The average Purdue Global military student is awarded 54% of the credits needed for an associate's and 45% of the credits needed for a bachelor's. Most Commonly Searched: Most Commonly Searched: Companies and organizations are experiencing unprecedented shifts in how they perform business, with many implementing alternative work arrangements, such as remote work, to function. Using evidence-based practices, industrial and organizational (I/O) psychology professionals help organizations establish high-functioning, healthy, and safe employees and work environments, even in times of crisis. I/O professionals support workplaces in areas such as employee selection, training and development, and leader development. They help organizations and managers address critical matters such as navigating remote work, increasing diversity and inclusion, and strategically adopting emerging technologies. Here are three ways I/O psychology is helping workplaces adapt. Recent polls conducted prior to the COVID-19 pandemic showed a rising trend in remote work as organizations throughout the United States increasingly offered flexible working arrangements. I/O psychology professionals have been providing thought leadership on remote work for years, developing best practices and interventions to increase its effectiveness. During the pandemic, the rising trend became a workplace norm. Organizations responded to lockdowns, health concerns, and restrictions using remote work solutions. A recent Gallup poll showed that 60% of employees reported working remotely at least sometimes during the pandemic. A study by the Society for Human Resource Management showed that 71% of employers are having difficulties adjusting to remote work. Despite its widespread use, organizations need guidance on how to implement remote work and other flexible work arrangements. I/O psychology professionals have continued to update their guidance for organizations shifting to remote work arrangements due to the pandemic. For example, Anita Keller, Caroline Knight, and Sharon Parker suggest four strategies organizations and managers can apply to increase job performance when working remotely: Organizations can learn more about how to manage remote work, lead virtual meetings, effectively communicate remotely, and ensure employees manage work-life balance by visiting the Society for Industrial and Organizational Psychology’s (SIOP) resource portal. I/O psychology professionals help organizations establish diverse, inclusive work environments. For example, in a recent report, McKenzie Preston and Sumona De Graaf explain the benefits of sociocultural diversity for businesses, including: Professionals in I/O psychology encourage organizations to consider staffing strategies that widen their applicant pools, rely on evidence-based practices (e.g., job analyses), reduce opportunities for biases to interfere with selection decisions, and determine compensation based on market values. I/O psychology researchers and practitioners also help organizations to reduce racism, discrimination, and harassment. SIOP and the SIOP Foundation provide guidance on anti-racism and recently established an Anti-Racism Grant program. In August 2020, they announced the first grant winners, who will conduct five research initiatives related to anti-racism in workplaces.