

## **Gop Majak**

**Title:** *Mental Health in the Tech Workplace: Attitudes, Frequency, and Workplace Support*

### **Description:**

This project analyzes the 2014 survey data on mental health attitudes and the prevalence of mental health conditions in the tech industry, with a focus on the U.S. and other countries. The study explores how factors like geographic location, self-employment status, and company size influence the frequency of mental health disorders and the support systems in place for employees. Key areas of interest include examining the impact of mental health benefits, wellness programs, and employer-provided resources on employees' willingness to discuss mental health issues. The project also investigates predictors of mental health challenges in the workplace and the attitudes toward mental health compared to physical health, with insights drawn from both the 2014 and ongoing 2016 surveys.

This project will explore how geographic location, workplace support structures, and attitudes toward mental health vary across these variables, particularly focusing on the predictors of mental health disorders and employees' willingness to seek help or disclose mental health issues.

### **Data Description**

The data used in this notebook was obtained from [Kaggle](#).

It originates from a 2014 survey conducted by OSMI, a non-profit organization focused on raising awareness, educating, and offering resources to support mental wellness within the tech and open-source communities.

THE DATASET INCLUDES THE FOLLOWING VARIABLES:

<b>TIMESTAMP</b>	The time when the survey response was submitted.
<b>AGE</b>	Age of the respondent.
<b>GENDER</b>	Gender of the respondent.
<b>COUNTRY</b>	Country where the respondent resides.
<b>STATE:</b>	U.S. respondents specify their state or territory.
<b>SELF_EMPLOYED</b>	Whether the respondent is self-employed.
<b>FAMILY_HISTORY</b>	Whether the respondent has a family history of mental illness.
<b>TREATMENT:</b>	Whether the respondent has sought treatment for a mental health condition.
<b>WORK_INTERFERE</b>	Whether mental health conditions interfere with the respondent's work.
<b>NO_EMPLOYEES</b>	The number of employees in the respondent's company or organization.
<b>REMOTE_WORK</b>	Whether the respondent works remotely at least 50% of the time.
<b>TECH_COMPANY</b>	Whether the respondent's employer is primarily a tech company.
<b>BENEFITS</b>	Whether the employer provides mental health benefits.
<b>CARE_OPTIONS</b>	Whether the respondent is aware of the mental health care options their employer offers.
<b>WELLNESS_PROGRAM</b>	Whether the respondent's employer discusses mental health as part of an employee wellness program.
<b>SEEK_HELP</b>	Whether the employer provides resources for learning about mental health and seeking help.
<b>ANONYMITY</b>	Whether the respondent's anonymity is protected when seeking mental health or substance abuse treatment.
<b>LEAVE</b>	How easy it is for the respondent to take medical leave for a mental health condition.
<b>MENTAL_HEALTH_CONSEQUENCE</b>	Whether the respondent believes discussing mental health with an employer would have negative consequences.
<b>PHYS_HEALTH_CONSEQUENCE</b>	Whether the respondent believes discussing physical health with an employer would have negative consequences.
<b>COWORKERS</b>	Whether the respondent would discuss a mental health issue with coworkers.
<b>SUPERVISOR</b>	Whether the respondent would discuss a mental health issue with their direct supervisor(s).
<b>MENTAL_HEALTH_INTERVIEW</b>	Whether the respondent would bring up a mental health issue during a job interview.
<b>PHYS_HEALTH_INTERVIEW</b>	Whether the respondent would bring up a physical health issue during a job interview.
<b>OBS_CONSEQUENCE</b>	Whether the respondent has observed negative consequences for coworkers with mental health conditions.
<b>COMMENTS</b>	Any additional notes or comments provided by the respondent.