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