MOONLIGHTING AND JOB EFFECTIVENESS: A STUDY OF FEDERAL GOVERNMENT COLLEGE, ODOGBOLU

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Abstract

This study examined the secondary school teachers' moonlighting and job effectiveness in Federal Government College Odogbolu. The Ex-post facto research design was employed in this study. Data for the analysis was sourced from the Federal Government College, Odogbolu records for 30 years to test the two hypotheses. Teachers' moonlighting was measured by the number of queries issued in a year to teachers on moonlighting activities and students' performance was measured by the success of students in external examinations in a particular year. The results reveal that moonlighting has a positive and significant relationship (R=.524) with performance of students and that teachers' effectiveness measured by awards received by teachers for good performance has a positive but non-significant (R=.097) with performance of students. The results indicate that moonlighting affects the performance of the students. Although the result shows a positive relationship, by implications it means moonlighting could have an adverse effect on students' performance and should be discouraged. Also awards giving to teachers for performance is not a good proxy for measuring effectiveness of teachers and teachers' effectiveness is not a driver of performance in schools. From the analysis it can be suggested that other drivers of performance should be emphasized and promoted in other to achieve better results.

Keywords: Moonlighting, Effectiveness, Performance

Introduction

The purpose of every business organisation is to excel beyond its competitors, in doing so business organisation is concerned about the effectiveness of human resources(employee). The teacher is one of determinants in the secondary education system and its effectiveness and efficiency depends on the teachers' job performance which may have negative or positive impact on the school goal achievement. The issue of effectiveness of teachers in federal unity colleges in Ogun sate has become a controversial issue especially with regards to quality teaching, external examination results and mentoring of the students. This is because apart from the quality of students and their results allegedly being challenged by parents, higher institutions, ministry of education and other stakeholders. An organisation culture is the atmosphere that is created by the social and professional interactions of the individuals; values, beliefs and norms that exist at the organisation that can encourage or discourage effectiveness.

In recent times, the rate of teachers working in extra jobs has been increasing. The achievement of college goals depends much upon teachers' commitment, punctuality and regularity to classes, feedback to students, personality, students' application in class and lecturers' professional development community service activities. However, in federal unity colleges in Nigeria, the teachers are working in an uneconomical conditions and environment. Consequently, many teachers decided to embark on moonlighting to make ends meet. This norm discourages teachers in federal government colleges effectiveness and has led to poor quality of the students questioned by parents, higher institutions, ministry of education and other stakeholders; majority of the Universities are not making any significant impact in the socioeconomic and political development of the country. Therefore, it is important to look at the extent of influence of academic staff moonlighting activities on their effectiveness. Therefore, the study hypothesis: $H_0$1: There is no significant impact of teachers moonlighting on students' performance in Federal Government, Odogbolu

Concept of Moonlighting

Serajul (2009) referred moonlighting as working at a secondary job or to work at another job in addition to one's full time job. According to Satarupa, (2012). Conducive working conditions raise individual self-esteem and self-actualization. Many teachers have multiple income sources through part-time teaching the same time or are engaged in other secondary jobs. The quality of their work seems to decrease. The time available for administration, community service and research are also reduced. The culture of visiting lectureship and moonlighting activities have commitment implications in terms of punctuality, increased absenteeism and use of appropriate pedagogical approaches and may have been responsible for the poor international rating of the region's Universities. And Performance is understood as achievement of the organisation in relation with it set goals. Brumbach (1988) views performance more comprehensively by encompassing both behaviours and results. He is of the view that behaviours as outcomes in their own right which can be judged apart from the results.

Students' daily complaint is that some lecturers regularly absent themselves from their main work days to do other job. Nigerian academic staff members are said to spend 48% of their time on administration and only 29% on teaching because of poor remuneration prompting many faculty members to give minimal time to the University work they are employed for, and then seek one or more income generating activities to supplement their salaries (Aluko, 2003).

The job effectiveness of such moonlighters should be querried but the bottom truth about the situation is that every employee must meet up their daily responsibilities and once this is achieved the the effectiveness of job or work will be perfect. Usoro, Effiong, &Ekpenyong, (2014) states that group of workers effectiveness is the dedication of employees in their obligations main to high productiveness to realise the preferred goals and targets of the college. Bartuserviscience & Sakalyte (2013) opine that effectiveness is a broader perspective, covering quality, cost added, personnel pride and output interplay with the environment. It is the degree to which goals are achieved and the extent to which focused troubles are solved.

Theoretical Review

The most influential research in this subject used to be carried out by means of Shisko and Rostker (1976). In a single attempt, Shisko and Rostker (1976) have blended the microeconomic principle of moonlighting and the demographic profiles of a traditional moonlighter in a single study. Their study helped to make clear how and why a worker may figure out to moonlight. They have estimated a Tobit mannequin to check out the moonlighting labor supply curve of a standard moonlighter using facts from Income Dynamics Panel (IDP) of the US. In their study of the microeconomic idea of moonlighting, Shisko and Rostker (1976) have diagnosed that the hours constraint plays an essential determinant of moonlighting conduct of workers. If a individual decides to moonlight due to the fact he/she can't spend as an awful lot time as he wants at his/her utility maximizing stage on the top job, the person is hours constrained. Much of the literature on the economics of moonlighting is affianced with the empirical verification of hours constraint as a reason force at the back of moonlighting selection of workers.

Empirical Review

Mohd and Aliza (2016) worked on moonlighting: as element affecting job overall performance amongst personnel at Klang valley public hospital. However, these personnel may face challenges when enticing in moonlighting such as poor performance, absenteeism, and fatigue and profession conflicton most important job. The aim of the find out about used to be to increase and implement self-efficacy concept in 'moonlighting'and the impact on performance at their main job. The framework of self-efficacy adapted in the find out about was cautiously designed as to go nicely with the region of inquiry. The lookup graph of the find out about took a causal outlook whereby the research was once carried out in order to determine the necessary factors that partner with the moonlighting among staff. A pilot learn about was once conducted among 30 respondents from the personnel of Public Hospital in Klang Valley. From the pilot find out about it used to be located that staff who are constantly worried in moonlighting are setting up non-public that means for conceptual alternate in their overall performance the place self-efficacy thought has greater emotional stable, conscientious in selection making and non-public assured amongst staff. The findings also printed that the performance of the personnel had been affected by way of the capability of the body as a whole. It additionally proves that organisational behaviour gurus practicing in doubt is normally influenced by way of the self-confidence of the employees. Second, the complexity of the tasks and overall performance of the skills found themselves surely and performance in the surrounding of workplace. Both elements play an necessary position in the organization settings because they have a tendency to deteriorate the relationship between self- efficacy and performance.

Georges and Safary (2017) examined moonlighting as a growing phenomenon. The paper examined the impact of moonlighting practices have on university professors where moonlighting is not allowed. The study is of the opinion that moonlighting occurs for financial reasons, as a hedging mechanism against the future uncertainties which brings about ways in taking different advantages of available opportunities, for intellectual networking to improve professors' intellectual capacity, and better academic ranking at the national level. The results in superficial teaching, limited personal contact with students, and reduced concentration on daily teaching activities. The study concluded that moonlighting increases the risk of burnout and reduces the time spent with the family and less quality of student's education.

Ologunde, Akindele *and* Akande (2013) examined moonlighting among University lecturers and their performance in the South-Western Nigeria. The findings revealed that there are inverse relationships between the number of lecture hours and number of universities lecturers. It also showed that there is significant difference in performance in terms of project supervision. Having secondary job or jobs as the case may be is not majorly the challenge of threat to the organisation but rather the job effectiveness saddled by the employees who moonlights. Nature always require its effect on human nature therefore, hours spent on other jobs will have its effect on the main job.

METHODOLOGY

The Ex-post facto research design was employed in this study. According to Newing (2011), this design is appropriate for events that have already occurred and whose occurrence cannot be controlled by the researcher. Data for the analysis was sourced from the Federal Government College Odogbolu records for 30 years (1991-2019). The number of years for analysis was considered sufficient based it is seen as the minimum sample size in any form of empirical analysis (Lenth, 2011).

Measurement of Variables

In this study teacher moonlighting was measured by the number of queries issued in a year to teacher on moonlighting activities. This was chosen as a proxy for moonlighting because it gives an insight into number of people involved in the activity in every academic year. Performance was measured by the success of students in external examination in a particular year. Effectiveness was measured by teaching awards received. According to Berks (2005), teaching awards as a form of evaluating effectiveness will make other teachers work harder.

Model Specification

H_O1: Job effectivness= $\beta0 + \beta1$(Moonlighting) + μ

Where μ= error term

$\beta0$= constant

RESULTS

$H_0$1: There is no significant effect of staff moonlighting on Job effectiveness

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.524[a]	.275	.260	.68415

a. Predictors: (Constant), MOONLIGHTING

The result reveals that moonlighting has a positive and significant relationship (R=.524) with job effectiveness. The coefficient of variation (R^2=.275) shows that 27.5% variation in performance is brought about by moonlighting. 72.5% variation in performance is caused by other factors

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.217	.434		2.808	.007
	Moonlighting	.543	.127	.524	4.265	.000

a. Dependent Variable: JOB EFFECTIVENESS

The unstandardized Beta (B=.543) indicates that for every one unit increase in moonlighting, effectiveness increase by .543 units. The standardize coefficient (β=.542) shows that there is a direct relationship between moonlighting and performance. The t-sta (t=4.265, p=.000) indicates that that moonlighting is a significant predictor of performance. From the result, it is concluded that moonlighting has a significant effect on staff job effectiveness. Therefore, the null hypothesis is rejected.

DISCUSSION

The result from the first hypothesis indicates that moonlighting affects the performance of the students. Although the result shows a positive relationship, by implications it means moonlighting could have an adverse effect on students' performance. This corroborates the findings of Oyaziwo (2009) who established that moonlighting should be discouraged because it will affect the performance of students even at higher level of education. The analysis of hypothesis two shows two interesting views. Firstly, awards giving to teachers for performance is not a good proxy for measuring effectiveness of teachers. This negates the position of Berk (2009) who is of the opinion that award giving to teachers is a good proxy for measuring effectiveness of teachers. Secondly, teachers' effectiveness is not a driver of performance in schools. From the analysis it can be suggested that other drivers of performance should be emphasized and promoted in other to achieve better results.

CONCLUSION

The Staff moonlighting which has adverse effect on the effectiveness of staff in the organisation, the staff exhibit some negative attitudes like absenteeism, lateness and disloyalty. As result the above mentioned attitudes, lack of Job effectiveness will have adverse effect on the achievement of organisation goal. The organisation should take drastic measures to make sure that they staff that engage in moonlighting are severely death with using the rules, the college authority should also provide conducive environment for staff, there should be attractive incentive, salary should be prompt and there should be Job security.

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