**Mental Health Analysis in Technology Organizations**

CIS 5810

Management Information Systems

Project in IBM Watson

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**OBJECTIVE OF THE STUDY:**

Mental health is a state of well-being of an individual both emotionally and psychologically. The World Health Organization (WHO) states that the well-being of an individual is encompassed in the realization of their abilities, coping with normal stresses of life, productive work and contribution to their community [1]. Due to rapid improvement in the Information Technology sector the mental well-being of individuals employed in technology organizations is highly affected. This analysis is focused on understanding the cause and the frequency of mental health illness and the attitude towards it among such employees spread across the world, which would in turn aid the health care organizations to identify how the illness can be treated and controlled.

**DATA SOURCE URL:**

<https://www.kaggle.com/osmi/mental-health-in-tech-survey>

**TWITTER HASHTAGS:**

#mentalhealth, #menthillness, #stress, #anxiety, #depression, #psychology

**PROJECT DESCRIPTION:**

The dataset is a survey conducted in 2014 among various people around the world about their mental health and how they deal with it. It has been identified that large proportions of people with mental illness remain untreated and the approach towards their treatment is contingent. From the survey it can be determined that maximum number of patients are hesitant to reach out to their co-workers and supervisors for help or assistance. This is because of the common misconception that prevails in the society, that is people with mental illness are violent and the tendency to stay away from them. This indulges a fear of rejection among the patients and they are reluctant to seek professional help for fear of stigmatization [2]. Serious mental illness is a two-edged sword: It challenges those affected not only with disability but also with unjust social stigma, which denies them opportunities to work, live independently, and pursue other goals. Although laws such as the Americans With Disabilities Act have decreased the impact of discrimination, contact between those with mental illness and those without may be one of the most effective ways to diminish stigma [3].

It is evident from the dataset that majority of the people suffering from mental health issues are employed in technology organizations due to job stress. Job stress can be defined as any deviation from normal responses in the person that is psychological strains such as job dissatisfaction, anxiety, low self-esteem and depression [4]. By analysing this dataset how the individuals suffering from mental illness can be approached and treated can be understood.

**QUESTIONS TO ANALYZE:**

1. What are the most common values of Age by Country?
2. What are the connections between work\_interfere and tech\_company?
3. What are the most common values of seek\_help?
4. What are the connections between care\_options and seek\_help?
5. How does the frequency of mental health illness and attitudes towards mental health vary by geographic location?
6. What are the strongest predictors of mental health illness or certain attitudes towards mental health in the workplace?
7. How do the values of wellness\_program compare by tech\_company?
8. What is the trend of age over year by family\_history?
9. What are the connections between mental**\_**health\_consequence and anonymity?

**CITATIONS:**

[1] “Mental health: strengthening our response”, *World Health Organization*, *April 2016*

<http://www.who.int/mediacentre/factsheets/fs220/en/>

[2] B G Link, J C Phelan, M Bresnahan, A Stueve, and B A PescosolidoDivision of Epidemiology, Mailman School of Public Health, Columbia University, New York, NY, USA. “Public conceptions of mental illness: labels, causes, dangerousness, and social distance.”, American Journal of Public Health 89, no. 9 (September 1, 1999): pp. 1328-1333.

<http://ajph.aphapublications.org/doi/abs/10.2105/AJPH.89.9.1328>

[3] Corrigan, P. W. (Ed.). (2005). On the stigma of mental illness: Practical strategies for research and social change.

<http://dx.doi.org/10.1037/10887-000>

[4] BEEHR, T. A. and NEWMAN, J. E. (1978), JOB STRESS, EMPLOYEE HEALTH, AND ORGANIZATIONAL EFFECTIVENESS: A FACET ANALYSIS, MODEL, AND LITERATURE REVIEW1. Personnel Psychology, 31: 665–699. doi:10.1111/j.1744-6570. 1978.tb02118.x

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