

Chapter 13

Career Switching and Moon Jobs for Unlocking Potential in Multinational Environments

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ABSTRACT

The chapter will explain how people can use such approaches to unlock their potential in global environments. Career switching opens up new opportunities to get into different roles and industries, which generally leads to diversified skill development

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and advancement in one's career. On the other hand, moon jobs, or simply a secondary role or even side projects, afford extra income, enhancements in skills, and networking. The chapter will therefore present practical advice on how to negotiate career transitions and moon jobs in general, with insights on adapting to different corporate cultures, time management, and using MNC resources. Professionals could efficiently integrate these strategies into their career paths to further pursue diverse and dynamic careers in the global workplace.

INTRODUCTION

Career switching and moon jobs are some of the important strategies toward career development and personal fulfillment in today's fast-moving, changing job market. Career switching is the process of moving from one career path to another, mainly brought about by changes in interests, newer opportunities, or seeking a more fulfilling role. This enables professionals to move into different roles within the same organization or between industries and hence work in almost any role while still drawing on some of their existing skill sets as they learn new ones. The benefit of switching careers within a corporation is that multinational companies usually have job opportunities available in almost all functions due to their global nature (Trieling, 2021). Further on, employees can delve into internal mobility programs and explore cross-functional roles that will take on career development activities that best equip them to transition seamlessly from one role to another. Effective switching of careers calls for some strategic planning on the part of the employee; this should combine good knowledge of the target role, alignment of relevant skills, and proactive networking within the organization.

Moon jobs can be defined as part-time jobs or freelance work done in addition to full-time employment. Examples of these include freelance projects, consulting work, entrepreneurial gigs, and general part-time jobs. Moon jobs bring benefits such as getting extra income, new skills, and personal satisfaction. Professionals can make use of moon jobs in the pursuit of interests beyond the main career, diversification of income streams, and boosting skill sets. Moonlighting in the context of multinational corporations can be even more rewarding. People working in global organizations usually have many resources and networks to which they can avail themselves in pursuit of their moon jobs (Y. Moon, 2021). For example, a marketing executive who is into graphic design may take up freelance design projects. This will not only provide an additional source of income but also help an employee bring newer and more creative perspectives to the primary job. Moonlighting, however, requires a balancing act between moon jobs and full-time responsibilities. In addi-

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