



# MENTAL HEALTH IN IT

MARYANNE NJENGA



MENTAL HEALTH IN IT

We  
debug  
code,  
so let'  
debug  
minds



# INSPIRATION

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1. Kenyan media anchors falling from grace.
2. Conversations where the main reason for quitting jobs is their mental challenges
3. Stigma around mental illnesses
4. To create awareness in the importance of safeguarding mental wellbeing

# TABLE OF CONTENTS

- 
1. Business Problem
  2. Data Overview
  3. Employee Analysis
  4. Employer Analysis
  5. Career Analysis
  6. Machine Learning Results
  7. Problem and Solution
- 



# DATASET

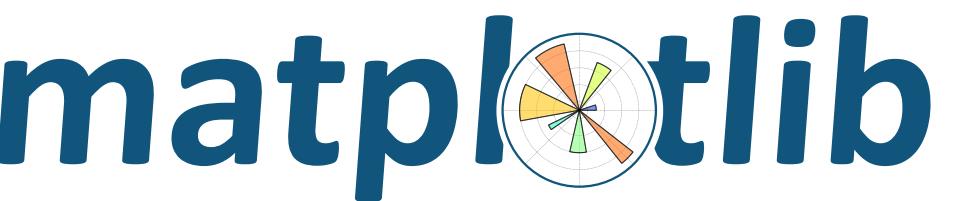


The Data source is from Kaggle

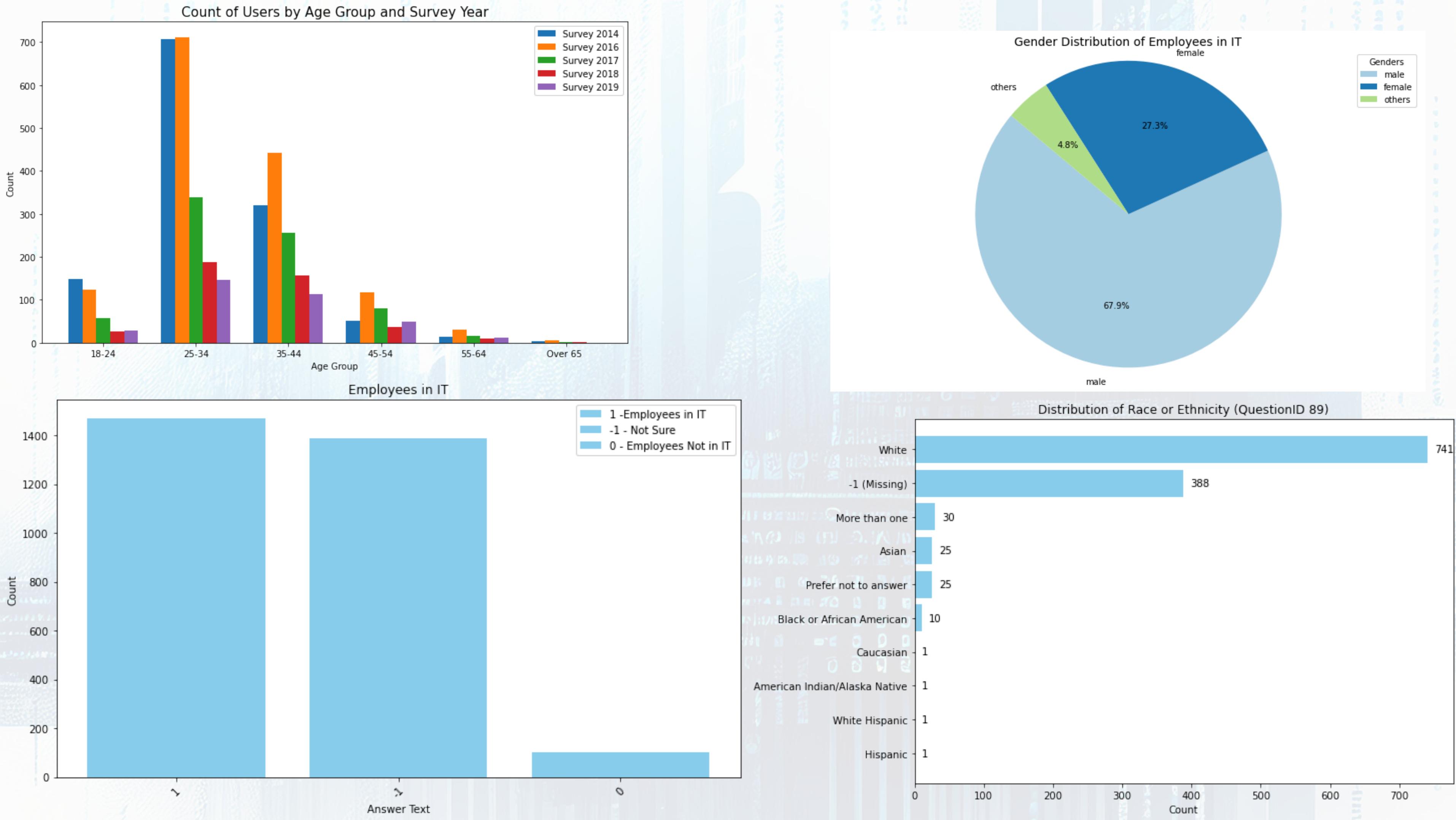
It is an sqlite sql file and not compatible with  
excell or powerbi

The Data has 3 tables; Survey Groups, Survey  
Questions and Survey Responses

It had over 2000 rows and 2-4 columns on each  
table. The data was a clean dataset with no  
null values



# Employee Analytics



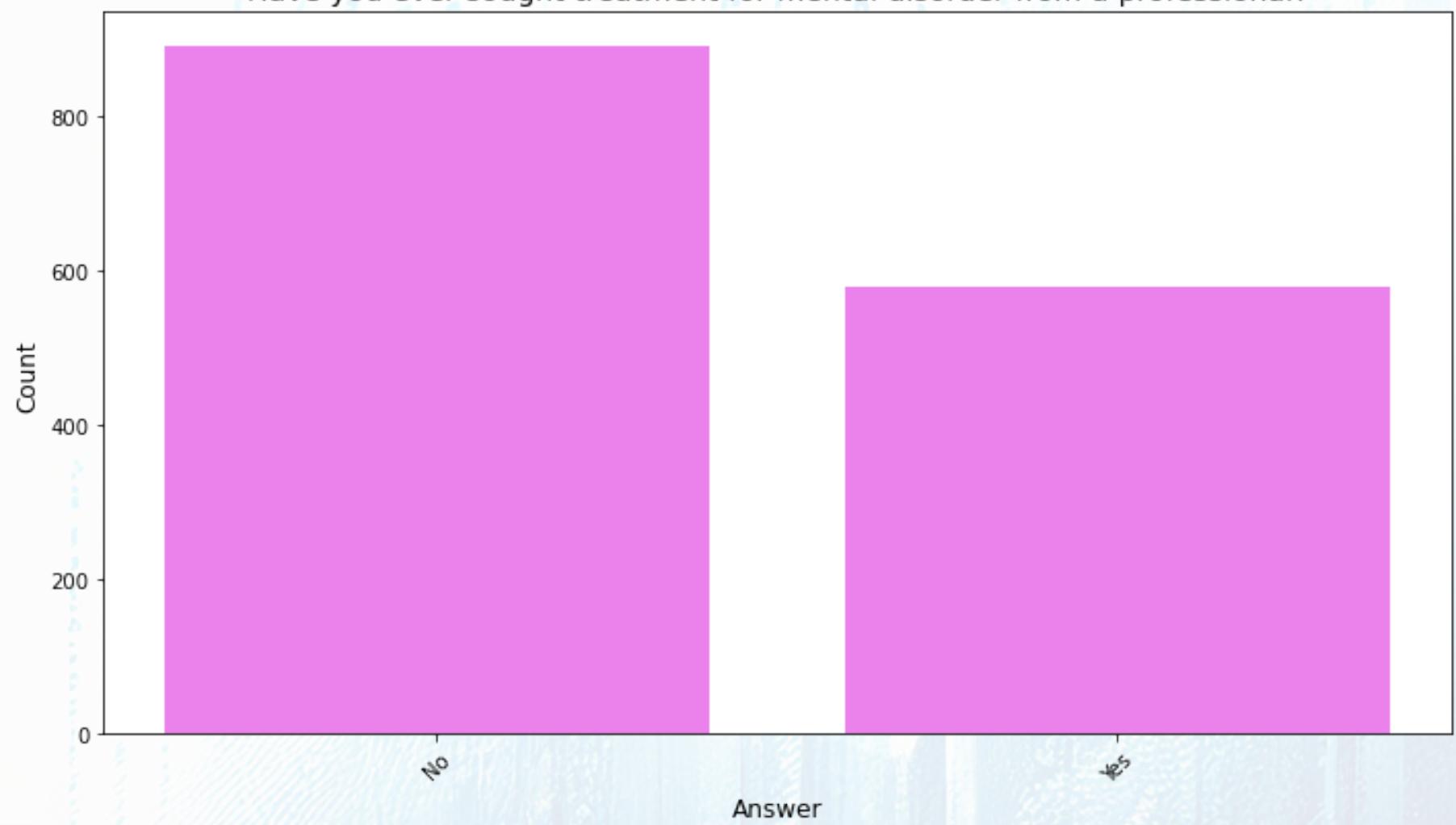


# FINDINGS

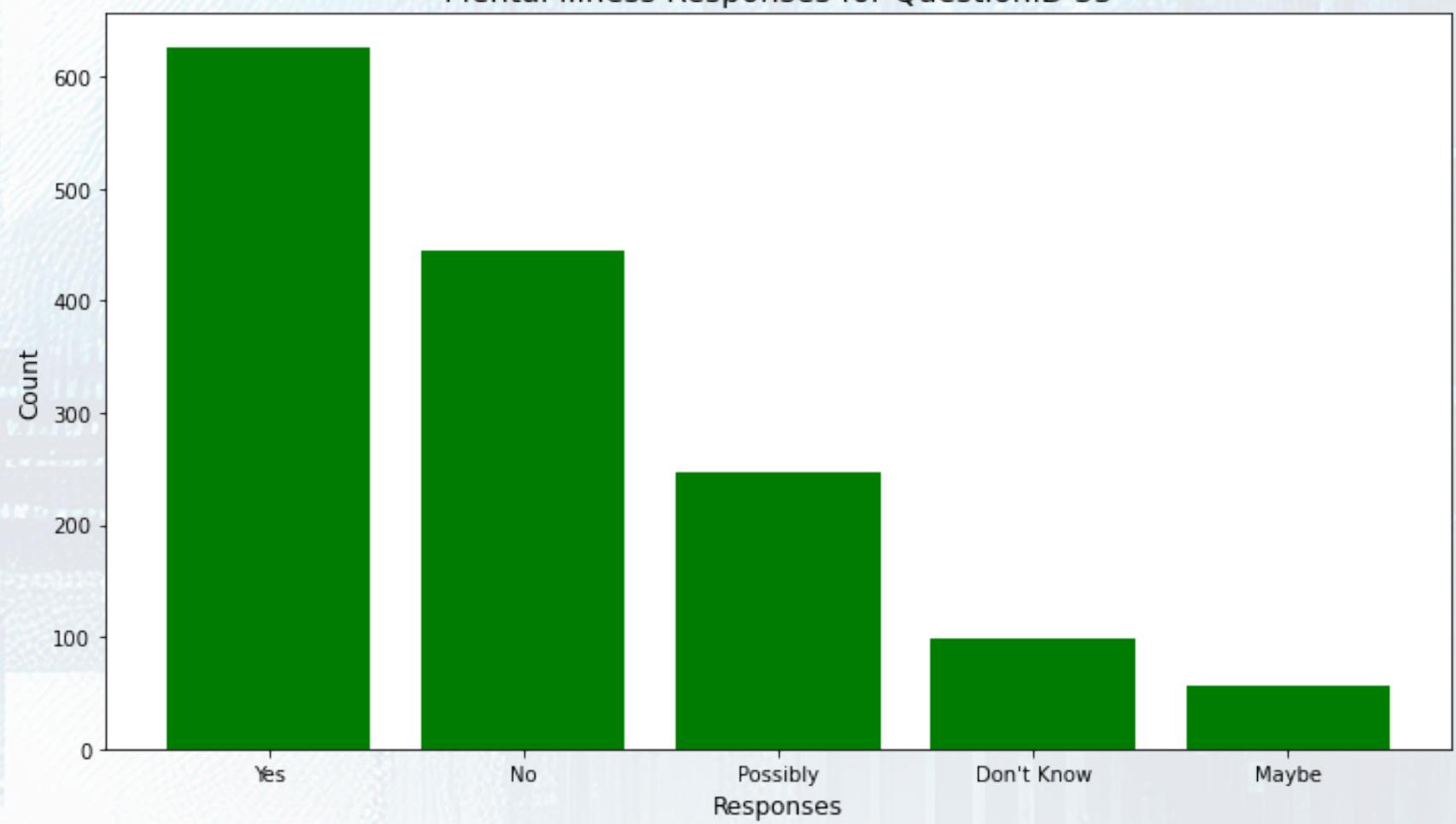
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1. Male employees dominate by 68%, followed by female employees at 27% and remaining others at 4.8%
2. The age group mostly comprised of people between 25-34 years and it was most popular in the years 2014 and 2016 but the number of surveys decreased from 2017
3. The employees confirmed in IT are over 1400, yet to be confirmed are also 1400 and those not in IT were less than 100
4. Most races were white and some races weren't included followed by a mixture of races and finally Asian

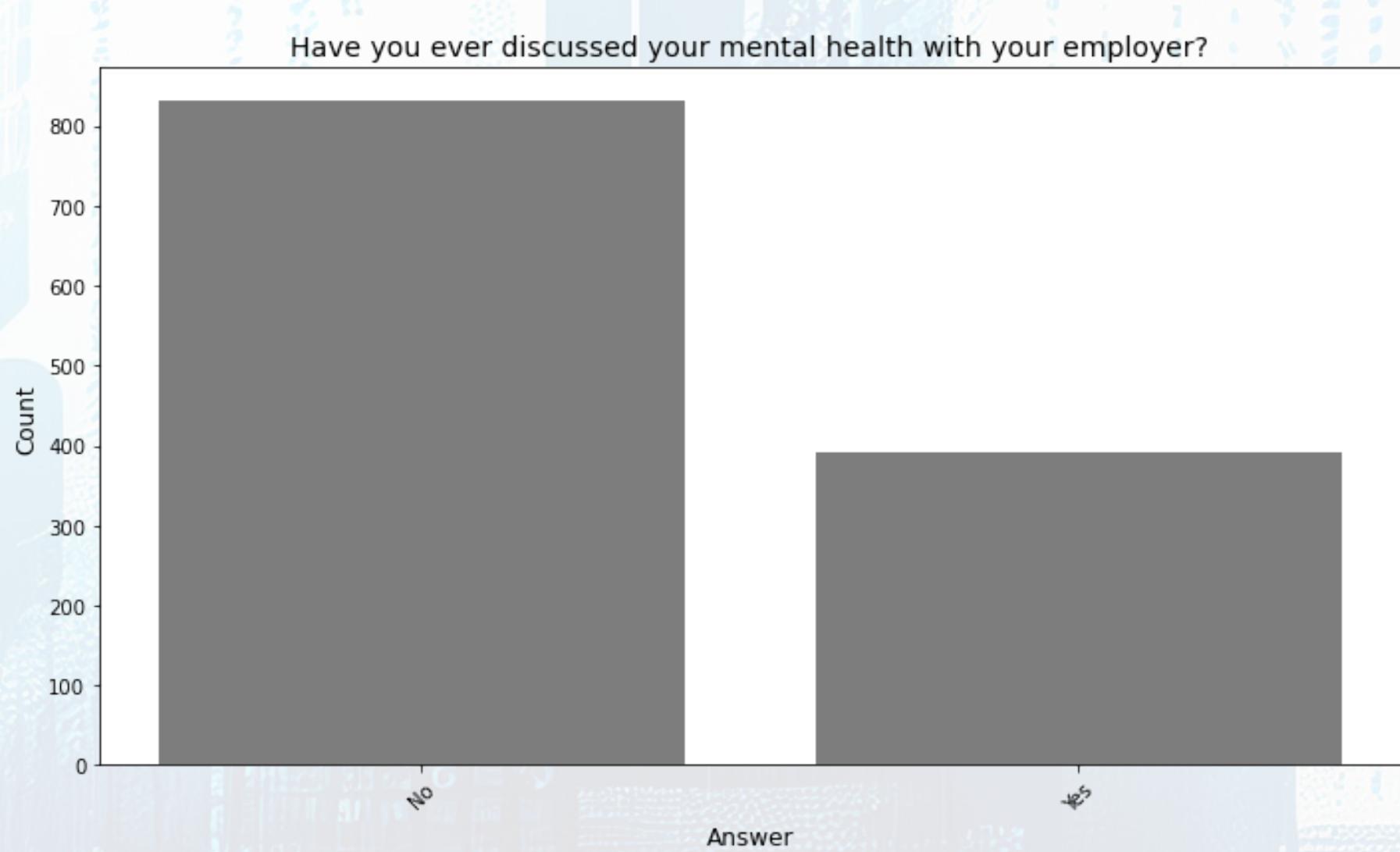
Have you ever sought treatment for mental disorder from a professional?



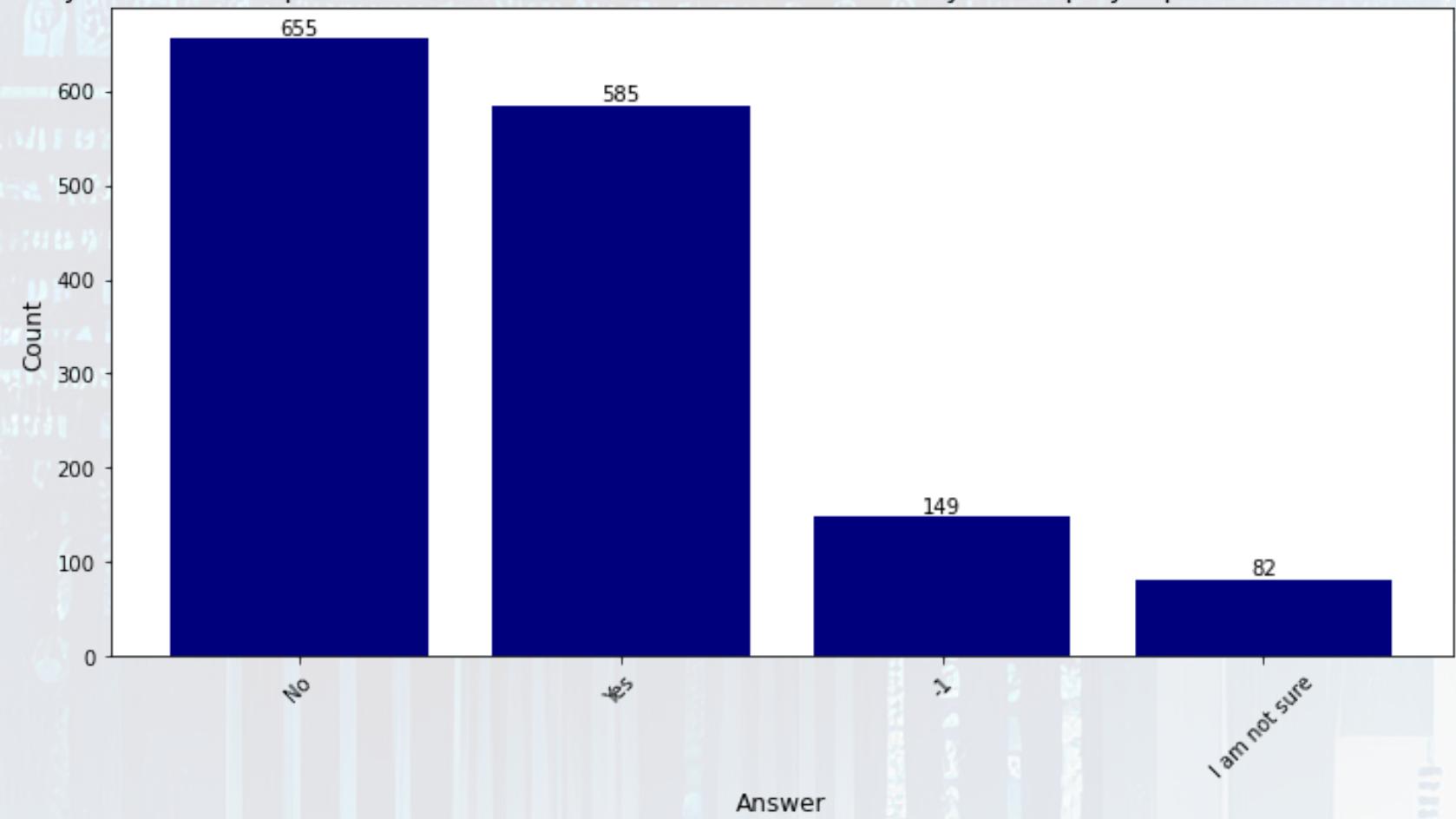
Mental Illness Responses for QuestionID 33



Have you ever discussed your mental health with your employer?



Do you know the options for mental health care available under your employer-provided health coverage?





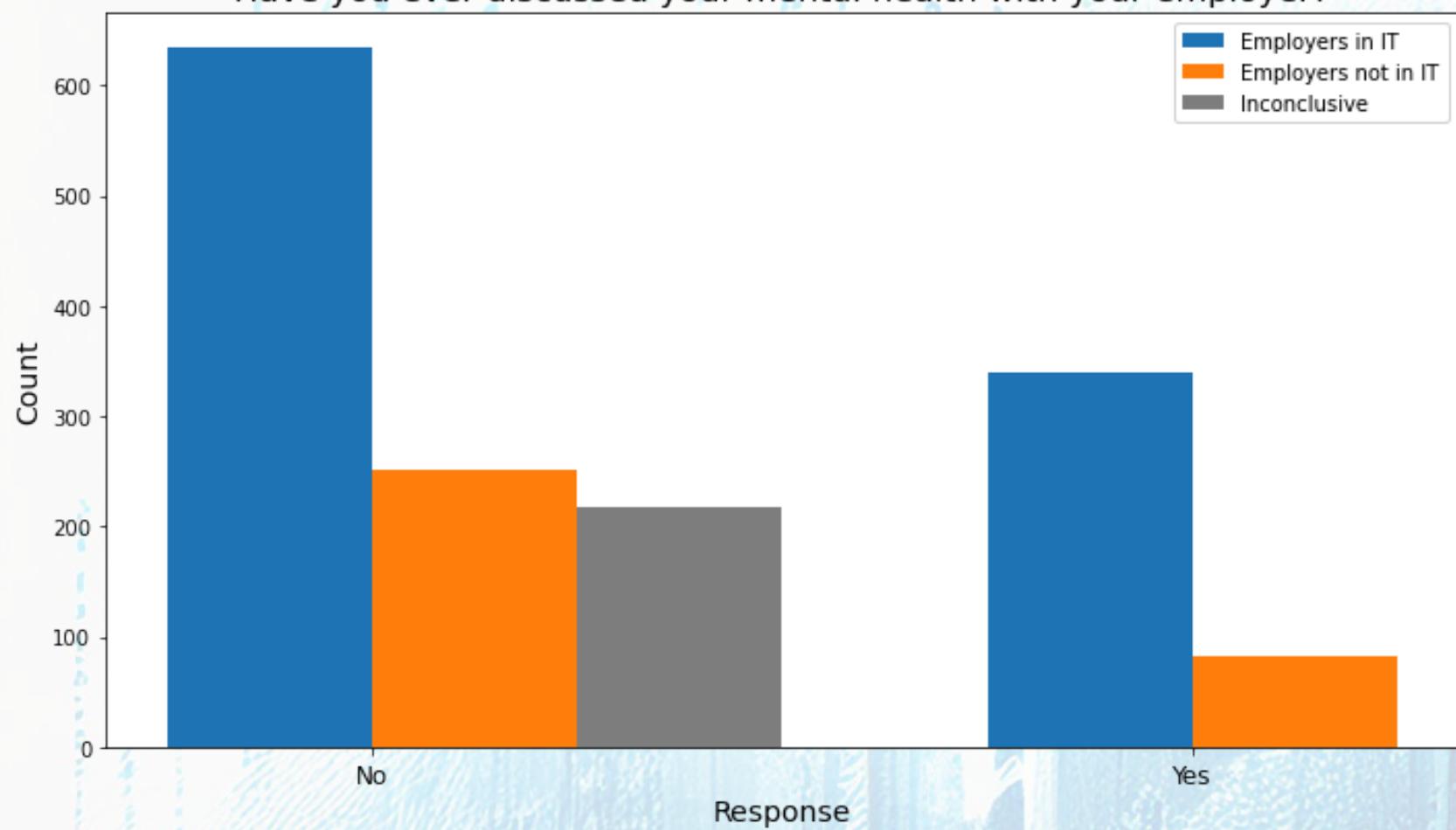
# FINDINGS

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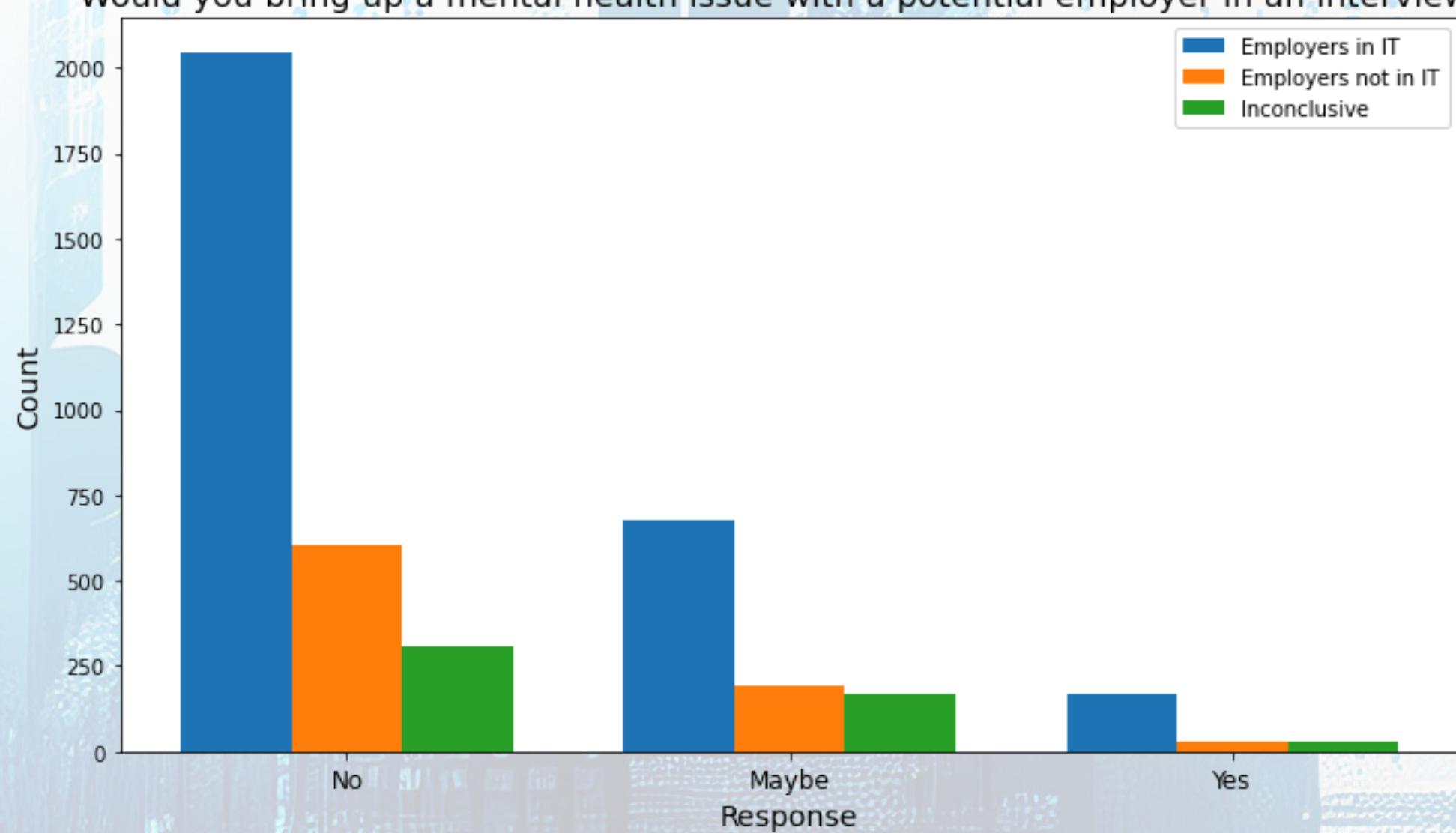
1. Majority of the employees never sought help from a professional.
2. Majority of them had a disorder and the second in majority were mentally stable.
3. The remaining group that was unsure was more in total than those who were mentally stable
4. Majority of the employees have never discussed their health with their employer
5. Majority of the employees were still not aware that the employer provided health coverage.

# Employer Analytics

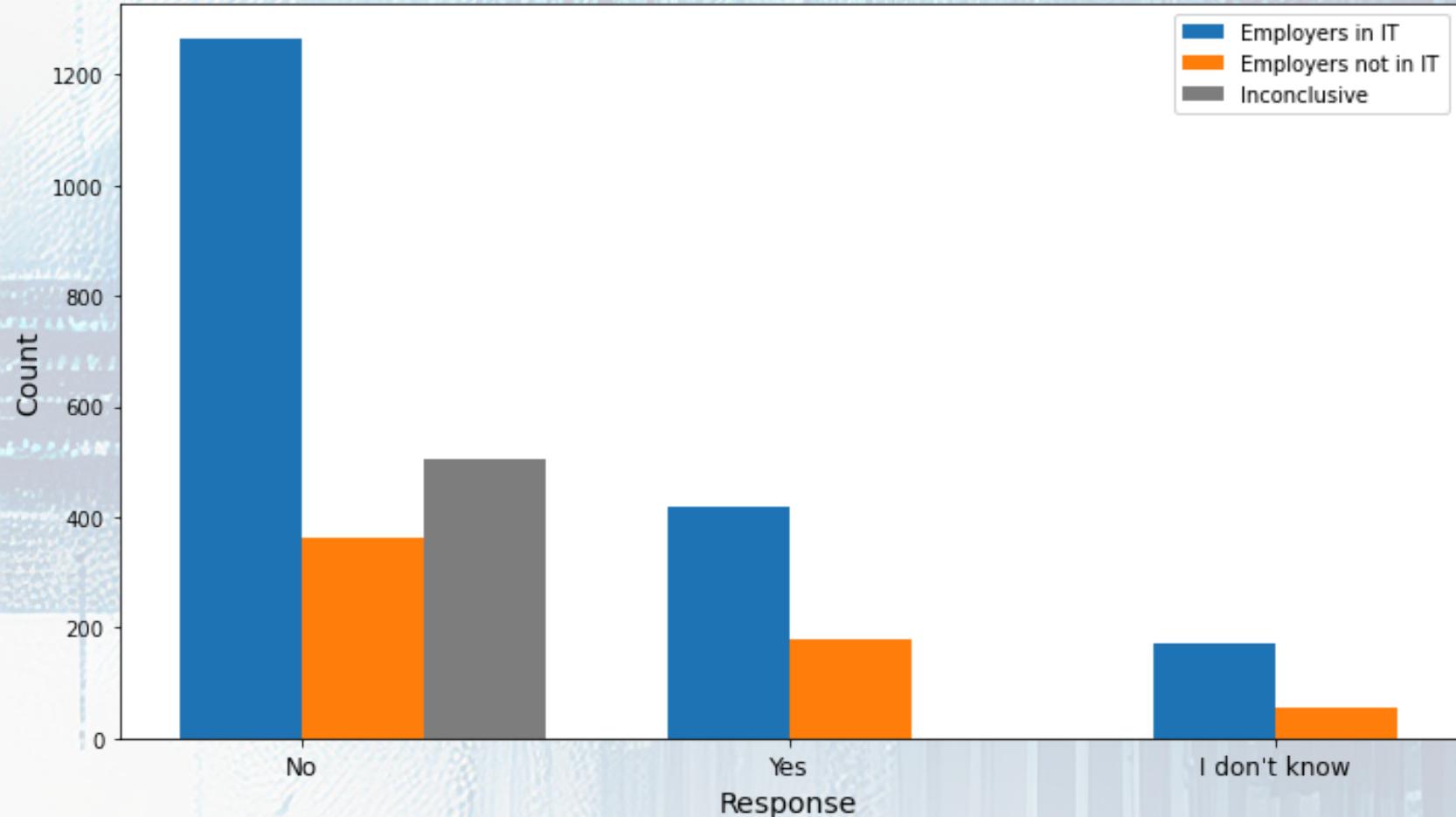
### Have you ever discussed your mental health with your employer?



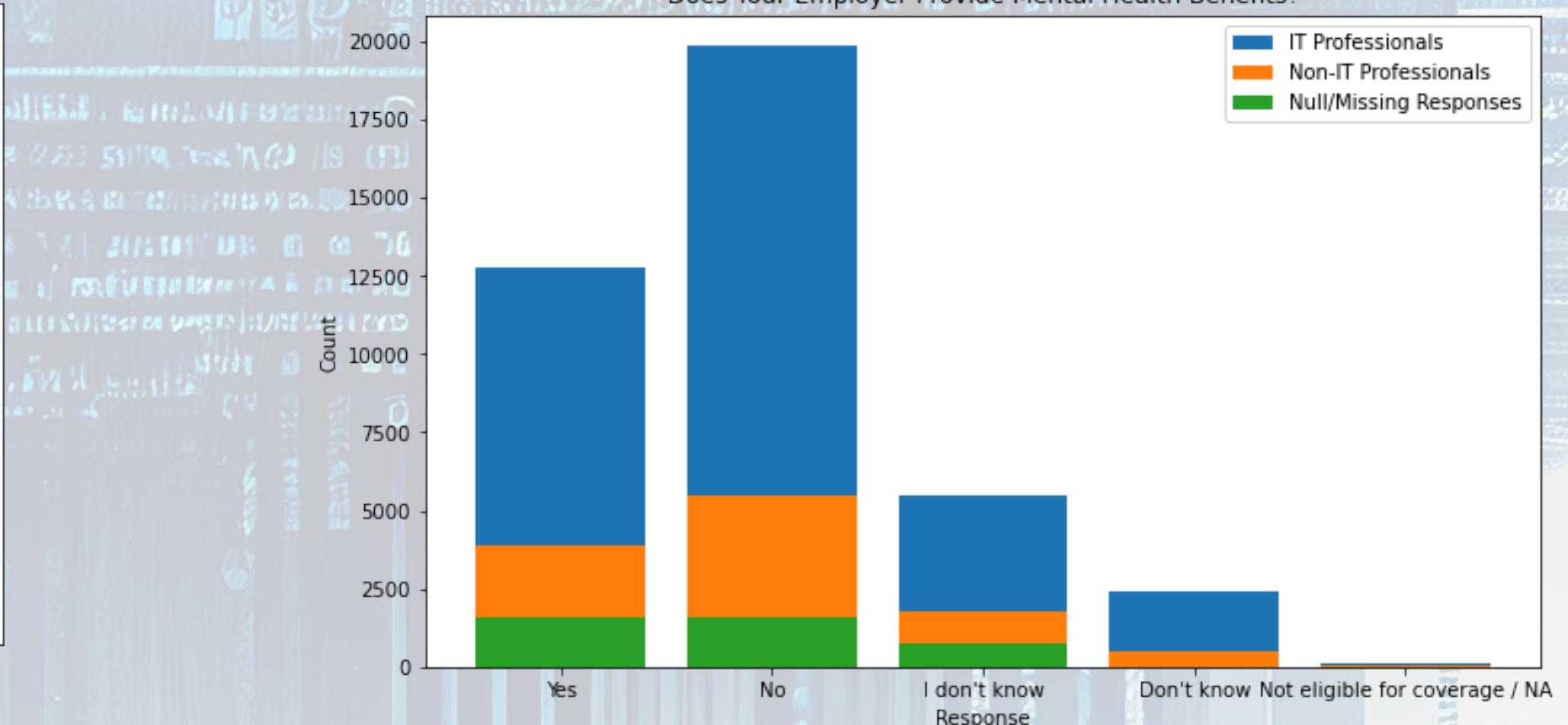
### Would you bring up a mental health issue with a potential employer in an interview?



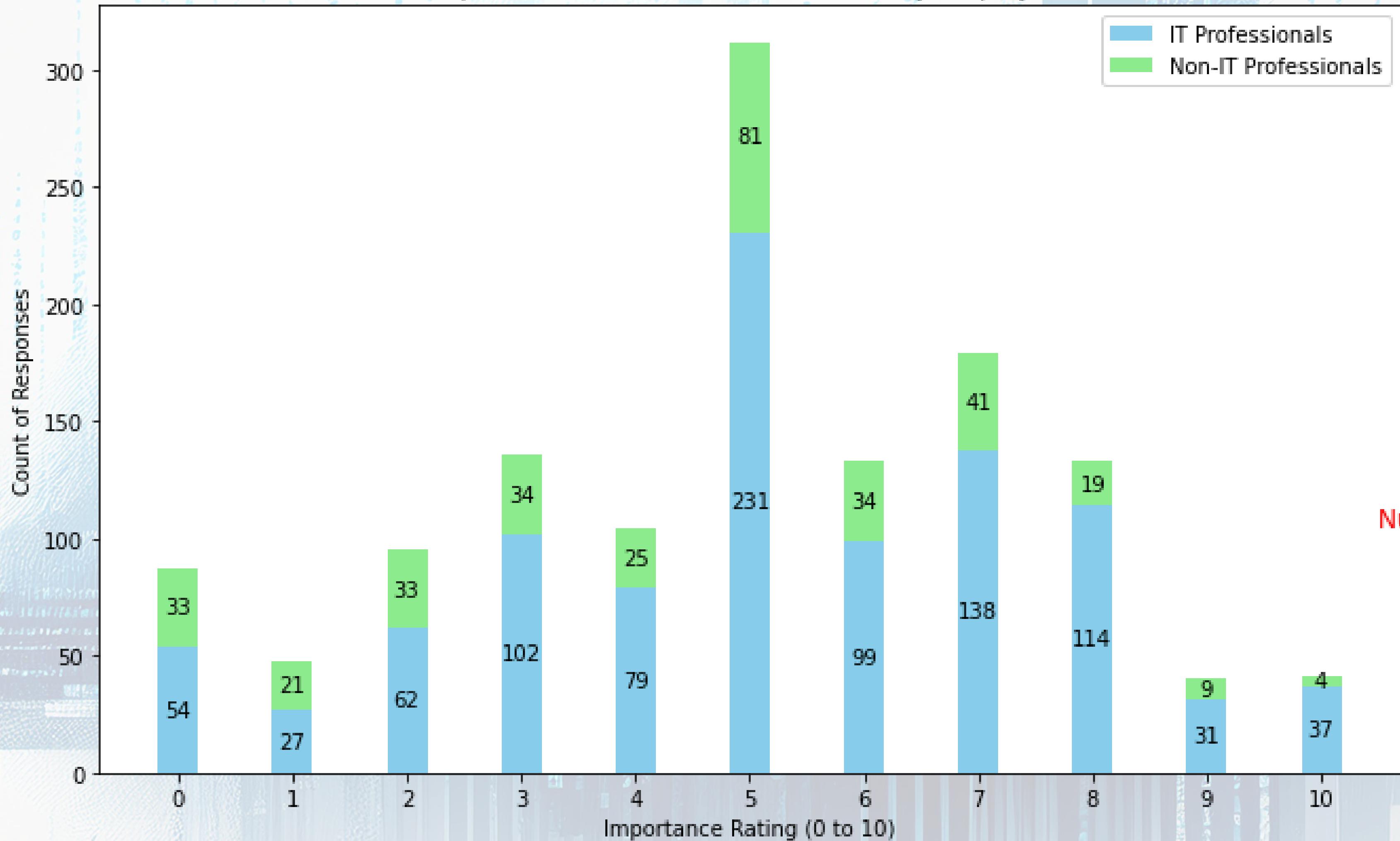
### Has your employer ever formally discussed on mental health?



### Does Your Employer Provide Mental Health Benefits?



# Importance Placed on Mental Health by Employers





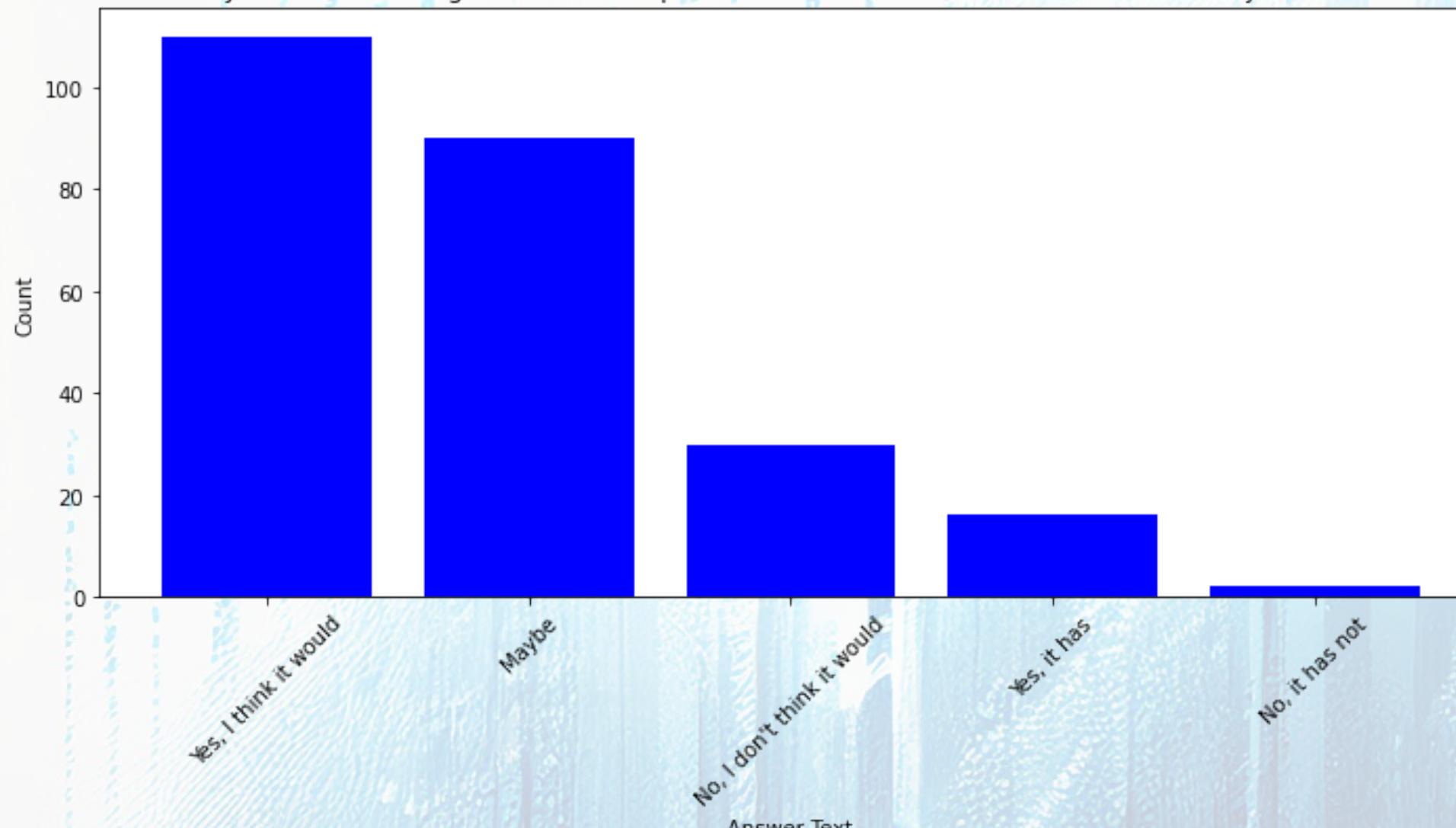
# FINDINGS

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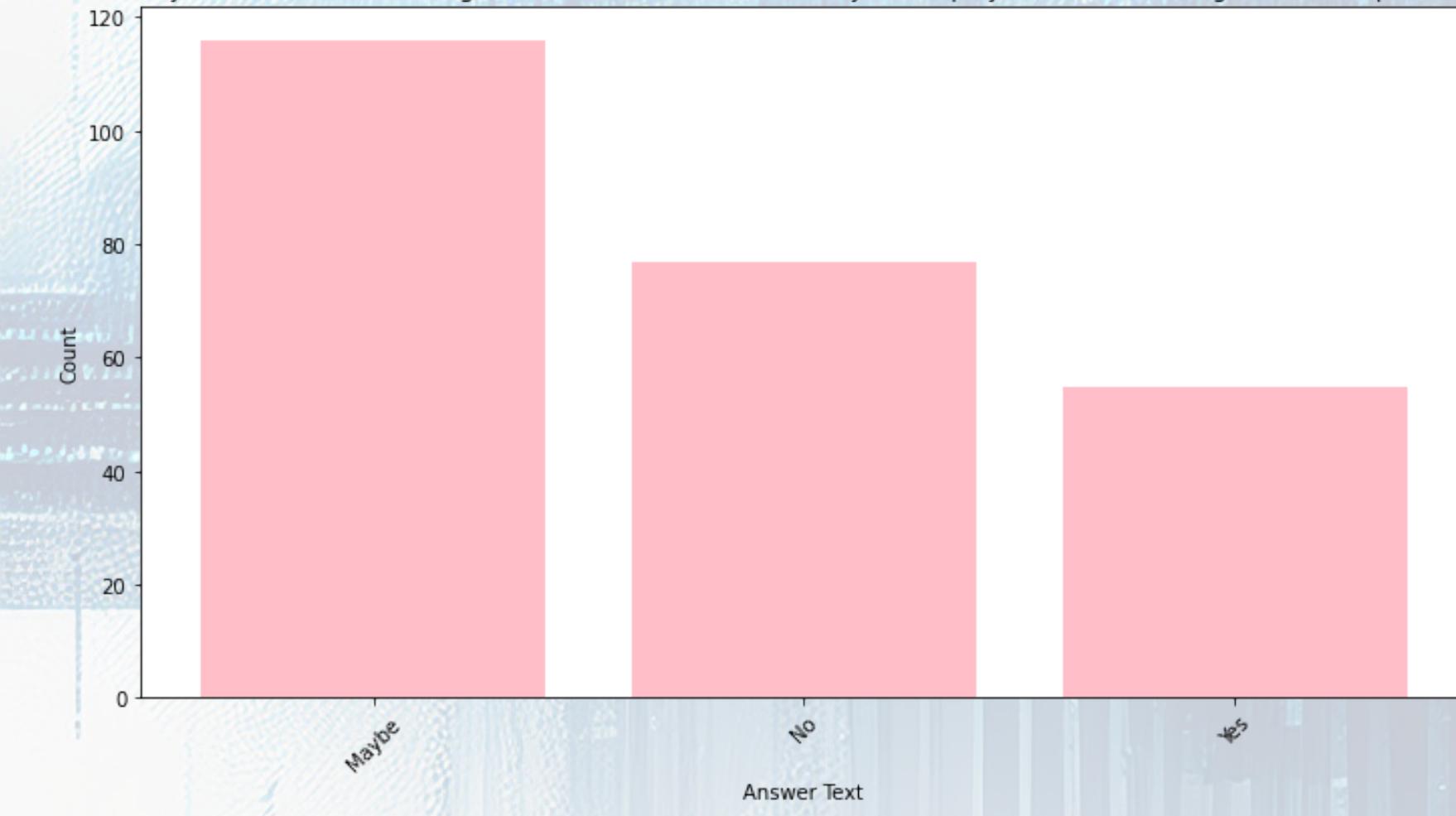
1. Both the majority of individuals in IT and not in IT never discussed on their health.
2. The majority also would never bring up a mental health issue during an interview
3. Majority of the employees never had a formal conversation with their employer on mental health.
4. Majority of the employees did not receive health benefits.
5. There was poor rating on how people felt about the importance expressed by employers

# Career Analysis

Do you feel that being identified as a person with a mental health issue would hurt your career?



Do you think that discussing a mental health disorder with your employer would have negative consequences?





# FINDINGS

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1. Majority were sure that being identified would hurt their career
2. The second majority weren't sure but suspected so
3. Some had even been negatively impacted in their career by their mental identity
4. Majority suspected that discussing their disorder with their employer could have negative consequences.
5. The second majority were okay and said no but the last group believed it would

# Machine Learning

## FACTORS THAT ALLOWED PEOPLE TO DISCUSS THEIR MENTAL HELATH WITH CO-WORKERS

1. When they believed there would be no negative consequences if their employer knew
2. When there were 1-5 or 6-25 employees in the company
3. When there was no mental illness in family history
4. When their race was white

## FACTORS THAT INFLUENCED EMPLOYEES TO BELIEVE THERE WOULD BE NO CONSEQUENCE

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1. When the employee race is white
  2. Some of the co-workers were aware of their mental status
  3. Employee numbers were 26-100, 100-500
  4. Coworkers were aware of their mental health
  5. There was awareness of mental illness or no mental illness in family history
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# SOCIAL PROBLEM

1. Lack of exposure and resources in work environments
2. Lack of awareness on mental health status
3. Lack of employee involvement in mental well-being
4. Mental Stigma on having a disability
5. Fear in losing job or lacking employment
6. Lack of health benefits that would motivate the employees
7. Discrimination to those with disabilities or seeing others experience discrimination.
8. Apart from white races other races found it difficult to discuss their mental health

# RECOMMENDATIONS

1. Introduce Mental Health Education to help end stigma.
2. Employee and employer training on Mental Health resources, policies and awareness.
3. Setting strict policies on discrimination and added whistleblowing systems to control discrimination
4. Creating team building and bonding channels between employees
5. Creating a professional psychological/health department to monitor and assist in interviews and work-life balance