

## **Impact of Supervisor's Support on Employee Motivation in Virtual Team in Beverages Industry in Sri Lanka**

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Organization today use virtual team as a business tool. The aim of this research is to find impact of supervisor's support on employee motivation in virtual team in beverages industry in Sri Lanka. The specific objectives are examining the impact of supervisor's support on workload in virtual team, examine the impact of workload on employee motivation in virtual team and examine the mediating effect on workload on the relationship between supervisor's support and employee motivation. This was carried out as a cross sectional field study among a sample of 107 staff worker in beverages industry in Sri Lanka. Simple random sampling was applied to select the sample. Primary data were collected by adopting standard measurement scale via an online questionnaire survey. The collected data were analyzed with the support of SPSS employing correlation, regression and descriptive statistics. Further, workload acts as the partial mediator for impact of supervisor's support on employee motivation. It is found that there is a significant impact of supervisor's support on employee motivation, and a significant impact on supervisor's support on employee motivation through workload is found. The finding of this study serves as a guideline for the businesses that use virtual team for their work, Management practitioners & policy makers in the country. It is recommended to beverages industry organization to take necessary action to developed employee motivation in an appropriate manner.

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