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Systematic Literature Review and Bibliometric Analysis on Antecedent of Moonlighting

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Abstract

This study conducts a systematic literature review and performs a bibliometric analysis to explore the antecedents of moonlighting by drawing on insights from 1,528 articles retrieved from the Scopus database published between 2013 and 2024. An analysis identifies the leading authors, journals, and the most cited works in the field to present a comprehensive understanding of the conceptual and intellectual foundation of research on moonlighting. The study classifies major antecedents of moonlighting and groups them under broad thematic categories. It also highlights the contributions of several countries in terms of levels of participation and contributions to this field. The research is therefore approached bibliometrically using major terms such as "moonlighting," "gig work," and "freelancing," with a focus on trends that have developed over the last ten years. This uses bibliographic maps, graphs, and tables to illustrate publication trends, influential contributors, and thematic patterns. Notably, the study identifies the increasing interest in moonlighting during the COVID-19 pandemic, reflecting changes in the dynamics of labor markets. The research provides an important resource for academics, practitioners, and policymakers by synthesizing existing literature and identifying key gaps for future exploration.

Keywords: Moonlighting, Gig Work, Freelancing, Bibliometric Analysis, Antecedents, Scientific Production, Bibliographic Mapping

1. INTRODUCTION

Moonlighting, the practice of holding a secondary job in addition to a primary one, has. Moonlighting, or holding multiple jobs, is a prevalent practice among workers, particularly teachers and public service employees [1]. It has garnered significant attention in recent years due to its implications for both employees and employers. Traditional driven by various motives, including the desire to supplement income and overcome hours constraints in primary employment [2]. Now has evolved into a multifaceted issue influenced by diverse factors such as economic conditions, organizational culture, technological advancements, changing work preferences in environmental factors [3] and personal factors such as job satisfaction, income needs, and career development opportunities [4]. While offer opportunities for personal and professional growth, moonlighting also raises concerns for employers regarding productivity, security, and morale. The impact of moonlighting on employee organizational engagement is complex, potentially leading to reduced productivity and commitment to the primary job, but also potentially increasing job satisfaction and skill development [5]. Employers face challenges in managing moonlighting employees, as various ethical issues are involved [6]. Understanding the motivations behind moonlighting and its implications is crucial for both employers and employees to navigate this multifaceted phenomenon effectively [5,6].

Despite its significance, the scattered literature on moonlighting across various disciplines calls for an integrated review for the synthesis of existing knowledge. Through such reviews, significant themes have been identified, which include determinants of moonlighting intention, effects on employers and employees, and policy implications [7]. As the number of both contingent workers and moonlighters grows, more research into this type of work arrangement needs to be undertaken in order to better understand its influence on organizational behavior and to implement an appropriate human resource management strategy [8]. This breakdown has made it very difficult for researchers and practitioners to clearly understand the antecedents and implications of moonlighting. A systematic literature review (SLR) and a bibliometric analysis can fill in this gap as it synthesizes the existing body of knowledge to identify research trends and areas for future investigation. This paper, hence, attempts to fill the lacuna in literature by examining, reviewing, and providing comprehensive insight into literature on antecedents of moonlighting. This present study uses a bibliometric analysis, which is a powerful tool in mapping scientific knowledge and identifying research trends.

It uses quantitative methods to analyze bibliographic data, which in turn reveals the publishing patterns and dominant themes within a particular domain [9,10]. This approach is valuable for identifying research gaps, supporting scientific projects, and expanding the boundaries of science [10]. Hence, this study intends to advance our knowledge on moonlighting by offering bibliometric analysis for science mapping, performance analysis, and bibliographic coupling to identify significant trends and areas of research emphasis. In particular, the following (Table-1) research questions are attempted to be answered:

Table- 1 Research Questions

The article is structured in following manner first comes the introduction, which provides a background for the study and sets out objectives and research questions; Literature review of bibliometric analysis; Methodology, where search procedures that led to literature on moonlighting are provided; Results are presented in the fourth section and then discussed in the fifth section. Finally, the sixth section is for conclusions and lines of further research.

2. LITERATURE REVIEW

Moonlighting, which is defined as holding more than one job at the same time, is a critical labor market phenomenon with diverse motivations and implications. The most important reason for moonlighting is financial, especially during early adulthood or household financial stress. However, there are also non-pecuniary reasons for moonlighting [11]. Organizational commitment and entrepreneurial motivation have been reported to affect the intentions of IT professionals to moonlight [12]. Job satisfaction, entrepreneurial opportunities, and hedging against job insecurity in the primary job are other non-financial motivators [11]. The flexible working hours and work-from-home options in IT companies contribute to the prevalence of moonlighting in this sector [13]. Ultimately, both pecuniary and non-pecuniary motives, along with available time, influence the type and extent of moonlighting [13]. The antecedents of moonlighting can be divided into individual, organizational and environmental factors.

2.1 Individual Factors

At individual level concerned variables are specific personality traits and motivations plays a considerable role in the decision of moonlighting. Economic necessity, usually bound to primary job incomes that are low or due to household financial constraints is a widely established antecedent of moonlighting [14,15]. Individuals may turn to moonlighting as a means to supplement their income and maintain a desired standard of living. Beyond financial necessity, some individuals engage in moonlighting to pursue

entrepreneurial ambitions or develop new skills and experiences [16]. Other causes of dissatisfaction with the core job are poor challenge and limited opportunity to grow, perceived injustice, and others. Other personality characteristics, including risk-taking, creativity, and love of autonomy, can also predispose individuals to engage in moonlighting. All these are considered as self-expression and professional development-oriented activities [16].

2.2 Organizational Factors

The organization context significantly influences the probability of moonlighting. Rigid work schedules, limited opportunities for advancement, and a lack of work-life balance in the primary job can create a need for supplemental income and alternative career paths. [14]. Conversely, organizations that create a conducive and flexible work environment that provides opportunities for skill development and entrepreneurial pursuits might be less prone to high moonlighting rates among employees. Conversely, organizations that view moonlighting as a way to enhance creativity, innovation, and employee engagement might be more tolerant of the practice and even facilitate it within appropriate limits [16].

2.3 Macro-environment factors

Research in this regard found that moonlighting or engaging in a concurrent job is, in fact a multi-level effect beyond individual or organizational level factors.

Technological factors: Development of digital platform has helped enhance the possibility to monetize skills and interests on other jobs alongside primary employment. Similarly, economic reasons such as insecurity from job and pursuit of more additional income motivate them to engage in moonlighting behavior [17]. Among those factors are sociological factors for seeking professional security and satisfaction in volatile work environments that have become apparent [18]. What may be of significance is that these studies show an alignment with moonlighting from the energic/opportunity rather than the deprivation/constraint hypotheses, indicating individual results may be benign [19]. Only once these multi-level antecedents are understood, a great deal of how organizations will institute policies and practice regarding moonlighting arrangements are known [17]. The broader social, economic, and technological landscape strongly influences the motivations and opportunities for multiple job holding.

3. METHODOLOGY

In this research, insights into the pattern of moonlighting were obtained by using Scopus database. Scopus has been well-cited and mostly used in literature analysis for evaluating scientific journals and publications [20]. The systematic steps were taken during the process for retrieving and accumulating literature on the topic of moonlighting. First, the researcher identified equivalent terms for moonlighting and determined alternate keywords, such as "gig work" and "freelancing." Since moonlighting has been a concern for decades but gained renewed attention during the COVID-19 pandemic, the search duration was set to the past 10 years and 5 months, including articles published between 2013 and 2024 (see Table-2). Articles with the search term in their title, abstract, or keyword list were eligible to be included in this study and hence were filtered out using appropriate inclusion and exclusion criteria. After a preliminary search from the Scopus database within the given period, 1,528 research articles were available.

Figure-1 Procedure and criteria in selecting articles from Scopus database

Figure-2 search string used to extract research paper for SLR and Bibliometric analysis

1. Articles published in peer-reviewed scholarly journals were mainly selected since such articles are vital to intellectual progress with a stringent peer-review process for high-quality publishing. Therefore, conference proceedings, book chapters, review articles, and editorials were excluded.

2. Only the articles that have been published in English were selected, and those in other languages were excluded.
3. Articles on business and management topics were selected, and those on other topics were excluded.
4. Table 2: Summary of data source and selection

A total of 1528 research papers were found in search result from Scopus database using the specified keywords during the period of year 2013 to 2023. The multi stage qualifying criteria were applied to screen the results: (i) Most academic journals contribute significantly to Intellectual advancement through stringent peer review processes which ensure high-quality academic. In other words, we excluded proceedings, book chapter, review and editorial materials. (ii) Articles published in only English language are included the papers of other languages are excluded in this research. (iii) Articles published in business and management area are only considered in this research rest areas are excluded. As a result, a total of 72 articles were included for further review after removing those irrelevant articles (n=1456) (refer figure-1)

4. RESULTS AND DISCUSSION

Table-3: A Systematic Review of the Top Cited 15 Articles on Moonlighting (2004 o 2024)

Bibliometric analysis of moonlighting is done at five different levels, which include (a) publication, (b) journals, (c) authors, (d) institutions, and (e) countries. For the purpose of the analysis, every level uses descriptive metrics. Publication level involves counting the number of publications, their citations, and the most cited articles. At the journal level, the most-cited journals are determined through the bibliographic data during the period of the study. At the author level, the number of authors per paper and leading contributors are analyzed. Finally, leading institutions and countries are looked at. The sample for this study involved searching and screening 72 publications authored by 195 individuals affiliated with 74 institutions in 33 countries. These works were published in 56 journals with references to 3,984 cited sources, which are listed in Table 3. Analysis indicated that there was a marked surge in the following year, namely 2019, focusing specifically on entrepreneurship, freelancing, the shared economy, and the gig economy. Some key contributions of the period are made by [35,36,37,32, 31,34 and 38].

Table-4: General result summery

4.1 Publication Trends

Figure 3: Publication trends in moonlighting from 2013 to 2023 The first period when moonlighting attracted serious attention in the labor market was during the 1960s and 1970s, according to Stinson's analysis of national time-series data. Interest in moonlighting has increased with time, especially during periods of economic uncertainty, such as the COVID-19 pandemic, when job-related concerns were high. An upward trend in moonlighting research

Figure-3: Publication Trends

has been observed since 2017, with 2023 seeing a significant increase in the number of publications compared to previous years. Studies focusing on moonlighting or its alternative terms, such as "gig work" or "freelancing," have been conducted by researchers like [12], [39], [40, 41]. This clearly shows an evolving and persisting interest among scholars, researchers, and professors on this topic. Average citations per year are graphically presented below. The years with the highest citation numbers are 2013, 2017, and 2019, and then followed by the year 2020. This would mean that work done in the years 2013, 2017, 2019, and 2020 were relatively impactful and contributed substantially to the development of the field.

4.2 Most Productive Countries

Figure 4- Top five most publication-intensive nations USA, UK, Netherlands, India, Belgium in terms of citation numbers as well as average citations per publication, others lagging by significant numbers have come close, if not more, which includes Canada and Romania with remarkably high citation per publication and high Australia and South Korea. Indian researchers are actively working in this area, and there is a good number of publications; however, the average citations for India are not so impactful. Therefore, there is an opportunity for Indian researchers to produce higher quality research outputs in this area.

Figure-4: Most productive and influential countries. (Source: Created by authors)

The United Kingdom and the United States have the highest average citation scores at 88 and 44.2, respectively, as shown in Figure 4. This clearly points to the tremendous influence of their research outputs on the field at large. Countries like Bangladesh, South Korea have average citation score of 24 each, Italy, Poland have 15 averages citation score each, and Finland with average citation score of 12 have a notable impact with fewer documents. Germany, China, Thailand, Sri Lanka, and Hong Kong have lower average citation scores of less than 10, indicating less influence per document.

4.3 Most Productive Authors

See figure -5 for most productive authors in moonlighting. The most productive author is Lehdonvirta V., whose articles [21,23, 24, and 42] have received 986 citations with an average of 248.5 citations per article. Others, and with two publications except for others mentioned below, have [43, 36, 21, 40, 24, and 27]. From the total cited: 15, 31, 743, 8, 234, and 103 publications, respectively. Within the top 10 authors, nine have more than an average of 50 citations for each article, while the remaining person has an average of 38. The growth pattern in volume and impact within the domain is steady in nature.

Figure -5: Most productive authors

4.4 The Most Contributing Institutions

Figure 6 Rank list of top 10 most prolific institutions on moonlighting research. Oxford University together with the Oxford Social Sciences Division occupy first place with four articles each, followed by Universiteit van Amsterdam and Radboud Universiteit, who published three articles each. Most of these world's leading institutions are located in the U.K. and the Netherlands, clearly indicating how authors from these regions have played a very central role in producing the different pieces of research in this area.

Figure-6: Most Contributing Institutions

4.5 Most Productive Journals

Figure 7 reports the journals that have published high-impact research on moonlighting. Transfer has the greatest number of four articles on the topic. Next in line are Academy of Management Journal, Technology Forecasting and Social Change, New Technology, Work and Employment, Journal of Self-Governance and Management Economics, and Marketing Science, which each published three articles. These journals are major contributors to publishing impactful research on the topic.

Figure-7: Prolific Journals

4.6 Analysis of Moonlighting with VOS viewer

Bibliographic Coupling

The visualization of the bibliographic coupling network shows key links between academic papers based on shared references. The network divided into various color-coded clusters, each representing a unique

research focus. For instance, [21] is an impacting paper. It connects strongly with [24] and other works, indicating the paper's founding nature in the field of research. Again, [22] appears a significant node in another cluster because it has left its imprints on a different but connected realm of research. Further, [29] shows strong connections within its cluster, pointing towards its recent influence within the academic discourse. Notably, [28] stands out as an outlier, indicating it has fewer shared references with the main network and may represent an emerging or niche area of research. The inter-cluster connections reflect that a few papers are indeed able to bridge across the various disciplines, thus contributing to actively interdisciplinary research. In an overview analysis, the main influential authors of the work, structure of the research communities, and potential for investigates were highlighted.

Figure-8: Bibliographic coupling

Co-occurrence network of keywords

This section gives information regarding the conceptual framework of moonlighting to help in the research on this field. Keyword co-occurrence networks can be a rich source for studying research trends and important topics related to any particular subject. The keyword co-occurrence networks portray keywords as nodes and the occurrences of those keywords as weighted links [44]. They can assist in developing comprehensive search strategies for systematic reviews, reducing bias and improving efficiency [45]. The analysis of these networks can provide insights into emerging research areas, declining trends, and synergies between topics [46]. Co-occurrence keyword analysis was used to develop the clusters. The above figure is a network of terms that are commonly used in the field of moonlighting. 397 keywords were grouped by the frequency of occurrence at least two times, using the VOS viewer software. The co-keyword analysis produced eight clusters, which were then categorized into four group identical groups to study, as shown in Figure-viii. antecedents of moonlighting.

Figure-9: Co-occurrence of keywords

The first cluster (Red colour) focuses on digital labor and employment, covering topics such as income, job quality, meaningful work, and social security. The cluster have ten nodes with total strength of 24. The concept of moonlighting, where individuals take up additional jobs often in digital or precarious conditions, is central here [21] provided insight about digital labour and connection to economic development, gig economy [43,47] illustrated employment, moonlighting, in-work poverty inequality, and quality of work. These keywords indicate the conditions and motivations that lead individuals to seek multiple jobholding and moonlighting. Second cluster (Green color) represent labour markets and platforms both online and offline. It includes the study of [47,48] on labor markets, and [49] online platforms. Keywords like "online labour markets" and "online platforms" highlight the growing importance of digital spaces in employment, which can lead to moonlighting as individuals leverage multiple platforms for additional income. This cluster have seven nodes with total strength of 12. Third cluster (Blue color) content six nodes with total strength of 17 represent the gig economy and freelance work, [50, 51, 52] work on digital platforms and online labor markets. With the rise of freelancing and gig work [25], individuals have flexible opportunities to get into moonlighting since they can take up additional freelance projects along with main jobs.

The Fourth cluster (Yellow color) have five nodes with a total strength of 17 centers on employment, hiring practices, labor markets, and outsourcing [53,47,54] E-learning is also included indicating education role in employment. Outsourcing and flexible hiring practices can also result in moonlighting as people take outsourced projects besides regular jobs. Purple Color Cluster Fifth cluster consists of five nodes with a total strength of 14, dealing with internet-based work and entrepreneurship in the studies of

[55,56,57] explaining how internet helps in freecanvassing and entrepreneurial activities of related nature. Internet freelancing and online entrepreneur opportunity are making people aspire for moonlighting to seek new ventures or an additional income source [34]. Sixth cluster (light blue) This cluster have four nodes with total strength of 10 focuses on independent professionals, innovation, and solo self-employment. Keywords like "freelancers" and "solo self-employment" are associated with individuals taking on multiple roles or jobs, reflecting moonlighting behavior as they manage their professional and personal goals [58, 48]. Seven cluster (orange) This cluster have two nodes with total strength of 12 emphasizes online freelancing, gig work, and working conditions. The studies of [39,49] highlight the nature of work on digital platforms often involves flexible hours and multiple jobs, directly contributing to moonlighting as workers juggle different gigs to maximize their earnings.The eighth cluster (in brown color) consists of 3 nodes with a total strength of 14 and freelancing as a career and nonstandard work arrangements. Freelancing and nonstandard work are key antecedents to moonlighting [39] as they provide the flexibility and opportunities for individuals to take on additional jobs outside the traditional employment framework.

The co-occurrence of keywords cluster analysis reveals various themes related to moonlighting and its antecedents. Cluster 1 focuses on digital labor and job security, emphasizing income levels, job quality, and multiple jobholding [59]. Cluster 2 delves into commerce and labor market dynamics, highlighting online platforms and unpaid labor as factors influencing moonlighting behaviors [60]. Cluster 3 explores digital platforms and the gig economy, showcasing how freelance opportunities and online labor markets contribute to moonlighting practices. Cluster 4 centers on e-learning and employment, indicating that skills development and hiring practices can influence individuals to engage in moonlighting activities. Cluster 5 emphasizes entrepreneurship and higher education as antecedents to moonlighting, where individuals may pursue side jobs to supplement their primary income. Cluster 6 discusses freelancers, innovation, and subjective well-being, suggesting that innovative projects and self-employment desires can lead to moonlighting [60]. Cluster 7 focuses on digital labor platforms and gig work, highlighting how poor working conditions in primary jobs can drive individuals towards gig opportunities. Lastly, Cluster 8 addresses career development and nonstandard work arrangements as significant factors influencing moonlighting behaviors.

On the basis of keywords include in various clusters moonlighting motives can be clubbed into four broad categorises or groups namely financial, professional development, flexibility, and opportunity-driven reasons.

Financial Motives: Clusters such as Red (Digital Labour and Employment), Yellow (Employment and Outsourcing), and Orange (Online Freelancing and Working Conditions) emphasize the pursuit of additional income, economic security, and job stability through various forms of digital and gig work.

Professional Development Motives: Clusters like Purple (Internet and Entrepreneurship), Light Blue (Independent Professionals and Innovation), and Brown (Freelancing Careers and Nonstandard Work) focus on career growth, skill enhancement, and entrepreneurial ventures.

Flexibility Motives: Cluster Blue (Freelance and Gig Economy) highlights the desire for flexible work arrangements and autonomy in job selection.

Opportunity-Driven Motives: Cluster Green (Labour Markets and Platforms) seeks to exploit emerging opportunities in digital and online labour markets.

5. CONCLUSION AND IMPLICATIONS FOR RESEARCH

This study is a contribution to moonlighting literature because it provides a holistic review of 72 studies. To conclude, the antecedents of moonlighting are multidimensional, that is, an individual, organizational, and environmental factor that motivates individuals to take up multiple job holding [61]. Moonlighting analysis through research papers reveal that this has presented a multicolored scene of reasons and possibilities from the standpoints of traditional economics and that of the gig economy as well, suggested by Meriem [62, 63]. The gig economy which itself is characterized by flexible arrangements of work with the help of digital platforms has influenced labor dynamics majorly, had offered autonomy and multiple income streams, however increased questions regarding job security and worker's rights [63]. Moonlighting has become more common as a response to changing job markets, such as during the COVID-19 epidemic, where people need secondary sources of income and financial security [64]. It has been noted that both primary and gig jobs are motivated by gender-specific efforts: men are motivated by an increase in income, and women are motivated by job insecurity and depression levels affecting income [62]. Key findings are that moonlighting is mainly motivated by financial needs, professional development aspirations, desire for flexible work arrangements, and the pursuit of other opportunities. This multifaceted influence is key to policymakers who need to balance worker rights and economic prosperity in this changing world of work. Future research on moonlighting should cover several key areas to enhance understanding of its dynamics and impacts.

Important area is professional development outcomes, which should be explored in terms of long-term effects of moonlighting on career development, skill acquisition, and job satisfaction. This research can shed light on how side jobs contribute to professional growth and identify the benefits and drawbacks associated with such practices. Assessing the impact of flexible work arrangements on overall well-being and productivity can provide valuable insights. The effectiveness of e-learning also deserves consideration, especially regarding how online education promotes career transitions and skill development for people who moonlight. Research should assess the ways in which e-learning enables the successful management of multiple job roles. Assessing opportunities and risks in new digital platforms is also essential to comprehend how new digital and online labor markets are affecting trends in moonlighting.

The opportunities that these platforms offer, coupled with the risks involved, will give a more holistic view of their impact on people seeking additional work. Lastly, longitudinal studies on moonlighting trends will be valuable in tracking changes in moonlighting behaviors over time and their effects on individuals' economic stability, career progression, and job satisfaction. These studies can provide an insight into how moonlighting is becoming a part of people’s lives and its long-term effects.

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