**Employee Wellness Prediction**

**Abstract:**

A drastic thing happened and XYZ Technical Solutions have lost one of their important employees. The company is now very concerned about the health of their employees and would want you to find that set of employees who are in need or may be in need of treatment, taking into account multiple attributes that are already stored in the database. So buckle up, the wellness of your employees is in your hand.

The goal is to help the organization to better understand the factors that contribute to employee health and wellbeing. By developing accurate predictive models, participants can help multiple organizations to identify areas where interventions may be needed, and to design targeted wellness programs that can improve employee health and productivity. The objective is to predict if the employee needs treatment, from the given features of the Test data.

**Dataset Description:**

The description of the data attributes is given below:  
• Timestamp  
• Age  
• Gender  
• Country  
• state: If you live in the United States, which state or territory do you live in?  
• self\_employed: Are you self-employed?  
• family\_history: Do you have a family history of mental illness?  
• treatment: Does he or she really needs treatment.  
• work\_interfere: If you have a mental health condition, do you feel that it interferes with your work?  
• no\_employees: How many employees does your company or organization have?  
• remote\_work: Do you work remotely (outside of an office) at least 50% of the time?  
• tech\_company: Is your employer primarily a tech company/organization?  
• benefits: Does your employer provide mental health benefits?  
• care\_options: Do you know the options for mental health care your employer provides?  
• wellness\_program: Has your employer ever discussed mental health as part of an employee wellness program?  
• seek\_help: Does your employer provide resources to learn more about mental health issues and how to seek help?  
• anonymity: Is your anonymity protected if you choose to take advantage of mental health or substance abuse treatment resources?  
• leave: How easy is it for you to take medical leave for a mental health condition?  
• mental\_health\_consequence: Do you think that discussing a mental health issue with your employer would have negative consequences?  
• phys\_health\_consequence: Do you think that discussing a physical health issue with your employer would have negative consequences?  
• coworkers: Would you be willing to discuss a mental health issue with your coworkers?  
• supervisor: Would you be willing to discuss a mental health issue with your direct supervisor(s)?  
• mental\_health\_interview: Would you bring up a mental health issue with a potential employer in an interview?  
• phys\_health\_interview: Would you bring up a physical health issue with a potential employer in an interview?  
• mental\_vs\_physical: Do you feel that your employer takes mental health as seriously as physical health?  
• obs\_consequence: Have you heard of or observed negative consequences for coworkers with mental health conditions in your workplace?  
• comments: Any additional notes or comments.

**You are expected to:**

* Summarize the dataset
* Conduct exploratory data analysis to identify factors influencing the mental wellness of the employees
* Build ML Model to predict the wellness of the employees
* Derive insights that would help the company to ensure the wellbeing of its employees
* Present the exploratory analysis, insights and scored results in a deck for top management