



Capstone Project Proposal

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1) Project Name:

Mental Health in Technology Industry

What is Mental Health Illness?

Mental health is the foundation for emotions, thinking, communication, learning, resilience, hope and self-esteem. Mental health is also key to relationships, personal and emotional well-being and contributing to community or society.

According to Mental Health America, over half (56%) of adults with a mental illness in the US don't receive treatment, which amounts to over 27 million people.

How does it affect businesses?

Employees experiencing mental health issues may struggle with concentration, decision-making, and completing tasks efficiently.

Decreased productivity can result from increased absenteeism (taking sick leave) and presenteeism (being physically present but mentally unwell and unproductive).

Companies that neglect mental health can suffer reputational damage, affecting their attractiveness to potential employees and customers.

2) Problem Statement:

Mental health issues among employees represent a critical challenge for businesses, affecting productivity, employee retention, and overall organizational effectiveness. Despite increased awareness, many companies struggle to adequately address the mental health needs of their workforce, leading to significant operational and financial repercussions. The goal of this project is to classify employees who have sought treatment for mental illnesses. Using these predictions and insights from the data we want to help our clients determine creation of programs and awareness campaigns to promote a healthier work culture, boost productivity and retain talent.

3) Stakeholders:

The client for a mental health business-related issue could be any organization or company that is concerned about the well-being of their employees and wants to improve their work environment. This can include Corporate HR Departments, Healthcare Providers, Insurance Companies, Government Agencies and Non-profit Organizations.

4) Dataset:

The dataset is obtained from Kaggle called [Mental Health in Tech Survey](#). This dataset is from a 2014 survey that measures attitudes towards mental health and frequency of mental health disorders in the tech workplace. There are a total of 27 features, 22 categorical and 5 numerical. The key features include age, gender, employee type, benefits, care options, work interference, seek help, coworkers, family history, wellness programs etc.