averag purdu global militari student award 54 credit need associ 's 45 credit need bachelor 's commonli search commonli search compani organ experienc unpreced shift perform busi mani implement altern work arrang remot work function use evidence-bas practic industri organiz i/o psycholog profession help organ establish high-funct healthi safe employe work environ even time crisi i/o profession support workplac area employe select train develop leader develop help organ manag address critic matter navig remot work increas divers inclus strateg adopt emerg technolog three way i/o psycholog help workplac adapt recent poll conduct prior covid-19 pandem show rise trend remot work organ throughout unit state increasingli offer flexibl work arrang i/o psycholog profession provid thought leadership remot work year develop best practic intervent increas effect pandem rise trend becam workplac norm organ respond lockdown health concern restrict use remot work solut recent gallup poll show 60 employe report work remot least sometim pandem studi societi human resourc manag show 71 employ difficulti adjust remot work despit widespread use organ need guidanc implement remot work flexibl work arrang i/o psycholog profession continu updat guidanc organ shift remot work arrang due pandem exampl anita keller carolin knight sharon parker suggest four strategi organ manag appli increas job perform work remot organ learn manag remot work lead virtual meet effect commun remot ensur employe manag work-lif balanc visit societi industri organiz psycholog ’ siop resourc portal i/o psycholog profession help organ establish divers inclus work environ exampl recent report mckenzi preston sumona de graaf explain benefit sociocultur divers busi includ profession i/o psycholog encourag organ consid staf strategi widen applic pool reli evidence-bas practic e.g job analys reduc opportun bias interfer select decis determin compens base market valu i/o psycholog research practition also help organ reduc racism discrimin harass siop siop foundat provid guidanc anti-rac recent establish anti-rac grant program august 2020 announc first grant winner conduct five research initi relat anti-rac workplac