | 1592 | 796 | 2450 | | |
| Advancement Opportunity | 2 | 1690 | 845 | 1152 | | |
| Salary | 2 | 2125 | 1062.5 | 21012.5 | | |
| Rate of Pay | 2 | 1992 | 996 | 128 | | |
| Personal Objective | 2 | 1293 | 646.5 | 5304.5 | | |
| Workload & Management Tools | 2 | 1722 | 861 | 288 | | |
| ANOVA | | | | | | |
| Source of Variation | SS | Df | MS | F | P-value | F crit |
| Lecturer & Doctor | 22244.45 | 1 | 22244.45 | 4.549169 | 0.061732 | 5.117355 |
| Moonlighting & Job Satisfaction | 609388.5 | 9 | 67709.83 | 13.8472 | 0.00029 | 3.178893 |
| Error | 44008.05 | 9 | 4889.783 | | | |
| Total | 675641 | 19 | | | | |

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

Summary of findings

revelation from the study explicitly showed that the mean and the variance of academic staff and medical doctors as a result of moonlighting effect on job satisfaction were 873.8 and 48501.29; 807.1 and 24098.32 respectively which indicated that academic staff moonlights more often than medical doctors as a result of blocked promotion, job autonomy, additional income and skill diversity. Other variables accounted for moonlighting as a result of job satisfaction were salary, rate of pay, advancement opportunity, workload and management tool, and personal objectives. Furthermore, the study made it clear that there is significant difference between moonlighting effect and job satisfaction for academic staff and medical doctors across various institutions under investigation. Nonetheless, it is evidently revealed from the study that F-stat value of 4.549169 is less than 5.117355 F-critical value, this therefore implies that there is no significant difference between the academics staff and medical doctors across various public Universities and hospital in Southwest Nigeria, as such both academic staff and medical doctors of public institution engage in multiple jobs respectively. To ascertain the difference between moonlighting and job satisfaction, the F-stat value of 13.8472 is greater than 3.178893 the F-critical value and the probability value of $0.000 < 0.05$ implies that there is statistical significant difference between moonlighting effect and job satisfaction for academics and medical doctors across various institutions under investigation. Based on this, the study concluded that effect of moonlighting on job satisfaction is positively and significantly different between academic staff and medical doctors of public Universities and hospital in Southwest Nigeria. Hence, this implies that moonlighting contributed to job satisfaction of academic staff and medical doctors. However, since, the mean of 873.8 for academic staff is greater than 807.1 for medical doctors, the study concluded that academic staff moonlight more often than medical doctors though not significant. The finding of this study is connected with Ara and Akbar (2016) who found notable impact of moonlighting on job satisfaction.

It has been empirically identified that job autonomy, advancement opportunity, salary, rate of pay, personal objective and workload and management tool were the influencing variables of job satisfaction leading to employee moonlighting. Therefore, all these factors should be well considered by the management of public Universities and hospital in order to reduce rate of moonlighting in the education and health sector respectively. This is because, if all these factors were not properly put in place and not in commensurate with the hours the employees gave to the institutions, there is possibility of moonlighting which will affect job commitment on students and patients respectively.

4.0 Conclusion and Recommendation

Based on the findings, the study concluded that moonlighting significantly affect job satisfaction with an increasing rate of moonlighter found in academic staff than the medical doctors in Southwestern region of Nigeria. With this evidence, moonlighting may be a hedging strategy against job insecurity and pay insecurity in the primary job. This could be attributed to the flexibility of the work schedule, the perceived level of job satisfaction from the secondary employment, and the entrepreneurial opportunities which were important determinants of individuals' decision to hold a second job.

Recommendation

Lecturers and medical Doctors as human resources play a significant role in the development of the nation but are among the most neglected public servants. Unlike machines, lecturers and medical doctors are complex beings; they have got needs, values and aspirations and react to situations around them. It is therefore recommended that Ministry of Education and Vocational Training, Nigeria Medical Association and government should ensure that they offer best terms and conditions of service, including attractive pay package comparable to other professions requiring similar qualifications. This will not only make their services more attractive but shall be instrumental in curbing growing cases of moonlighting especially in public Universities and hospital.

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