

Exploring the Impact of Remote Work on Employee Mental Health

9.1 Project 3. Proposal and Data Selection

Milestone 1

Jennifer Barrera Conde

Bellevue University

Applied Data Science

October 25, 2024

Topic

Exploring the Impact of Remote Work on Employee Mental Health

Continuing my previous work on the impact of remote work on mental health, I decided to use a different dataset and investigate further.

Like the previous, this project will analyze how remote work influences employees' mental well-being, aiming to identify patterns, stressors, and potential factors that may improve or detract from mental health.

I also aim to make findings either in similarities or differences between my previous work and this current one. This could also give insights into how important data selection is when working on a project.

Business Problem

Rising mental health issues impact not only employees but also the success of the entire firm. When employees are struggling with poor mental health, it can lead to reduced productivity, increased absenteeism, and high staff turnover rates. In contrast, psychologically healthy employees are more motivated, engaged, and productive. They are also more likely to be creative and innovative and contribute positively to the organization's success.

Companies increasingly offer remote work options, yet the impact on employee mental health is complex and underexplored. This project seeks to identify factors associated with mental health challenges in remote work, providing insights for organizations to improve support and ensure a healthier work environment.

Datasets

The dataset for this project is sourced from Kaggle's "Remote Work and Mental Health" dataset. This data contains various factors related to employee mental health, demographics, work environment, and remote work status, providing a broad view of the work-life balance and mental health interactions in remote work contexts.

Methods

This project will use statistical analysis and data visualization to explore relationships between remote work and mental health indicators. Potential methods include correlation analysis, regression analysis, and classification algorithms, with visualizations to present findings. Exploratory Data Analysis (EDA) will guide initial insights, followed by deeper statistical and predictive modeling as needed.

Ethical Considerations

- **Privacy:** Ensuring data is used responsibly and personal information is not exposed or mishandled.
- **Bias:** Avoid assumptions about causation; the data should be analyzed impartially to prevent misinterpretations that could influence company policies adversely.
- **Impact on Workers:** Recommendations must consider employees' autonomy and privacy and avoid suggestions that might infringe on their work-life balance.

Challenges/Issues

- **Data Quality:** The dataset may have missing values or inconsistencies that could complicate analysis.
- **Complex Interactions:** Mental health is influenced by multiple interrelated factors, which might make it difficult to isolate specific impacts of remote work.
- **Generalizability:** The findings from this dataset might not apply universally, as workplace cultures and individual experiences vary widely.

References

- **Academic Journals:** Research articles on remote work, mental health, and related fields in publications like the Journal of Occupational Health Psychology.
- **Industry Reports:** Studies from HR research bodies, such as SHRM, on remote work and employee well-being.
- **Government and NGO Reports:** Reports from organizations like the WHO and CDC on mental health, workplace conditions, and remote work statistics.
- **Kaggle and Other Data Science Communities:** Insights from Kaggle discussions or other open-source projects analyzing similar datasets.

Reference For This Milestone

<https://www.kaggle.com/datasets/waqi786/remote-work-and-mental-health?resource=download>

Johns Hopkins University. “Why should mental health be a priority in the workplace?”.
Published on May 17, 2023 <https://imagine.jhu.edu/blog/2023/05/17/breaking-the-stigma-why-mental-health-should-be-a-priority-in-the-workplace/>