

Fostering Team Motivation and Sustainability in Remote Work Environments with Education Programs and Psychological Support: A Study in Sri Lankan Context

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This study investigates the interrelationship between team motivation, educational programs, psychological support, and sustainability practices among remote workers in Sri Lanka. Despite existing literature highlighting the individual impacts of these factors, there remains a notable gap in research that integrates them within the Sri Lankan context. The purpose of this study is to explore how educational programs designed to enhance specific skills and knowledge, alongside psychological support aimed at employee well-being, can jointly influence sustainability practices and work motivation. A mixed-methods approach was employed, utilizing purposive sampling to gather data from remote workers in the Colombo District. The findings indicate that while educational programs alone cannot improve work motivation or sustainability practices, their effectiveness is significantly enhanced when coupled with psychological support. Statistical analyses reveal a mediating role of employee well-being in this dynamic. This study contributes to the existing literature by offering a new theoretical perspective and highlighting the need for organizations to design integrated training interventions that align with their sustainability goals. Future research should expand geographical scopes and sampling methods to better represent remote workers across Sri Lanka.

Keywords: Educational Programs, Employee well-being, Psychological Support, Sustainability practices, Team Motivation

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