**Employee Wellness Analysis**

**Dataset Overview:**

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. The goal is to help the organization to better understand the factors that contribute to employee health and wellbeing. By identifying areas where interventions may be needed, design targeted wellness programs that can improve employee health and productivity.

**Key Features of the Dataset:**  
This dataset captures insights into employees' mental health status, workplace stressors, and well-being metrics. It includes attributes such as **age, gender, workload, work-life balance, job satisfaction, mental health assessment scores, absenteeism, and employer support programs.**

**Dataset Columns:**

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.