Mental Health in Workplace - Technology

**NOTE: All the insights are gathered from the OSMI 2021 TECH Survey dataset.**

This project aims to study the OSMI 2021 Mental Health Tech Survey data to find important insights, understand trends, and discover ways to improve mental health support in the technological department. By looking closely at the data, we hope to provide useful information to help enhance mental health services with the help of technology**.**

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**Fig. 1.1**

**Observation 1**

The ease of obtaining leave for mental health reasons varies depending on the company's size. We categorized companies by their workforce, and our findings indicate that employees in medium-sized companies (100-500 employees) have a 27% higher likelihood of securing mental health-related leave compared to those in smaller and larger firms. **The data in Fig. 1.1 represents the ease of obtaining leave for mental health reasons and confirms that it is influenced by the size of the company.**

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**Fig. 1.2**

**Observation 2**

Our research focused on whether employers include mental health benefits in their health coverage. We found that 49% of employees in different companies confirmed that their employers provide mental health benefits. Meanwhile, 27% confirmed that their employers do not offer mental health benefits, and 24% weren't sure if the benefit was part of their workplace health coverage. **The data in Fig. 1.2 represents the findings of a research study that examined whether employers offer mental health benefits as part of their health coverage for employees.**

**Fig. 1.3**

**Observation 3**

* 58% of employees, averaging 39 years old, have a family history of mental health issues. Despite this family history, they are employed and have prior employment experience.
* 42% of individuals, with an average age of 29, have a family history of mental health issues and have no prior employment history.
* 56% of respondents, averaging 33 years old, have previous employers. However, they are unaware whether their family has a history of mental health issues.  
    
  **The data in Fig. 1.3 represents statistical information about three groups of individuals and their characteristics related to family history of mental health issues, employment status, and age.**

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**Fig.v1.4**

**Observation 4**

Companies with more than 1,000 employees consistently receive higher ratings for their handling of mental health issues. Following closely, medium-sized companies with 500-1000 employees secure the second position in these ratings. **This data in Fig. 1.4 underscores the significant impact of company size on the quality of mental health support offered in the workplace.**

**Fig. 1.5**

**Observation 5**

When it comes to disclosing mental health issues to potential employers, 56% of individuals choose not to do so. On a scale from 1 to 10, they rate the potential impact on their career at an average of 6.66. This finding reflects the hesitation among individuals to share their mental health status during the employment process. **The data in Fig. 1.5 represents findings related to the disclosure of mental health issues to potential employers during the job application and interview process.**

**Conclusion:**  
We can conclude that the following factors impact mental health at the workplace.

**1. Corporate Size and Its Impact on Mental Health Assistance:**

Company size plays a significant role in the ease of obtaining mental health-related leave and support. Larger companies with over 1000 employees consistently excel in providing mental health support, with medium-sized companies providing ease of obtaining mental health-related leave.  
  
Recommended Action / Soution: Workplace culture should promote mental well-being, reducing the need for leave in the first place. Encourage open conversations about mental health.

**2. Hesitation to Disclose Mental Health Status:**

A significant portion of individuals, 56%, choose not to disclose their mental health issues to potential employers, reflecting concerns about its impact on their careers.

Recommended Action / Soution: Continuously monitor your organization's recruitment processes and policies to identify and address any barriers or biases related to mental health disclosure. Seek feedback from applicants and new hires for insights.

**3. Variability in Mental Health Benefits:**

Many employees have access to mental health benefits at work, but not everyone does, and the availability varies a lot.

Recommended Action / Soution: Conduct periodic surveys to gauge employee satisfaction with the available mental health benefits and programs and gather feedback for improvement.

**4. Diversity in Employee Backgrounds:**

Recommended Action / Soution: Employees exhibit diverse backgrounds, including family history, employment history, and awareness of mental health issues within their families.

Encourage regular communication and feedback between employees and management to ensure that mental health support remains effective and responsive to diverse and individual backgrounds.