

Mental Health in Tech

Bukola, Suhasini, Athen, Giacomo, Maia, Justin

Our approach

Employees with mental health disorders: Athen Osterberg

Tech vs non-tech company trends: Bukola Fatile

Awariness of mental health benefits & demographics: Suhasini Jampuram

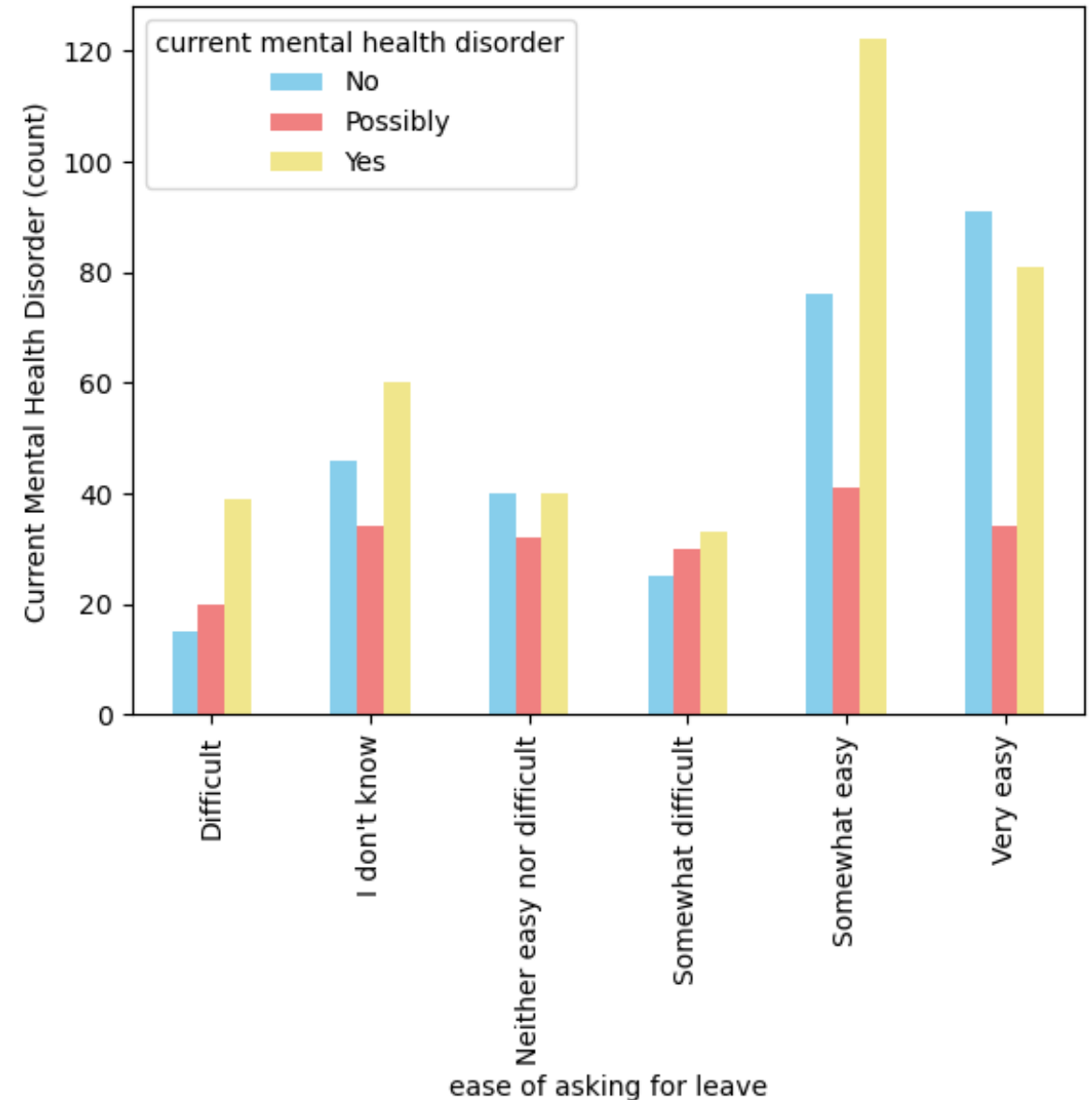
Pre/post-COVID trends: Maia Yang

Data cleaning & merging: Giacomo Siciliani

Conclusion & presentation author: Justin Sterner

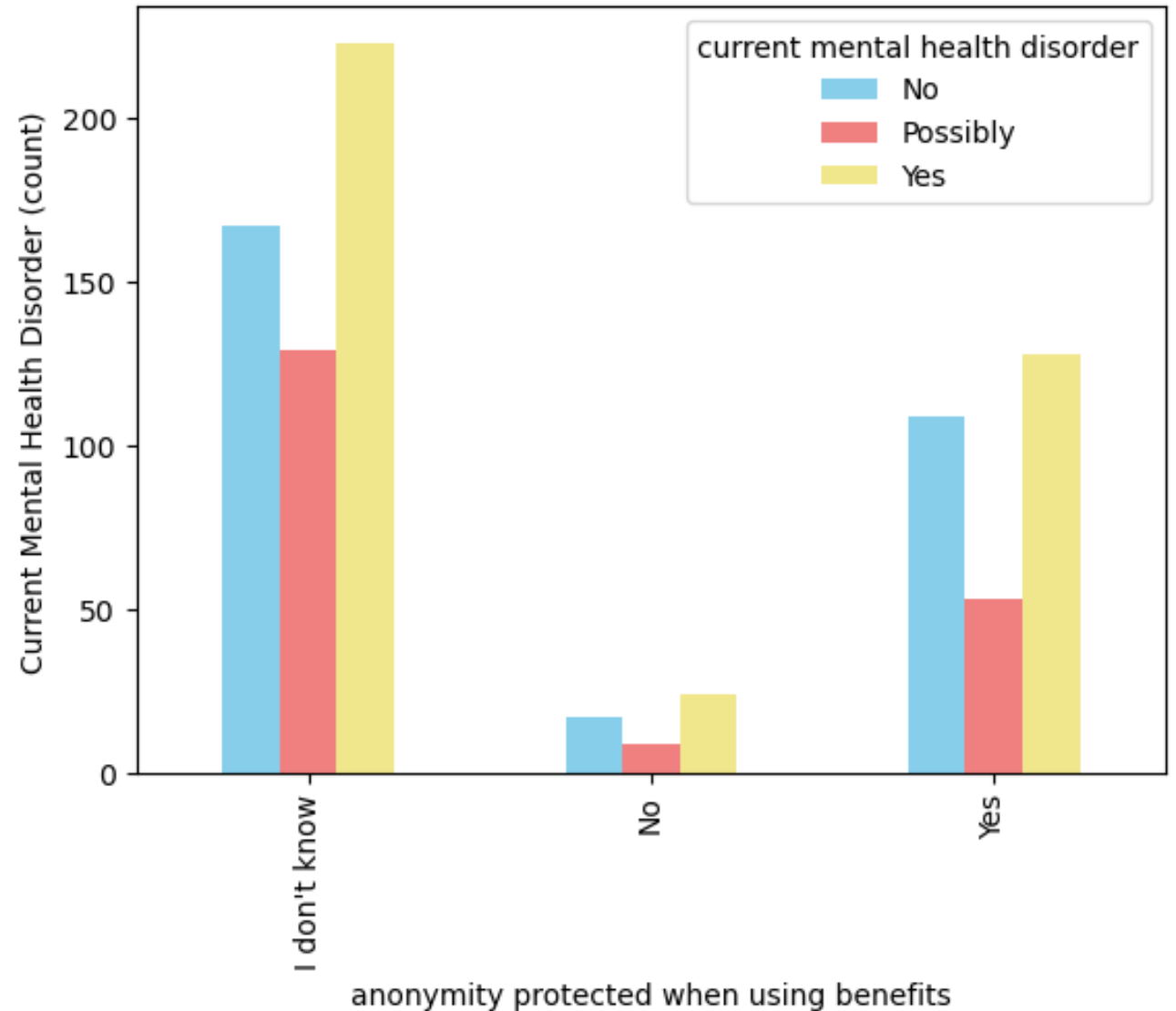
Trends of Employees with Mental Disorders

When analyzing the participants without mental health disorders and how easy it is to ask for leave, participants are significantly more likely to not have a mental health disorder if they find it very easy to ask for leave.



Trends of Employees with Mental Disorders

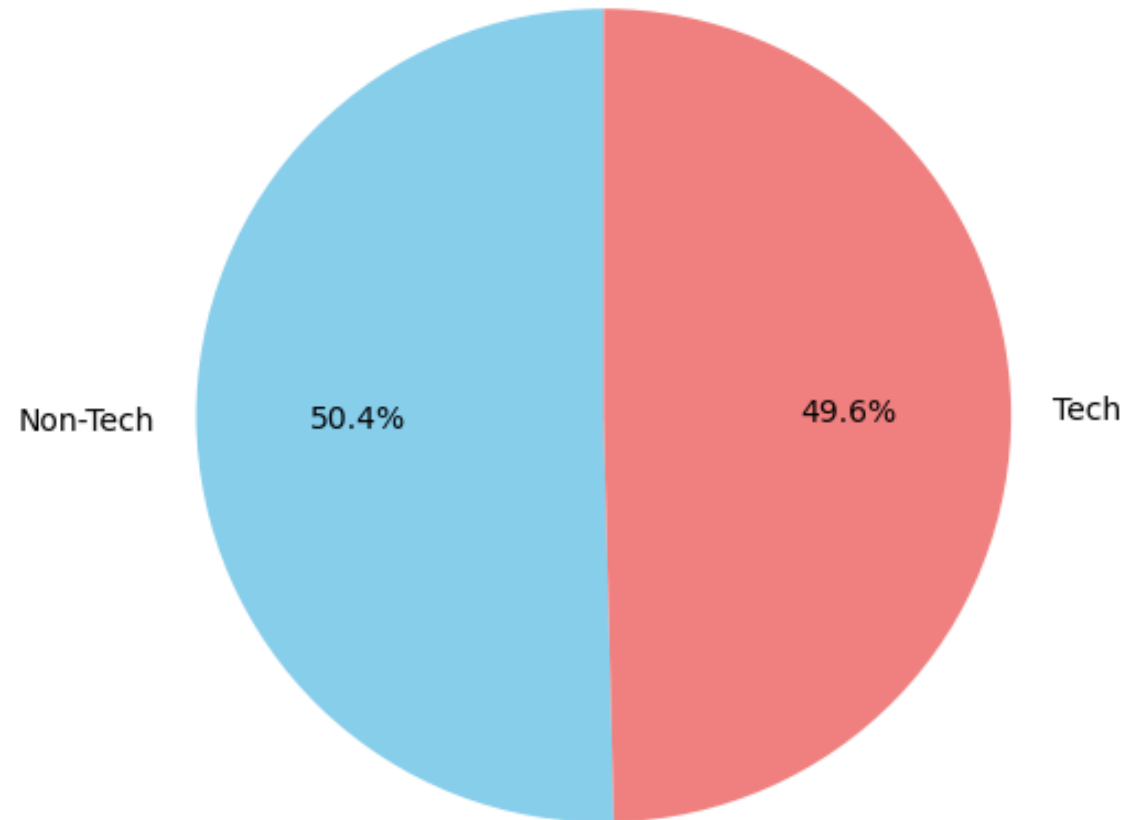
When analyzing the participants without mental health disorders and whether or not their anonymity is protected if they use their mental health related benefits, there is no significant difference in responses for participants that answered yes or no.



Tech vs Non-Tech employees

Through analyzing the data, We can see no significant difference between people answering yes to having mental health disorders grouping by tech employees and non-tech employees.

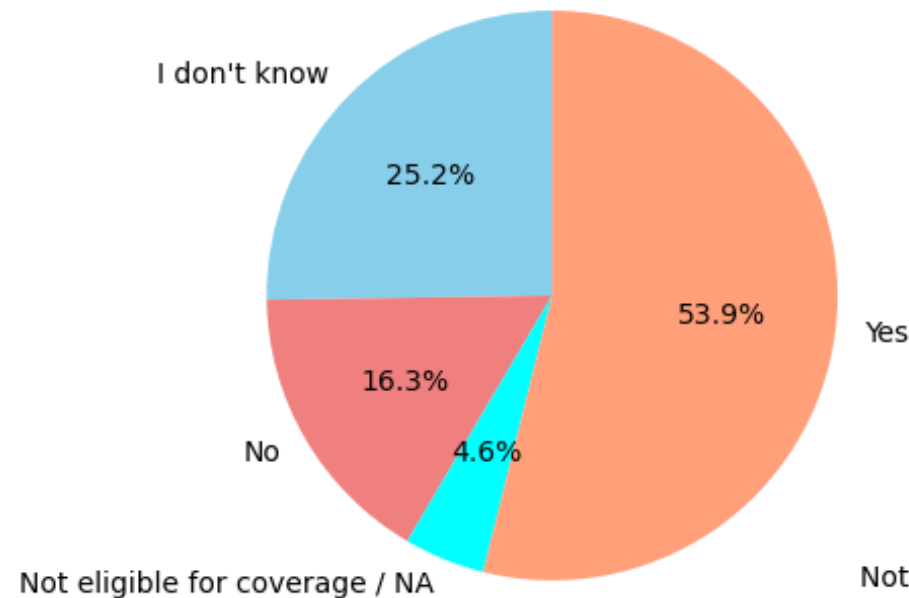
Percentage of Employees with Current Mental Health Disorder (Respondents with "Yes")



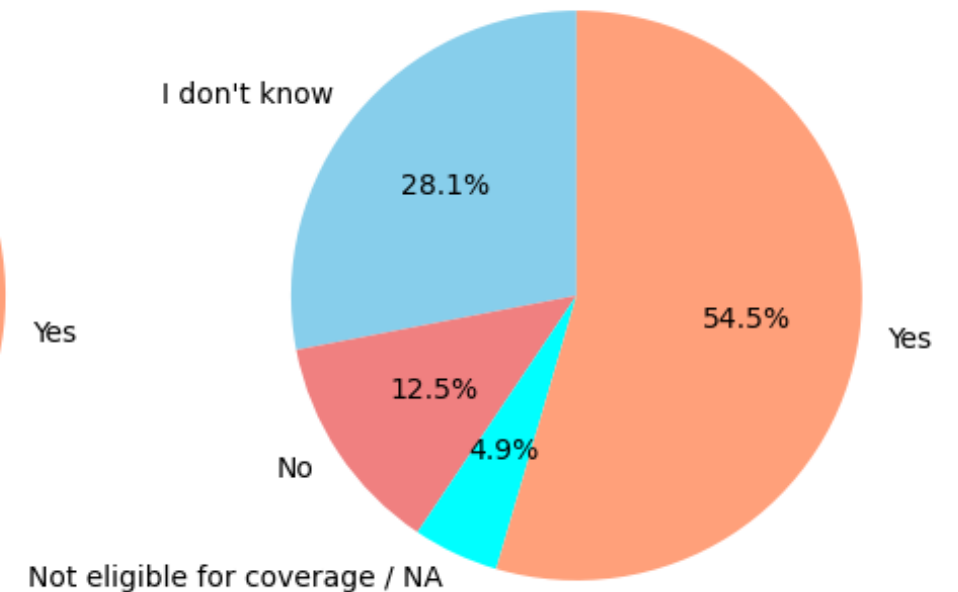
Tech vs Non-tech: Benefits

There is no significant difference between tech employees and non-tech employees in regards to mental health benefits offered by both companies.

Tech Companies: Mental Health Benefits

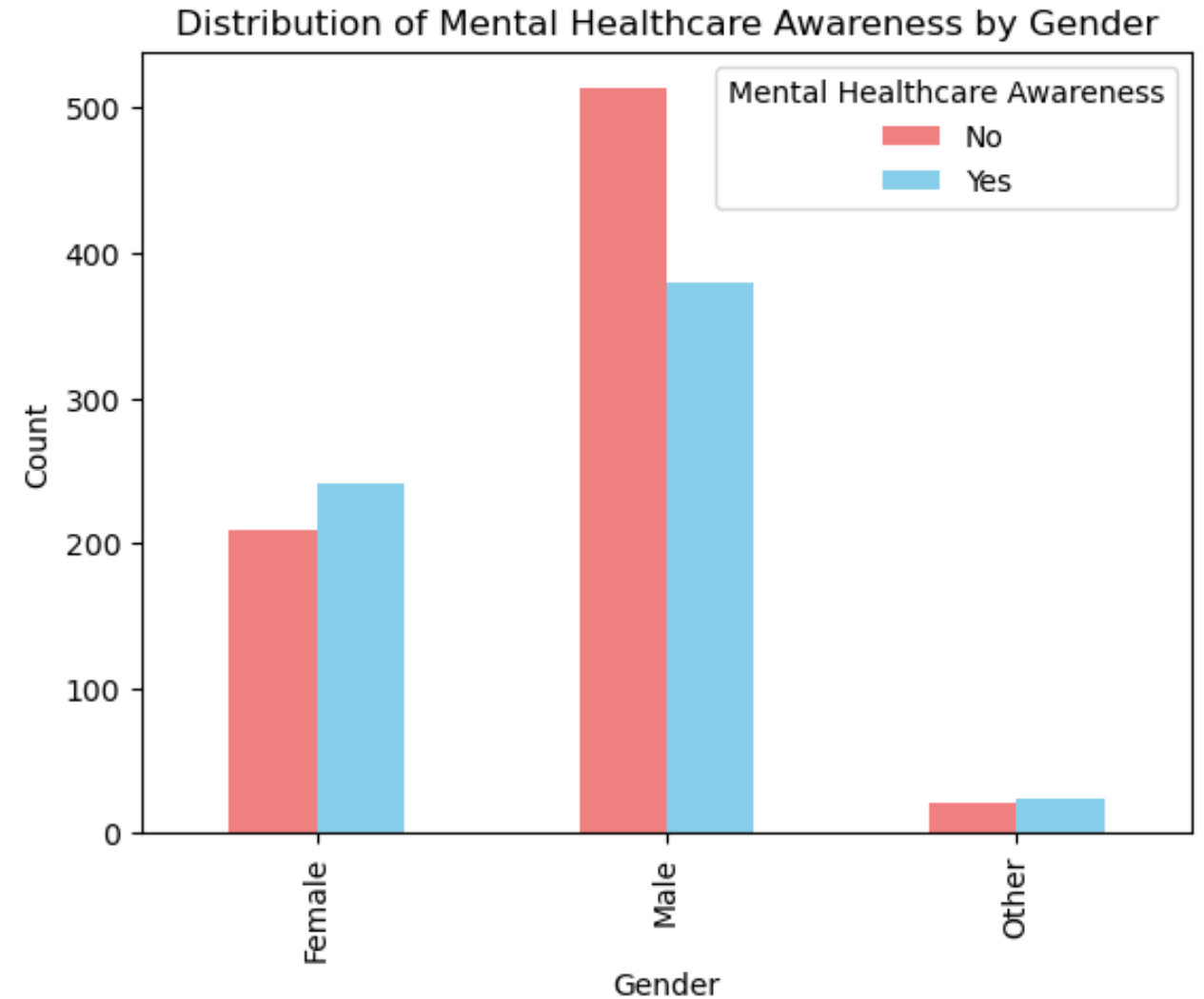


Non-Tech Companies: Mental Health Benefits



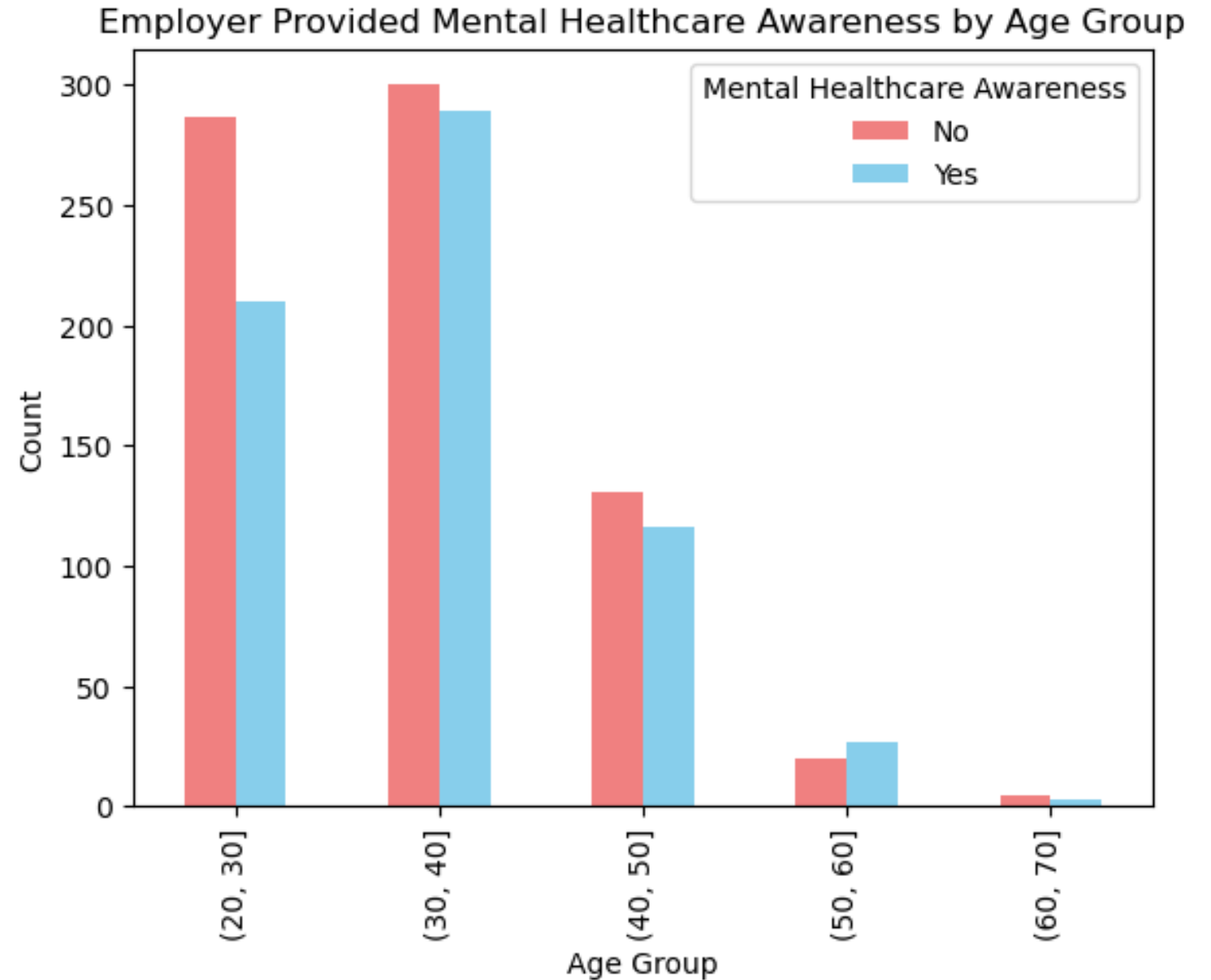
Awareness By gender

Basing on the statistical analysis done on Female gender have more awareness on mental health benefits in organization



Awareness by Age Group

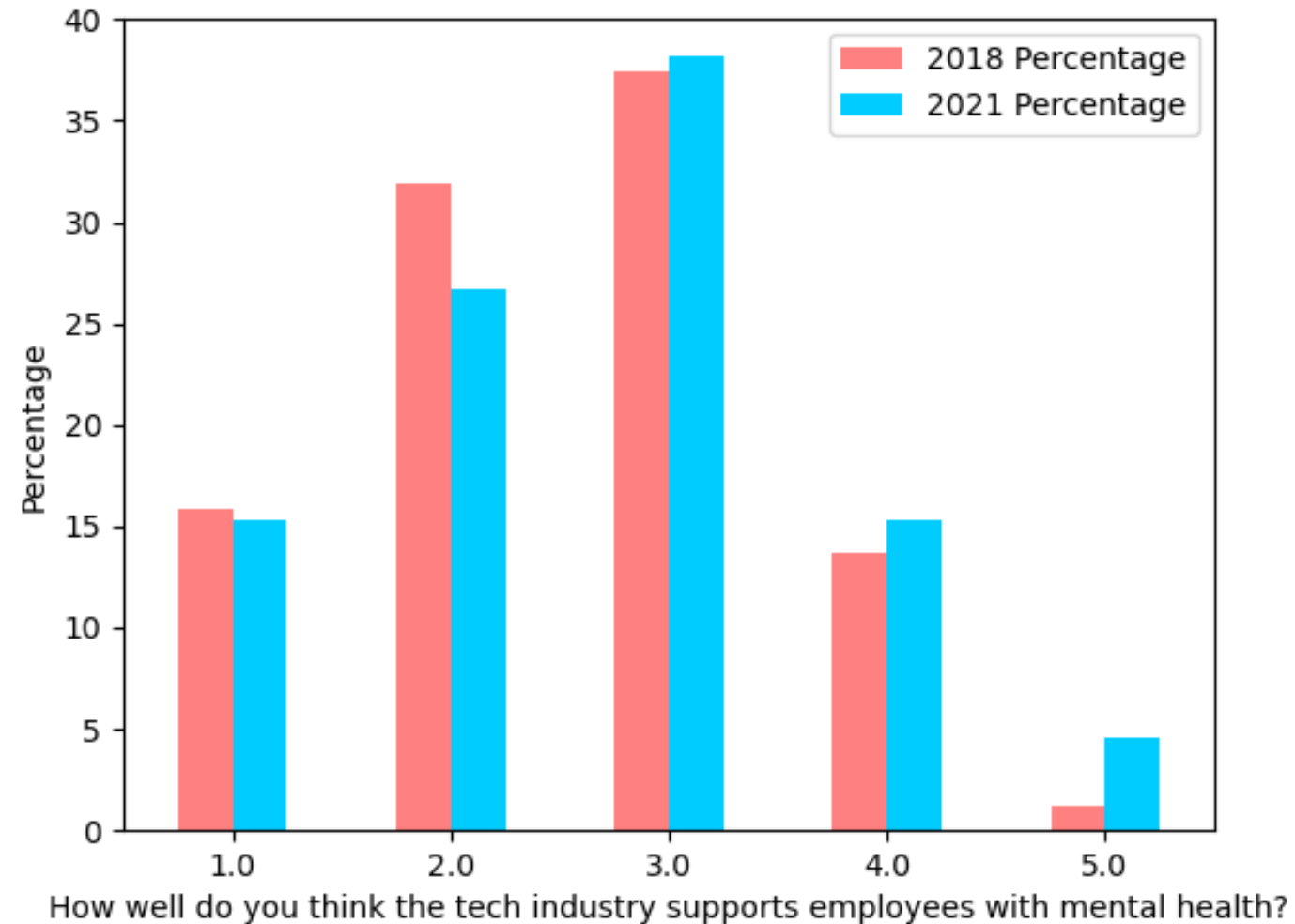
There is no statistical significance awareness by age group.



Pre and Post Covid Trends

Survey question: How well do you think the tech industry supports employees with mental health? (scale of 1-5).

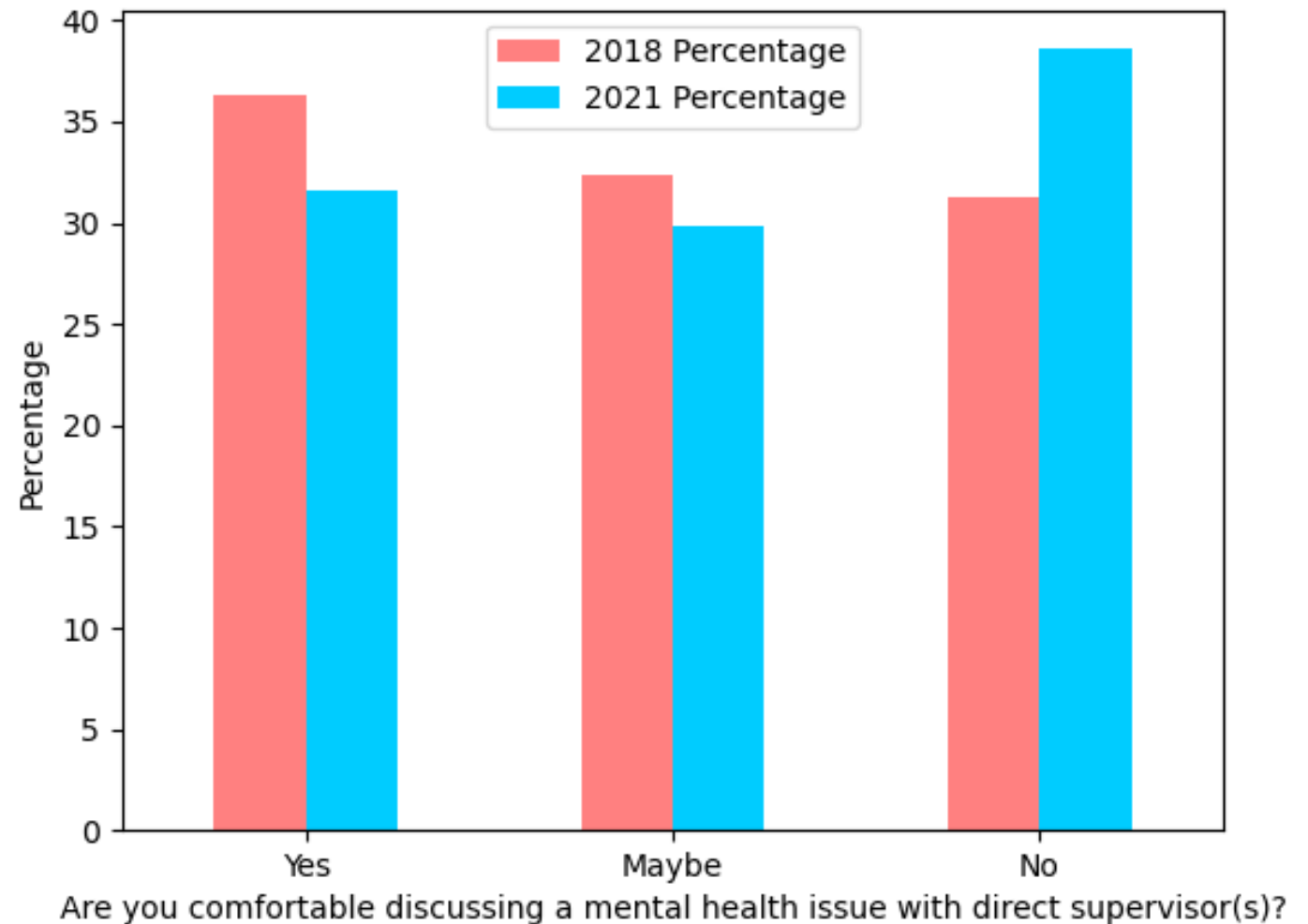
Analysis result: Although the mean response is higher in 2021 (2.67) compared to 2018 (2.53), it is not statistically significant (p-value=.16).



Pre and Post Covid Trends

Survey question: Are you comfortable discussing a mental health issue with direct supervisor(s)?

Analysis result: A higher percentage of employees answered "No" in 2021 than 2018.



In Conclusion

- We see that in Mental Health and how we address it in tech needs to be improved, it needs to be easier to ask for leave.
- Men also need to be more aware of their mental health benefits as women are more aware than men.
- We need more data and more analysis to see if tech companies or Non-Tech companies offer more benefits.
- The post covid saw a minor change in how people feel the tech industry addressed mental health. We thought we would see an obvious improvement but nothing of statistical significance change.

Source

This was our source of data using 2017-2021 combined by Giacomo
<https://osmhhelp.org/research.html>