Introduction:

*Oasis* is a growing advertising company in New York, U.S. wants to know answers to very specific questions to bring positive changes and implement better mental health practices in their company and potentially gain A-level global certification.

Objective:

To answer questions such as:

1.       What is the general distribution of survey respondents?

2.       What is the general distribution of survey respondents diagnosed with mental conditions?

3.       Does remote working have better performance at work?

4.       How effective are the mental health benefits provided by the companies?

5.       Does the size of the company correlate with the negative consequences of discussing mental health with the employer?

6.       Who is more willing to discuss their mental condition with their supervisors?

The states with the most respondents include California, Washington, New York, Tennessee, and Texas. The noted distribution may be due to certain states containing more technology companies versus others.

In total maximum respondents belong to the age group 30-40. This is because 30-40 age the peak age for people working particularly in tech companies.

The majority of the respondents are male. The uneven distribution seen here may be because there are more male workers in the tech industry than females, and therefore there would be more males to respond.

There is likely to be a sampling bias in this dataset, as we can see, there are more people with mental health conditions that took the survey. In the general population, the vast majority do not suffer from mental illness (10.7% as per https://ourworldindata.org/mental-health). Due to this fact, all results of the analysis of this dataset should be framed as understanding those with mental illness in the tech industry, and results should not be attributed to the general population.

The frequency curves in respondents that report mental illness versus reporting no mental illness are similar, with the "Yes" curve peaking at a slightly older point (32 Years Old vs 29 Years Old)

There seems to be no significant difference in work interference levels with regards to remote work.

Does the company that provides mental health benefits also involved in

1. Providing resources to learn more about mental health and seek help?

2. Creating awareness about the care options that provide?

3. Discussing mental health as a part of the employee Wellness program?

Around 40-55 % of employees working in companies that provide mental health benefits report that their company either do not provide resources, awareness, or wellness program or they are not aware of it.

Employees in Companies with more than 1000 employees think that discussing a mental health issue with their employer would have negative consequences.

Men are more likely to discuss their mental health with their supervisors and women are least likely to discuss it. Having said that all three categories who are ready to discuss mental health with all of their supervisors are less than 50%.

Summary:

1.       What is the general distribution of survey respondents?

Major respondents are from the age group 30-40, male, and from big cities such as California, Washington, New York, Tennessee, and Texas.

2.       What is the general distribution of survey respondents diagnosed with mental conditions?

The majority of the respondents(80%) suffered from a mental health issue.

The frequency curves in respondents that report mental illness versus those reporting no mental illness are similar, with the "Yes" curve peaking at a slightly older point (32 Years Old vs 29 Years Old).

3.       Does remote working have better performance at work?

There seems to be no significant difference in work interference levels with regard to remote work.

4.       How effective are the mental health benefits provided by the companies?

Around 40-60 % of employees working in companies that provide mental health benefits report that their company either do not provide resources, awareness, or wellness program or they are not aware of it.

5.       Does the size of the company correlate with the negative consequences of discussing mental health with the employer?

Employees in Companies with more than 1000 employees think that discussing a mental health issue with their employer would have negative consequences.

6.       Who is more willing to discuss their mental condition with their supervisors?

Men are more likely to discuss their mental health with their supervisors and women are least likely to discuss it. Having said that all three categories who are ready to discuss mental health with all of their supervisors are less than 50%.

Recommendations:

1. There is likely to be a sampling bias in this dataset, as there are more people with mental health conditions that took the survey. All results of the analysis of this dataset should be framed as understanding those with mental illness in the tech industry, and results should not be attributed to the general population.

2. Companies should create awareness of the mental health benefits that they provide. All companies should also provide resources to seek for their employees and wellness program.

3. Create a safe environment for mental health discussion for the employees, especially from bigger companies with more than 1000 employees.

4. A one-on-one session can be conducted by the Supervisors with their employees to build a positive environment to discuss mental health.