MENTAL HEALTH AND WELLBEING PLATFORM FOR EMPLOYEE CARE

Milestone: Project Proposal

Group - 15

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Title of the Project: Mental Health and Wellbeing Platform For Employee Care

In a modern workplace, wellbeing and mental health are becoming major concerns for the employees and the employers. Strong mental health support systems are associated with decreased turnover rates, improved employee satisfaction, and increased productivity according to research. Companies or organizations face high level of workplace stress and absenteeism which indicates for the need for better mental health support. The goal of this project is to create a platform that proactively addresses mental health issues by providing access to licensed therapists, wellness resources, real time employee well-being monitoring.

Theory for Employee Wellbeing and Mental Health Platform:

A centralized employee wellbeing platform is key to achieving this, allowing tracking and analysis of employee health, stress levels, and engagement. Real time access to this data is vital for making informed decisions regarding mental health interventions, adjusting wellness programs and responding to employee needs promptly.

In this project, several entities and their attributes are recorded to ensure efficient functioning. The <u>Employee</u> entity captures essential details [name, job, title, age], the <u>Wellness Program</u> entity outlines various programs aimed at improving health [program ID, type, description]. <u>Therapists</u> play a vital role in this ecosystem [therapist ID, name, specialization, and availability]. <u>Session</u> entity, which captures information about therapy sessions [session ID, employee ID, therapist ID] The <u>Wellbeing Survey</u> entity assesses employee wellbeing through surveys [ID, type, data, employee ID]. <u>Reports</u> generated through the Report entity aggregate data from various employees and surveys [report ID, date, high-risk employees, recommendations] To ensure seamless integration with organizational processes, the <u>HR System Integration</u> entity captures details [integration ID, HR system name, employee ID, description]

Managers can identify employees at risk by monitoring key performance indicators like employee engagement, absenteeism rates, wellbeing program participation, and employee satisfaction. These metrics provide insights into the organization's overall health and help pinpoint areas that require improvement. The platform will generate detailed reports highlighting areas of concern and forecast mental health needs based on historical data and trends. Furthermore, seamless integration with HR systems centralizes wellbeing data with other key metrics, allowing for a unified approach to the management.

By combining real-time data collection, professional support, and detailed analytics, the platform creates a strong framework for managing and improving employee mental health. Organizations can better understand the mental health trends within their workforce and take timely steps to support and help their employees and create a work environment that is both healthier and productive.

Other Requirements:

1. An employee can hold 1 to infinite Wellness programs; a Wellness Program can be enrolled by 1 to infinite employees.
2. An employee can take 1 to infinite Wellbeing Surveys; a Wellbeing Survey must be taken by exactly 1 employee.
3. An employee can have 0 to infinite therapy sessions; a therapy session must be attended by exactly 1 employee.
4. A therapist can hold 0 to infinite therapy sessions; a therapy session must be attended by exactly 1 therapist.
5. An employee's data can be included in 1 to infinite reports; a report can include data from 1 to infinite employees
6. An employee can have exactly 1 HR system integration; an HR system integration must be linked to exactly one employee.
7. A therapist can be linked to infinite wellness programs; a wellness program can be linked to infinite therapists

8. A wellbeing survey can contribute to zero to infinite reports; a report can aggregate data from infinite wellbeing surveys.