

Review Form 3

Journal Name:	Asian Journal of Economics, Business and Accounting
Manuscript Number:	Ms_AJEBA_128256
Title of the Manuscript:	EXPLORING MOONLIGHTING MOTIVATIONS AND ORGANIZATIONAL DYNAMICS AMONG INDIAN IT PROFESSIONALS
Type of the Article	

General guidelines for the Peer Review process:

This journal's peer review policy states that **NO** manuscript should be rejected only on the basis of '**lack of Novelty**', provided the manuscript is scientifically robust and technically sound. To know the complete guidelines for the Peer Review process, reviewers are requested to visit this link:

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PART 1: Comments

	Reviewer's comment	Author's Feedback <i>(Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</i>
Please write a few sentences regarding the importance of this manuscript for the scientific community. A minimum of 3-4 sentences may be required for this part.	Through its investigation of the intricate phenomena of moonlighting among Indian IT workers, this paper makes a significant addition to the scholarly community. This study illuminates a crucial facet of modern work life by examining the organizational dynamics and incentives behind moonlighting. The results offer fresh perspectives on the variables affecting people's choices to take on part-time work, how moonlighting affects career paths, and the consequences for businesses. Organizational regulations, career counseling procedures, and further studies in organizational behavior and human resource management may all benefit from this research.	
Is the title of the article suitable? (If not please suggest an alternative title)	"EXPLORING MOONLIGHTING MOTIVATIONS AND ORGANIZATIONAL DYNAMICS AMONG INDIAN IT PROFESSIONALS" is a really appropriate title. It accurately captures the main idea of the study and is simple and succinct. The following is clearly conveyed by the title: The main topic of discussion is Indian IT workers' moonlighting. Important research areas: Organizational dynamics and motivations Research focus: Indian IT industry Researchers, practitioners, and legislators interested in moonlighting and its effects on the IT sector are likely to take notice of this study.	

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<p>Is the abstract of the article comprehensive? Do you suggest the addition (or deletion) of some points in this section? Please write your suggestions here.</p>	<p>The abstract is comprehensive and effectively summarizes the key points of the research. It clearly states the aim, methodology, findings, implications, and originality of the study. However, I would suggest a minor addition to highlight the practical significance of the findings: Suggested addition:</p> <ul style="list-style-type: none"> "These findings have practical implications for organizations in the IT sector, particularly in terms of talent management, employee retention, and organizational culture." <p>This addition would further emphasize the real-world relevance of the research and its potential to inform organizational practices.</p>	
<p>Is the manuscript scientifically, correct? Please write here.</p>	<p>Based on the provided abstract and introduction, some general observations and potential areas to consider:</p> <p>Strengths:</p> <ul style="list-style-type: none"> Clear Research Question: The research question is well-defined and relevant to the current trends in the IT industry. Theoretical Framework: The manuscript seems to be grounded in relevant theories and concepts from organizational behavior, psychology, and economics. Comprehensive Literature Review: The literature review appears to be comprehensive, covering relevant studies and providing a solid foundation for the research. <p>Areas for Improvement</p> <ol style="list-style-type: none"> Deepen the Theoretical Framework: <ul style="list-style-type: none"> Integrate Emerging Theories: Incorporate more recent theories and frameworks from organizational behavior, psychology, and economics to provide a more nuanced understanding of moonlighting motivations. Contextualize Theories: Discuss how the chosen theories can be specifically applied to the Indian IT context, considering cultural, social, and economic factors. Enhance Data Analysis: <ul style="list-style-type: none"> Advanced Statistical Techniques: Explore the use of advanced statistical techniques, such as structural equation modeling (SEM) or hierarchical linear modeling (HLM), to delve deeper into the relationships between variables. Qualitative Insights: Consider incorporating qualitative data, such as interviews or focus groups, to gain richer insights into the experiences and motivations of moonlighters. Strengthen the Discussion and Implications: <ul style="list-style-type: none"> Comparative Analysis: Compare the findings with existing literature, particularly studies from other cultural contexts, to highlight unique aspects of moonlighting in the Indian IT sector. Policy Implications: Discuss the potential policy implications of the findings, such as the need for flexible work arrangements, supportive organizational cultures, and ethical guidelines for moonlighting. Future Research Directions: Propose specific areas for future research to address the limitations of the current study and expand the knowledge base. Consider the Impact of AI and Automation: <ul style="list-style-type: none"> Emerging Trends: Discuss how the increasing adoption of AI and automation in the IT industry may influence moonlighting trends and motivations. Skill Development: Explore the role of moonlighting in acquiring new skills and adapting to technological advancements. Ethical Considerations and Legal Implications: <ul style="list-style-type: none"> Ethical Dilemmas: Discuss the ethical implications of moonlighting, such as potential conflicts of interest and intellectual property issues. Legal Framework: Analyze the legal framework governing moonlighting in India and its impact on individual employees and organizations. 	
<p>Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.</p>	<p>The provided reference list appears to be comprehensive and includes a wide range of relevant sources. However, to ensure the most up-to-date and relevant information, it's advisable to consider incorporating more recent studies, especially those published within the last 5 years.</p>	

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<p>Is the language/English quality of the article suitable for scholarly communications?</p>	<p>Yes, the language quality of the article is generally suitable for scholarly communications. The writing is clear, concise, and academic in tone.</p>	
<p>Optional/General comments</p>	<p>However, there are a few areas where minor improvements could be made:</p> <ol style="list-style-type: none"> 1. Sentence Structure: <ul style="list-style-type: none"> ○ Occasionally, sentences can be overly long and complex. Breaking them into shorter, more concise sentences can improve readability. ○ Consider using active voice whenever possible to make the writing more direct and engaging. 2. Word Choice: <ul style="list-style-type: none"> ○ Some words or phrases could be replaced with more precise or concise alternatives. For example, "garnered significant attention" could be simplified to "received significant attention." 3. Formatting and Consistency: <ul style="list-style-type: none"> ○ Ensure consistent formatting throughout the document, including font, font size, spacing, and citation style. ○ Pay attention to details like capitalization, punctuation, and the use of italics. <p>Overall, the language quality is good, and the article is well-written. By addressing the minor suggestions above, the authors can further enhance the clarity and impact of their work.</p>	

PART 2:

	<p>Reviewer's comment</p>	<p>Author's comment (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</p>
<p>Are there ethical issues in this manuscript?</p>	<p><i>(If yes, Kindly please write down the ethical issues here in details)</i></p>	

Reviewer Details:

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