MOONLIGHTING, SELF-EFFICACY AND JOB PERFORMANCE OF FEMALE ACADEMICS IN NIGERIAN PUBLIC UNIVERSITIES

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Abstract
This paper investigates the influence of moonlighting practices on self-efficacy and job performance of female academics in selected public universities. 327 female academics were selected using the stratified random sampling technique. 225 (68.8%) were engaged in multiple job holdings (moonlighting) with part-time income of about (75.7%) of their principal income. The possible influence of three dynamics of self-efficacy: personal, behaviour and environment; on principal job performance was investigated. Dual dynamics of behaviour (p<0.001, β=0.290) and environment (p<0.001, β=0.213) had considerable effect on principal job performance. Moonlighting or multiple job holdings restrained the correlation between the behaviour dynamic and job performance (p<0.05, β=0.4134, [LLCI=0.0738, ULCI=0.7563]). Behaviour serves as the central dynamic of self-efficacy, and affects job performance of female academics of public sector universities in South West Nigeria. Moonlighting has the prospect of being extensively connected to conviction of personal potential and proficiency (the behaviour dynamic) and principal job performance. Where female academics are self-assured that they are capable of executing positive behaviours, the tendency becomes higher for them to exhibit this behaviour providing the depiction offers results in the required upshot. Effective human resource management obligates devising, executing and scrutinizing with the total involvement of academics: efficient, proficient and jointly supporting working condition as well as perceptive policies and programmes, plus development policies and programmes that will promote the empowerment and advancement of female academics within the institution where they work while simultaneously preparing additional hands for the universities to have adequate lecturers so as to regulate lecturers’ moonlighting.

Keywords: Moonlighting, Self-Efficacy, Job Performance, Female Academics, Public University

Introduction
Literature examining the degree of sex disparities among female and male and elucidating when and why such disparities exist are on the increase. So far, a great deal of the research focus on assessing whether female employees have special policy inclinations than their male colleagues, are victorious in executing ‘women-responsive’ or ‘female’ policies. This paper centres on the outside interests of academics. While it is an issue of public discuss in several countries, outside interests have been mostly ignored up until now in sex-disparities literatures. Undeniably, although numerous studies like Sangwan (2014), Sofola (2015) and Vermeeren (2016) note that female academics on the average moonlight less or hold fewer outside employments and/or lower outside earnings compared to their male associates.
Moonlighting typically involves people who take up one or two jobs besides their primary employment. The foremost motives for workers holding multiple jobs are principally attributable to augmented standards of living. ‘Moonlighting’ is defined as working on an additional job. According to ILO (2016) ‘moonlighting’ is synonymous to second jobs, dual occupations and numerous careers. A person is referred to as moonlighting if he/she is still involved in a primary job although simultaneously he has an extra job to accomplish additional money. According to Betts (2018), moonlighting is carried out to enhance one’s principal occupational earnings. Besides, Betts (2018) confirms that moonlighting consists of outdoor occupation, which denotes having two or more part-time employments or supplementary occupation. Employees often moonlight to stabilize their source of earnings owing to weight of expenses which they face, especially in contemporary fast-paced milieu.

Nevertheless, attributable to their efforts in balancing numerous employments to maintain their needs, occasionally, public officials like university academics often do not remember to carry out their particular assignments conscientiously. This constitutes a significant test encountered by the government (who is their major employer) in dealing with the problem of reduced performance by university academics. Dual concerns that are enormously contested generally, in the conversation of moonlighting include one, workers that moonlight with employer authorization and two, workers that moonlight unlawfully. Most workers fall in the latter category. The Federal Ministry of Education (2017) affirms that between 2012 and 2016, there were 492 incidences of moonlighting workers in public Universities that accounted for influence on employees’ performance. Remarkably, the tendency of moonlighting in public universities is rising annually predominantly among female employees.

Sangwan (2014) reports that a United States 2013 survey on multiple jobholders affirms that they totalled 8.5 million, 6.3 percent of all employees. This rose from 4.2 percent in 2000 and was said to be the utmost level in over two decades. Sangwan adds that statistics from a similar survey of work patterns of American workers confirm the continuation of dual enduring tendencies: a rise in the number of women moonlighters and a reduction in the percentage of numerous jobholders with no less than one job in agriculture. As earlier noted, multiple jobholders are those employed individuals who have employments as wage or salary earners with more than one employer or are self employed and in addition assume wage and salary positions or are unpaid family employees on their principal employments but also have wage and salary employments. The primary occupation is the one where the utmost numbers of hours are put in. The amplified tendency of female employees who moonlight, principally in public universities supports Rispel, Blaauw, Chirwa and Wet (2014) which contends that moonlighting influences the performance of the principal occupations.

Studies by Lincoln and Kalleberg (2015) demonstrate that assignments that are repetitive become tedious and offer little prospects for mental and intellectual development or inspiration. Consequently, when organizations prepare and present intermittent development training conferences and job rotation or lead workers through diverse job chances it results in increased job performance. Kim and German (2013) opines that for the academic profession independence at workplace is imperative. The rising tendency of rivalry in the national and international markets has brought about a manifold increase in the stress on competence. Besides there is bigger spotlight on income creation and self-sufficiency which is threatened and academicians
boast reduced control over their work. When academicians believe that teaching is compensated at their departments, they experience additional satisfaction with their instructional self-sufficiency. Consequently Kim et al. affirm that inventiveness and self-sufficiency of faculty members must be protected by individual universities and policy makers. Lambert and Hogan (2009) and Lambert (2013) observe that in the education sector and particularly in public sector universities, the trend of moonlighting is increasing. The motivations behind moonlighting are considered to be financial, intellectual or social.

Figlio (2012) posits that lecturers’ attitudes, morale, motivation, efficacy and job performance could be deemed vital and elemental to the academic profession. The additional aspiration of looking for second employment besides the primary permanent employment could honestly influence the academics. Therefore they assume significant work in building knowledge, skills and behaviour. Lecturers impact the lives of numerous students in every lecture hour so it is essential to find out how well teachers are able to perform in their workplace. Pertaining to lecturer’s performance in their workplace, the period committed to work by academics is considerable. Academics are requested to put in more than before regardless of reducing budgets, limited resources, superior accountability and rising class size. For the public sector university moonlighting faculty, job tasks go much further than the classroom to include predominantly work hours that expand into evenings. Providing the higher education sector relies on the obligation of hard work, there is a great necessity to additionally comprehend how academics sustain the obligatory standards anticipated from them. Producing well-informed and capable human resources is the major purpose of faculty of in higher education. Moonlighting is viewed equally as a harmful and an affirmative practice. Moonlighting is a universal action with same ideology though the distinctive rationales for moonlighting by the majority of academics in Nigeria include: the pursuit of development, skills acquisition, gaining expert knowledge in selected areas of professionalization and payment of bills despite the fact that man’s wants are unquenchable according to economists.

Actually, moonlighting should be offered appropriate consideration by management of tertiary institutions bearing in mind the results on the output of the institutions. Some studies like Figlio (2012), Kim & German (2013) and Lincoln & Kalleberg (2015) indicate that lecturers’ outputs in tertiary institutions in Nigeria cannot compete with those of their associates from other climes owing to their failure to attain the obligatory skills and knowledge needed to confront the circular world. Several dynamics have resulted in this which the management of the tertiary institutions should be held accountable for. Arikewuyo (2014) affirms that from the introduction of democracy in Nigeria in 1999, financing of education plunged from 11.12% to 1.8% in 2013. Really, the educational sector is under-funded and this has resulted in crumbling infrastructures and lack of classrooms, libraries and laboratories.

Similarly, Arikewuyo (2014) opines that Asobie (1996) indicates that the remunerations of academics and non-academics in Nigeria is 0.005 of the pay of their associates in Botswana and Ghana. Actually, moonlighting and brain drain should be the fad among academics. Moonlighting has thus become the most consistent measure employed by academics to make enhanced remunerations given that they are not appropriately compensated. The thought of academics having multiple jobs is widespread in tertiary institutions worldwide; therefore the majority of academic staff serves as adjunct or part-time lecturers in other tertiary institutions.
aside from theirs. This is also applicable to employees in the medical and legal professions who assume additional employments despite their first jobs.

As earlier noted, studies demonstrate that the tendency of moonlighting is increasing and University lecturers in Nigeria too have begun to moonlight. The need arises for a comprehensive study to investigate repercussions and corollaries of the exercise on both organizations and individuals. A few research studies address moonlighting concerns in Nigeria although they do not exclusively address female moonlighting. Issues of female moonlighting in Nigeria require more in-depth elucidation to improve the understanding as to the possible motivations for and influence on self efficacy and performance of women moonlighting. This study focuses on examining the influence of self-efficacy (ecological, behaviour and individual elements) on job performance and the restraining consequences of moonlighting on the correlation between self-efficacy and job performance among female academics.

Theoretical Framework
The theoretical framework employed for this study is the Social Cognitive Theory offered by Bandura (1997). The theory recognizes human behaviour as an interface of individual dynamics, behaviour, and the environment and offers an outline for appreciating and foreseeing diverse human behaviours. Social cognitive theory is valuable in understanding behaviour and spotting techniques of behaviour modification or transformation. Kim and German (2013) affirms that where a person has elevated emotional intelligence, social efficiency, behaviour, attitude, potential and ability to forecast and comprehend human behaviour is constantly developed.

Furthermore, the social cognitive theory studies of how learning take places through transformations in mental state and offers guidelines that can aid in the creation of programmes to facilitate individuals accomplishing change through their motivation. The interface between an individual and the environment needs one’s efficacy beliefs and cognitive competencies either based on emotional intelligence or otherwise that are developed and influenced by their social and physical environment while the Social environment involves family members, friends, and role models.

Fig. 1 Conceptual Framework Adopted from Bandura’s Social Cognitive Theory
The physical environment encompasses a person’s neighbourhood and access to resources. The permutation of environment and behaviour pressure a person’s behaviour rooted in the effect of their environment, and how their behaviour can also be transformed by that environment. This however may not automatically denote that all persons will pursue identical model of behaviour given identical environment, as persons will interpret similar motivations in diverse ways attributable to distinctive cognitive proficiencies. The interface between a person and a particular behaviour obligates the effect of an individual’s thoughts and actions. The three factors namely: behaviour, environment, and personality are persistently influence each other. None is automatically the consequence of the other because there could be prevailing factors. An intervening cognitive factor is an individual’s self-efficacy. Bandura (1977) observes that self-referent consideration mediates knowledge and individual behaviour.

The interface between a person and the environment involves one’s efficacy convictions and cognitive aptitudes either because of emotional intelligence or not that are developed or manipulated by both their social and physical environment. Social environment encompasses family members, friends, and role models while the physical environment comprises the person’s surroundings and admittance to supplies. The blend of environment and behaviour, manipulate a person’s behaviour arising from their environment effect, and the way their behaviour can in addition be transformed by that environment. As earlier noted though, this does not inevitably indicate that every persons will trail identical model of behaviour under identical environment, because persons read identical motivations in dissimilar manners by reason of distinctive cognitive capabilities (capability to observe, handle and be in command of one’s emotions and other people’s emotions, and the employment of these emotions to direct thoughts, behaviour and actions in the environment and in the same way individual convictions). The interface between the individual and a particular behaviour obliged the control of one’s thoughts and actions.

**Empirical Framework**

An ILO (2016) study in the US indicates that about 41 percent of moonlighters say that their motive for moonlighting was to fulfil normal expenditures or settle debts, and 13 percent alluded to aspiration to accumulate for the future. Again, 17 percent suggested that their major motivation for moonlighting was to acquire knowledge or develop or grow a business, while 29 percent gave diverse other motives.

Pouliakas (2017) indicates that between 2010 and 2015, the number of moonlighting employees increased by about 43 percent to 2.7 million while at the same time the moonlighting level for women rose from 4.6 to 5.8 percent. In 2015, women accounted for virtually two-fifths of all moonlighters. Olori (2017) notes that essentially, equivalent to their persistent swell in total labour force participation, moonlighting amongst women has been progressively on the increase since the early 70s. In just about three decades, the number of women in at least dual employment has increased tremendously. The study reports that the moonlighting rate for men had undergone a long-term reduction prior to becoming stable during the 90's and at about 6 percent in 2015.

Despite the fact that men still portend a higher propensity compared to women to moonlight, the gender disparities in the prevalence of moonlighting seems to have become brusquely decreased
after a while. While in the early 90s, the moonlighting rate for men surpassed that for women by about 5 percent; by the mid 90s, the difference had reduced to 3 percent; by the early 2000s, it diminished to 2 percent and by 2015, it just about surpassed 1 percent. The study however, notes that considerable disparities continue pertaining to the kinds of employments assumed by the male and female moonlighters. In 2005, about 40 percent of the women were moonlighting even if some were employed at several part-time jobs, whereas over 80 percent of the male moonlighters were engaged typically in a full time principal occupation and part time in a secondary job.

Several studies such as Stinson (1990) Winters (2010), Betts (2011) and Rispel.et al. (2014) addressed the subject of gender in moonlighting. Betts (2011) affirms that the development of moonlighting in the US transformed from the late 1990s and designates that the number of female moonlighters rose to about 67%, which is notably much higher than the 38% for male moonlighters. Stinson (1990) indicates that The Bureau of Labor Statistics (BLS) records a stable change in the rate of moonlighting among females throughout the 1980s. This implies that the moonlighting rate among women surpassed the rate among men. Stinson (1990) in addition observes that females whose principal occupations are in industries like entertainment and recreation services, professional services, educational services and public administration have higher propensity to moonlight.

Rispel, Blaauw, Chirwa and Wet (2014) indicates that most females moonlight not only for financial but also for non-financial motivations like the prospect for developing novel skills. Johannessen and Hagen (2012) in a study of employees of public hospitals in South Africa however, found that the percentage of moonlighting employees dropped from 35.1% for men and 17.6% for women in 2001 to 25.0% and 14.2% respectively in 2009. Winters (2010) alludes to the fact that more female employees were moonlighting and spending a reduced amount of time with families to make additional money for improved lives. Nevertheless, in Nigeria, studies centring on female moonlighting are quite limited. Alade (2017) argues that factors like family and spousal requirements, the need to make additional income or to seek novel experiences; interests of needs and the desire to achieve innovative skills give confidence to women in Nigeria and even Africa at large to undertake moonlighting.

**Literature Review**

**Moonlighting**

Studies on moonlighting have passed through incredible progress. The contribution of moonlighting has been underscored, especially the tempo among the workers. Baba and Jamal (2012) details that the degree of moonlighting in the 1960s was much advanced than government expectations. They report that at that time, moonlighting or multiple jobs holding rates were far more than those of blue-collar workers, rank and file workers, unemployed groups, engineers and scientists. Studies like Krishnan(1990), Betts (2011), Banerjee (2012) and Rispel, Blaauw, Chirwa and Wet (2014) affirm that moonlighting circles around hourly restrictions, where people are inclined to moonlight rooted in two major outlooks: the hours constraint outlook (that moonlighting influences and limits work hours of their principal job) and the job portfolio contention (they look for assorted jobs).
Banerjee (2012) observes that Shishko and Rostker (1976) assert that economic literature categorize moonlighting in two categories. One involves numerous endeavours to broaden the conventional micro-economy assumption to describe the individual moonlighting supply curve. Two, a number of scholars have offered demographic outlines of the classic moonlighter. Besides, moonlighting or dual job holding is associated with two distinctive motivations. One, numerous workers moonlight as a result of little or inadequate compensation from their principal occupations. They moonlight since the salaries and benefits from their principal occupations may perhaps not balance the price of going to work which workers must tolerate.

As Vermeeren (2016) notes, most workers moonlight in order to look for economic strength. Consequently, they must unearth options such as moonlighting to eliminate or reduce the predicament. Moonlighting is considered necessary in contemporary times to live a secure life. Johannessen & Hagen (2014) underscore the corollaries of moonlighting on a person’s principal job performance and posit that moonlighting employees incident deprived job content and inferior promotion prospects. Moonlighting decreases admission to training prospects. Besides, moonlighting workers are less prone to boasting planning and managerial tasks.

**Moonlighting and Job Performance**

Studies like Sofola (2015), Akande (2016), Renna (2013), Maninger et al. (2011), Olori (2017), Mustapha (2011), Banerjee (2012) and World Health Organization (2018) investigated the possible influences of moonlighting or multiple job holdings on employee performance. The discourses on moonlighting and performance concerns in research which are attributable to these studies are many. One is the consequence of moonlighting on workers performance. As observed by Sofola (2015) a moonlighting occupation could be physically exacting and consequence a worker to become physically incapable of executing at an elevated level of job performance. Besides offering results of significance to the workers, moonlighting or multiple job holdings could affect the behaviour and work outlooks of workers. Renna (2013) affirms that it is capable of influencing the behaviour of a person by transforming their capability for job performance or inspiration in their principal employments. In the study by Maninger et al. (2011), 75% of the respondents signified that they desired to relinquish moonlighting but could not do so. 50% of them suggest that moonlighting employments did not impinge on their principal job performance. Nevertheless, performance constitutes an insightful concern and everybody was capable of manoeuvring the information for self-satisfaction. Nobody agreed that their performance was appalling. They opined that their performance remained elevated and excellent.

In general, studies designate that the workers that moonlight face dissatisfaction and pressure which impinge on their principal job performance. Several organisations employ rules and procedures for moonlighters to circumvent conflict of interests among workers. The workers are required to initially acquire the authorization of the employer prior to engaging in moonlighting. This is mutually advantageous to the workers and the employer. Banerjee (2012) opines that with this, workers will be liberated from the apprehension of detection and the culpability of concealing something. Besides, employers can guarantee that the moonlighting employments do not result in whichever clash or impede the worker’s performance in their principal occupations. Two, there is the consequence of moonlighting or multiple job holdings on organisational performance. Saxon (2015) asserts that moonlighting employments
result in harmful effects on both worker’s job performance and organisational productivity. This is owing to the fact that the lesser job could guzzle considerable energy that a worker would not employ for the principal employment which will initiate meagre job performance in the organisation, decreased job commitment and elevated absenteeism. On the contrary, Olori(2017) observes that moonlighting employments that employ related knowledge, skills and abilities to the principal employments could consequence in a training outcome with enhanced principal job performance. Moreover, organisations implement policies to cancel out contentious concerns which could impinge on its repute.

Pouliakas (2017) affirms that these concerns could give rise to legal liabilities or organisation failure. A foremost apprehension of an organisation involves the maintenance and non pollution of its reputation. While clear restraints are obligatory, employers are in addition apprehensive about workers that are occupied by illicit activities such as moonlighting. To boot, Saxon (2015) suggests that transformations in mind-sets and insights initiate transformations in decision making and job connected behaviour, eventually influencing personal and organisational performances. Risk of competition and business concealment are predicaments countenanced by organisations. There is an apprehension of competition countenanced by the primary organisation when a worker is employed by another organisation which is like his primary employment because in these types of circumstances, conflicts of interests become undisputable. Banerjee (2012) adds that the primary organisation could in addition be apprehensive about the discretion of his business secrets. Again, workers’ ineptitude at managing dual employments could result in the worker having reduced focus or giving less attention to the primary job consequently, diminishing organisation effectiveness.

**Self-Efficacy in the Workplace**

Sedat (2017) suggests that self-efficacy has to do with the belief that one can effectively perform the necessary behaviours for producing an outcome. Pfeifer, Sarlja, Zekic and Susac (2016) put forward that self-efficacy offers a connection between knowledge, understanding, skills, experience, personal attributes, and employability. Higher levels of self-efficacy make individuals reasonable about their accomplishments and dedicated to life-long learning. Ljerk (2016) notes that self-efficacy constitutes a predecessor of employment intentions and behaviour. Mutalib, Zuraini and Suhana (2018) describe self-efficacy as the conviction of one’s potentials to arrange and implement the courses of action necessitated in managing potential circumstances. Panagiotis and Dimo (2014) posits that in general self-efficacy involves an individual’s faith in his or her ability to perform effectively across various miscellaneous circumstances. Ajzen (1991) asserts that research into attitudes has established that a person’s discernments of his/her capacity to perform particular jobs enhance the probability of attitude converting into intention and subsequent behaviour.

Olori (2017) affirms that self-efficacy was initiated by Albert Bandura as a constituent of the Social Cognitive Theory. There are three constituents namely: behaviour, personal and environment comprised in the self-efficacy notion. Bandura (1982) asserts that the idea of self-efficacy presents a proposal that could be related to work settings. This is appropriate to any assignment, demographic or individual and the idea can in addition be related to an employer’s leadership style. The self-efficacy notion would improve workers’ inspiration and performance. This idea is understood to take care of workers who are victorious owing to trusting in self.
Bandura adds that in the workplace, employers can build up and execute self-efficacy convictions in their workers by spotlighting four principal sources namely: performance outcomes, vicarious experience, verbal persuasion and emotional arousal. Workers endeavours, diligence, goal setting and performance on particular assignments assigned by their employers can be perked up using these four principal sources. Bandura suggests that the self-efficacy idea influences both learning and performance on several modes. First, self-efficacy impinges on the objectives set by workers. Workers with lower self-efficacy essentially lay down inferior goals compared to those with elevated levels of self-efficacy. Second, self-efficacy influences learning in addition to the attempts that workers make to their occupations. When workers have high levels of self-efficacy, they have a higher propensity to perform harder in addition to novel responsibilities. In addition, there is a greater propensity to be more confident than workers with lower self-efficacy. Third, self-efficacy would manipulate workers’ efforts to gain knowledge of an innovative duty. With high levels of self-efficacy, workers learn to be more confident when they run into any challenges.

Research Methodology
The study employed the survey method involving 372 female academic staff of four Universities in South West Nigeria. Two of the Universities were Federal Universities; Federal University of Agriculture (FUNAAB), Obafemi Awolowo University (OAU), and two were State Universities: Lagos State University Ojo, (LASU) and Ekiti State University (EKSU). The choice of the four Universities was premised on proximity and accessibility. The stratified random sampling technique was employed in the selection of respondents from the rank of assistant lecturers upward. 10% of the total number of academic staff on the nominal rolls of the four Universities was selected for the study. The instrument for data collection was a self-developed and administered questionnaire. A total number of 400 questionnaires were distributed of which only 372 were usable for the analysis. Others were excluded for deficient responses and some were not even returned at all. The Exploratory Factor Analysis (EFA) established that the measurements used were valid [KMO=0.746. Each of the variables (Environment factor; Personal; Behaviour and job performance) had five questions. Besides, the reliability study demonstrated that the three constructs employed in the study (environment, behaviour and job performance) were reliable with the Cronbach Alpha value of 0.76 and the Cronbach Alpha value for personal factor was 0.534. Akande (2016) observes that a result of inter-item correlations for the items ranging from 0.15 to 0.50 is deemed a satisfactory level of consistency.

Findings
Three hundred and twenty-seven respondents were involved in the study. Most of them were aged between 40 and 50 years. Pertaining to their level of education, 185(49.7%) of them had Masters Degrees and 138(42.2%) were PHD degree holders. 276(84.4%) of the respondents were married and 205(74.3%) had spouses that are employed. The results indicate that 225(68.8%) respondents were engaged in multiple job holdings (moonlighting) with part-time income of about (75.7%) of their principal income. Again, most of the female moonlighters fall between the 40 and 50 years age bracket. Several motives were adduced for moonlighting. 108 (48%) said they moonlight in order to perk up family earnings; 69(30.7%) said it is for family unit/spousal sustenance; 22 (9.8%) suggested it was as a leisure pursuit or to fight boredom; 20(8.8%) saw it as a way of seeking for a new employment while 6(2.7%) chose others. Of the moonlighters,
only 47(21%) of them were occupied in business and activities not related to their primary jobs of teaching and research while 178 (79%) of them participated in activities related to their primary jobs of teaching in other universities and institutions of higher learning.

Self-efficacy and Job Performance
The study employed the multiple linear regression analysis to scrutinize the weight and influence of self-efficacy on job performance among female employees in public Universities in South West Nigeria. This is to observe the correlation between the predictors of self-efficacy (environment, personal and behaviour features) and job performance.

Table 2: Multiple Linear Regression Analysis

<table>
<thead>
<tr>
<th></th>
<th>Beta</th>
<th>t</th>
<th>Sig.</th>
<th>Tol.</th>
<th>VIF</th>
</tr>
</thead>
<tbody>
<tr>
<td>Constant</td>
<td>6.288</td>
<td>0.00</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Environment (IV)</td>
<td>0.213</td>
<td>3.165</td>
<td>0.001</td>
<td>0.921</td>
<td>1.060</td>
</tr>
<tr>
<td>Personal (IV)</td>
<td>-0.093</td>
<td>-</td>
<td>0.273</td>
<td>0.561</td>
<td>1.734</td>
</tr>
<tr>
<td>Behaviour (IV)</td>
<td>0.290</td>
<td>3.424</td>
<td>0.001</td>
<td>0.512</td>
<td>1.853</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Job Performance

The results of the multiple linear regression indicate that the R²=0.130 (1.3% of the variance in job performance) is statistically significant (ANOVA p<0.001). The results further show considerable influences between two features (environment and behaviour) and job performance. Behaviour constituted the core dynamic of self-efficacy that manipulates job performance among female academics employed in the public universities in Nigeria. The PROCESS analysis was employed to investigate the possible moderating influences of moonlighting or multiple job holdings on the connection between employees’ self-efficacy and job performance and the results indicate that moonlighting influences the correlation between ‘behaviour factor’ and job performance (p<0.05, β=0.4134, [LLCI=0.0738, ULCI=0.7563].

Table 3: PROCESS analysis (moderating effects)

<table>
<thead>
<tr>
<th>Outcome: Job Performance</th>
<th>R² Change</th>
<th>coeff</th>
<th>p-value</th>
<th>LLCI</th>
<th>ULCI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moonlighting and Environment factor</td>
<td>0.0742</td>
<td>0.2047</td>
<td>.1230</td>
<td>-</td>
<td>.4575</td>
</tr>
<tr>
<td>Moonlighting and Personal factor</td>
<td>0.0182</td>
<td>0.1354</td>
<td>.2768</td>
<td>-</td>
<td>.3827</td>
</tr>
<tr>
<td>Moonlighting and Behaviour factor</td>
<td>0.2343</td>
<td>0.4134</td>
<td>.0164</td>
<td>.0738</td>
<td>.7563</td>
</tr>
</tbody>
</table>

Additionally, the PROCESS analysis on the conditional influence of the behaviour factor’ and ‘job performance’ indicate that the moderator (moonlighting or not) only moderates the relationship between self efficacy and job performance, when female staff are not doing any part time job (not moonlighting). The results reveal that for the conditional influence of the ‘behaviour factor’ and ‘job performance’ moonlighting only restrains the correlation when female employees do not moonlight or hold multiple jobs.
Table 4: Conditional Influence of X on Y at Moderator’s values

<table>
<thead>
<tr>
<th>Moonlighting</th>
<th>Effect</th>
<th>Se</th>
<th>t</th>
<th>p-value</th>
<th>LLCI</th>
<th>ULCI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>-.7864</td>
<td>.1598</td>
<td>.1786</td>
<td>.7271</td>
<td>.4357</td>
<td>-.1827</td>
</tr>
<tr>
<td>No</td>
<td>.2469</td>
<td>.5615</td>
<td>.0671</td>
<td>8.5381</td>
<td>.0000</td>
<td>.4321</td>
</tr>
</tbody>
</table>

Discussion
The results of the study demonstrate that the environmental and behavioural elements of self-efficacy influence job performance among the female academics of Universities in South West Nigeria, supporting the findings of Maninger et al. (2011), Banerjee (2012) and Ogirima (2017). The results indicate that there are considerable effects of excellent environment and behaviour among the female academics that impinge on their job performances. Other studies from other countries like Amirault (1997), Betts (2011) and Ogirima (2017) also found that moonlighting did not impinge on principal job performance of the respondents. The foremost dynamic of self-efficacy that affected job performance among the female academics was deemed to constitute behaviour. This again affirms the results of Maninger et al. (2011) in which 50% of the respondents suggested that moonlighting jobs did not impinge on the job performance at their principal jobs. This in addition illustrates that considerable moonlighting executes efficient and excellent process environment inside the organisation. This was established by the elevated percentages of process elements variable analysis - a feature that was similarly overriding in the study of Bandura (1997).

The study again found that moonlighting results in several repercussions such as poor compensation deprived training prospects and status development. Possible conflicts that could be experienced by female academic moonlighters in Nigerian Universities incorporate becoming too active for their families attributable to their frenzied work schedule. For female academics, that are, wives and mothers besides being workers, the conflict is inclined to be more rigorous. This is probably why as the results indicate, majority of the female moonlighters 120(53%) fell into the 40 and 50 years age bracket followed by the 20 and 30 years age bracket 65(29%). Women in the 40-50 years are more likely to moonlight since most often at this age, the children are becoming older, less dependent on their mothers and more able to care for themselves consequently leaving the mothers more time to pursue outside jobs. Again, for those in the 20 and 30 years age bracket, quite a number of them are either not yet married or without children also having more time to pursue careers. Married women to some extent, demonstrated lower propensity to moonlight compared to those that were single, divorced or widowed. In general, women are still anticipated to have room for both their work lives and domestic and health stipulations.

Sporadic models and moonlighting employment continue to manipulate the labour force actions of several female academics who assume such employment behaviour to facilitate planning their jobs around their domestic lives. In reality, moonlighting or multiple job holding does not constitute an unconstructive subject but without appropriate management, it has the propensity to influence all. Female academics that moonlight or hold multiple jobs must assume and maintain elevated degrees of self-efficacy to sustain their level of principal job performance. By so doing, whichever conflict with employers that is capable of influencing female academics such as
suspension or termination can be circumvented. Moreover, the results again demonstrate that moonlighting does not influence the correlation between behaviour and job performance.

A fundamental result of the study is that the behaviour of female academics that moonlighted or held multiple jobs failed to depict that their additional employments influenced their principal job performance anyhow. However, while the result contradicts those of some previous studies like Maninger et al. (2011), Sofola (2015) and Olori (2017) where the results indicated that behaviour of workers who moonlighted, showed a number of consequences for their job performance, it also aligns with the findings of studies like Mohd Nizam and Othman (2014), Rispel et al. (2014) and Johannessen and Hagen (2014) all of which determined that the behaviour of workers who moonlight, depicts various consequences to their job performance.

Conclusion
In Nigeria, while moonlighting among females academics is widespread, the subject doesn’t seem to have obtained ample policy and intellectual consideration. Government must endeavour to highlight the management of moonlighting and standardize engagement in moonlighting as imperative policy precedence. Attributable to the fact that discernment of self-efficacy is sequentially construed as authentic performances, this study concludes that where female academics are self-assured that they are capable of executing some behaviour, the tendency becomes higher for them to exhibit this behaviour providing the depiction offers results in the required upshot.

For effective human resource management it is necessary to devise, execute and scrutinize, with the total involvement of academics: efficient, proficient and jointly supporting working condition as well as perceptive policies and programmes, plus development policies and programmes that will promote the empowerment and advancement of female academics within the institution where they work while simultaneously preparing additional hands for the universities to have adequate lecturers so as to regulate lecturers’ moonlighting. Moonlighting has the capability to enhance earnings and shrink poverty rates in the country. On the long run, moonlighting offers several advantages like improved human resource planning, elevation of national living wages, adjustment of salaries especially for the female academics, enhanced working conditions, continuous monitoring of institutions of higher learning and further boost of the development of goals supporting national living wages.

References


