

# Mental Health Indicators in the Workplace



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DS 09/04/19



# Outline



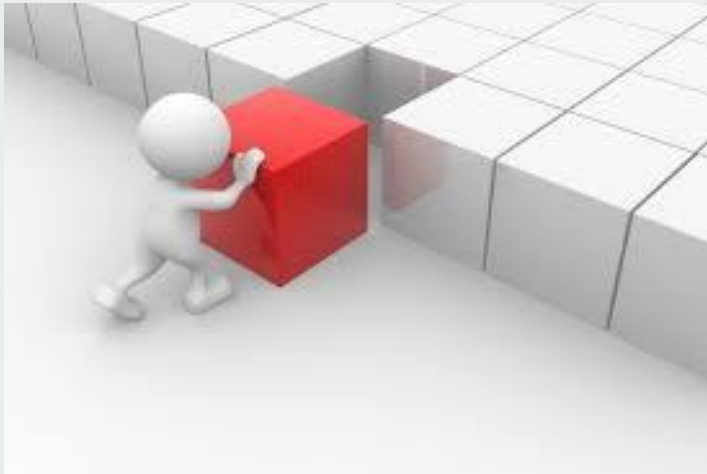
- The Problem
- Solution Proposal
- The Process
- Predictive Analysis
- Recommendations

# Problem Statement



- **Many risk factors are present in the workplace**
  - inadequate health and safety policies
  - low control over one's area of work
  - poor communication and management practices
  - workload, inflexible working hours
- **Absenteeism and disability costs have increased in the workplace due to mental illness.**
- **Early identification and intervention of mental health issues will have significant impact on preventing underperformance, excessive absenteeism, and other related problems.**

# Solution Proposal



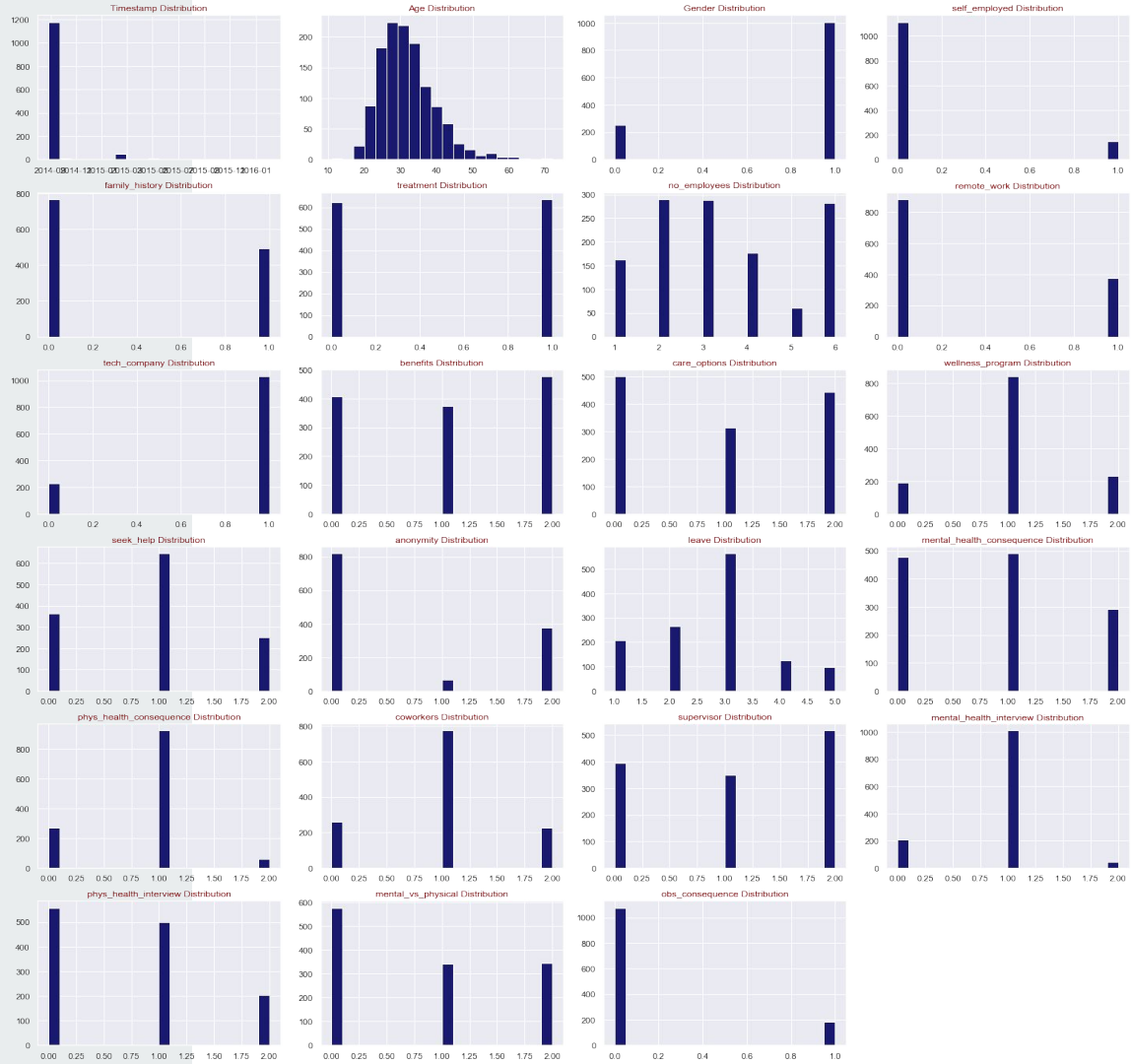
- Conduct a predictive analysis of data from pre-screening surveys
- Use four different models to determine key indicators of mental health issues in the technology workplace.
- Propose solutions to mitigate these concerns based on the results of research conclusions.

# The Process



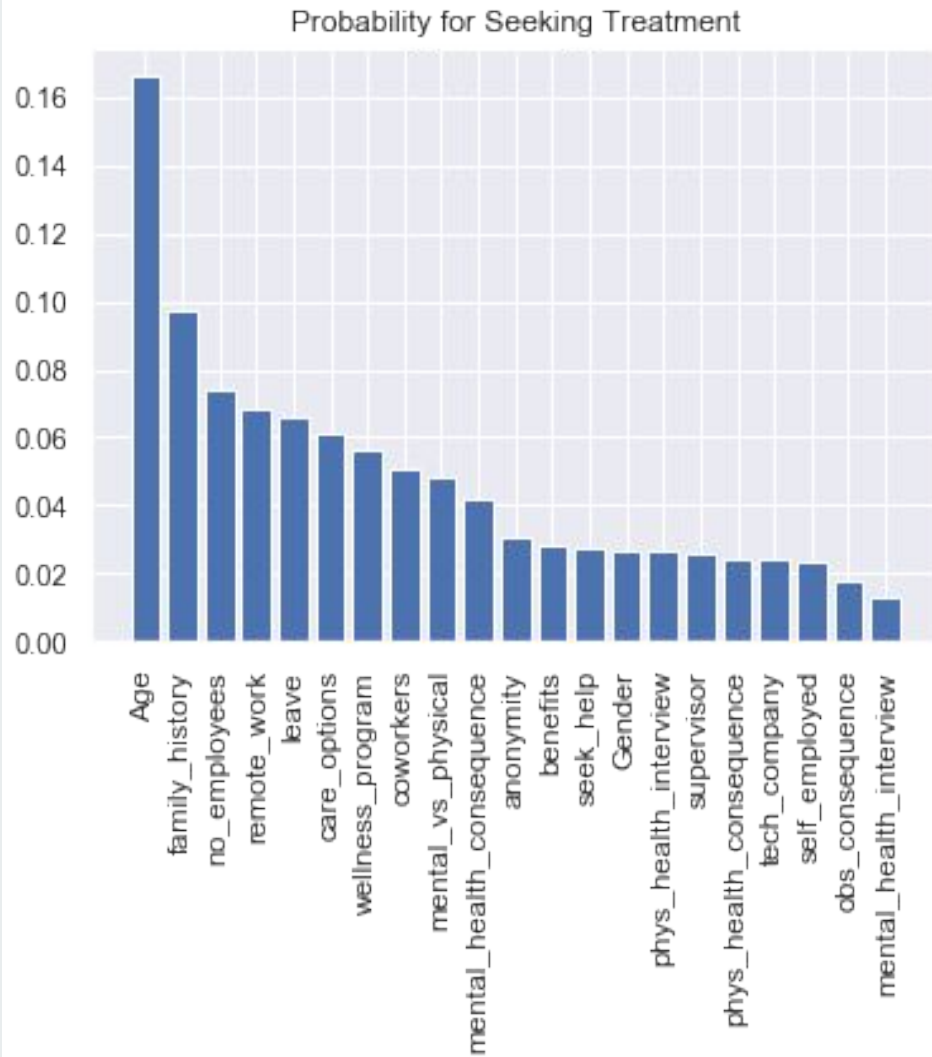
- Selected data sources (Kaggle.com) and cleaned data
- Selected four models for analyses
  - Logistics Regression
  - Support Vector Machine
  - Decision Tree
  - Random Forest GridSearchCV
- Determined and selected the model with the best results
- Analyzed results for primary indicators
- Developed conclusions and recommendations

# Data Distribution



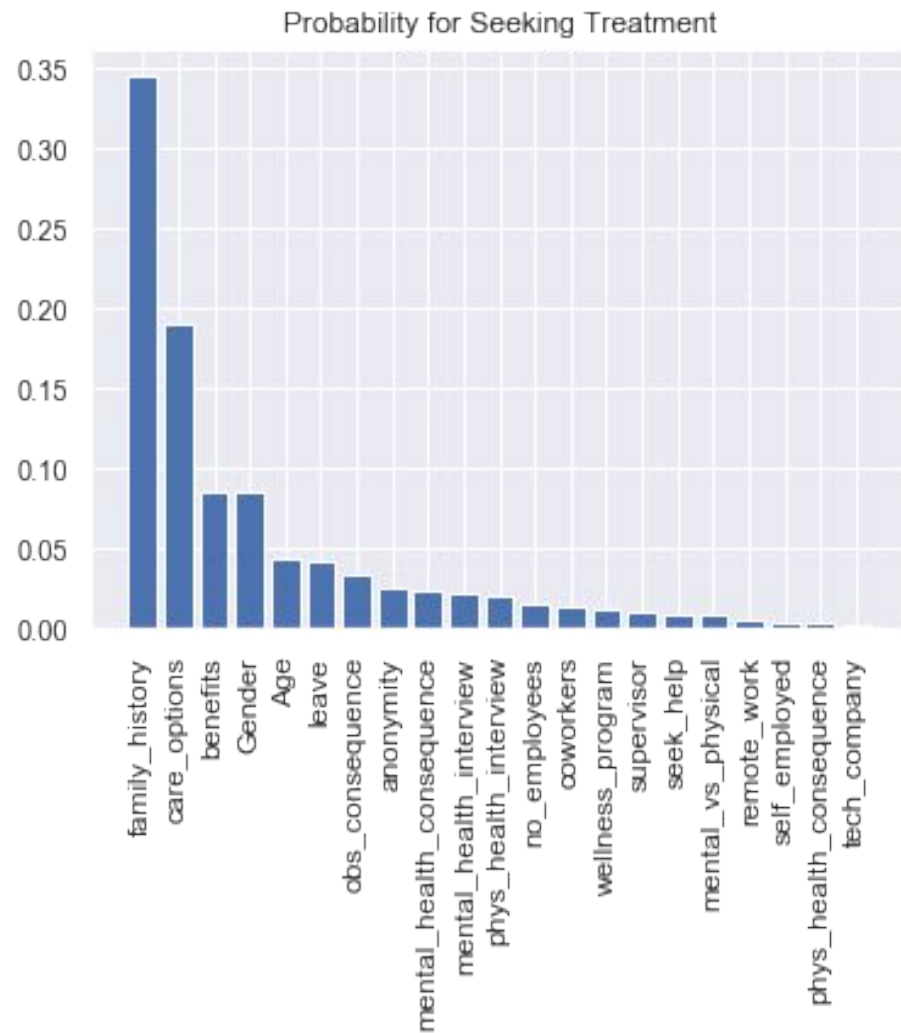
# Supporting Data

## Decision Tree Model



# Supporting Data

## Random Forest GridSearchCV Model





# Conclusions



**Based on our models, the most important indicators for a mentally healthy and stable workforce are:**

- **Family history**
- **Available care options**
- **Employee healthcare benefits, and**
- **A leave plan to address family related mental health issues.**

# Recommendations



- **Use the screening survey as an initial indicator of potential mental issue**
- **The company should retain mental health professionals and counselors on its staff.**
- **The company's healthcare benefits plan should include**
  - **Provisions for extensive non-gender specific mental healthcare**
  - **Leave for employees and their family members without any age limitation.**



- **Discuss recommendations with primary insurance providers**
- **Discuss recommendations with primary workforce representative**
- **Discuss an implementation plan and timeline with HR**
- **Implement all recommendations**

Thank You

# Questions

