

# **MENTAL HEALTH IN THE WORKPLACE**

Analysing employee feedback to judge  
the effectiveness of corporate mental  
health programs

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## INTRODUCTION



Many companies are implementing mental health programs as part of their overall health and wellness benefits package.

**But how effective have mental health programs been at creating positive environments for employees to deal with mental health issues?**

Using data gathered from [a survey on mental health in tech workplace](#), we can gain a better understanding of the current situation when it comes to mental health in the tech sector.

This analysis seeks to answer the following questions:

- 1. What percentage of tech companies offer mental health benefits?**
- 2. How do tech companies compare with non-tech?**
- 3. What are the most common features of mental health benefits programs?**
- 4. Do better mental health benefits programs create better mental health environments in companies?**

## **What is the current situation with mental health programs in tech companies?**

Using data gathered in the survey, we can understand how many tech companies currently offer mental health programs, and make a comparison with non-tech companies.

## THE STATE OF MENTAL HEALTH BENEFITS PROVISION IN THE TECH SECTOR

### WHAT PERCENTAGE OF TECH COMPANIES PROVIDE MENTAL HEALTH BENEFITS?

36.2% of employees who work for a tech company report that their company offers some form of mental health benefits.

31.3% report that their company offers no form of mental health benefits.

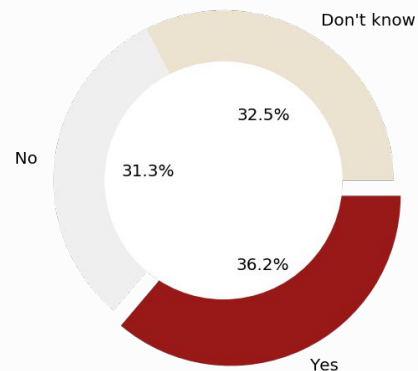
32.5% of respondents did not know if their company offered such benefits

### HOW DO TECH COMPANIES COMPARE WITH NON-TECH COMPANIES?

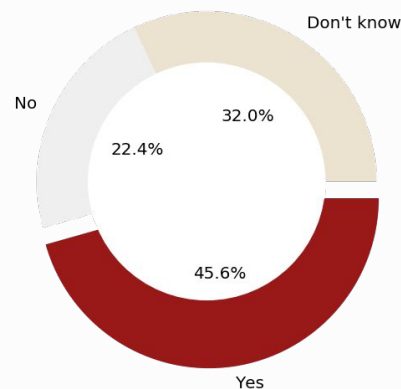
45.6% of employees at non-tech companies report that their company offered some form of mental health benefits. This is 9.4% more than employees at tech companies.

At 32%, the number of respondents who were unsure if their company offered such benefits was similar to those who worked at tech companies.

% of Tech Companies that provide Mental Health Benefits



% of Non-tech Companies that provide Mental Health Benefits



## MEASURING THE EFFECTIVENESS OF CORPORATE MENTAL HEALTH PROGRAMS

To measure the effectiveness of corporate mental health programs, a metric was created based on the questions asked to employees.

Five questions were identified that could be used to measure the thoroughness of an employer's mental health program:

1. Do you know the options for mental health care your employer provides?
2. Has your employer ever discussed mental health as part of an employee wellness program?
3. Does your employer provide resources to learn more about mental health issues and how to seek help?
4. Is your anonymity protected if you choose to take advantage of mental health or substance abuse treatment resources?
5. How easy is it for you to take medical leave for a mental health condition?

These were labelled as “**Knowledge**”, “**Discussion**”, “**Resources**”, “**Anonymity**” and “**Leave**” respectively.

## MENTAL HEALTH PROGRAM FEATURES



### KNOWLEDGE

Does an employee know what mental health benefits are offered?



### DISCUSSION

Does an employer discuss mental health as part of it's wellness program?



### RESOURCES

Does an employer provide resources to employers on where to get mental health support?



### ANONYMITY

Is an employee's anonymity protected if they choose to use mental health services?



### MEDICAL LEAVE

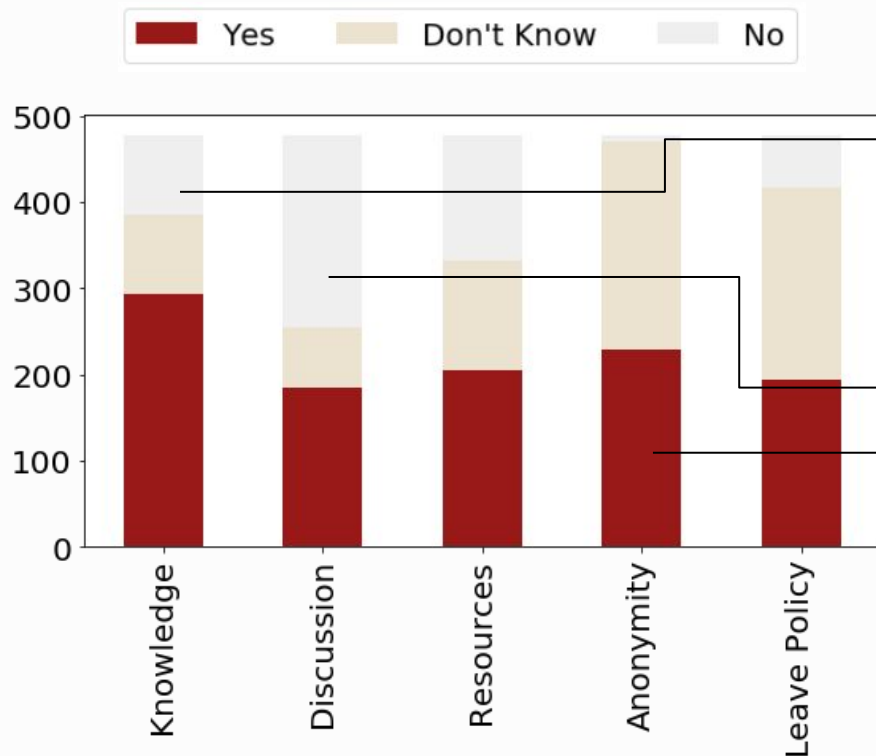
Can an employee take medical leave for a mental health condition?

## What do mental health programs look like?

To understand what are the most common features of corporate mental health programs, we can compare these five factors to see how many mental health programs contain each factor.



## WHAT DO MENTAL HEALTH PROGRAMS LOOK LIKE?



### KNOWLEDGE

EMPLOYEE AWARENESS OF THE OPTIONS THAT THEIR EMPLOYER PROVIDES THEM IS THE MOST COMMON FEATURE RECORDED

### DISCUSSION

DISCUSSIONS AROUND MENTAL HEALTH AS PART OF THE COMPANY'S WELLNESS PROGRAM IS THE LEAST COMMON FEATURE RECORDED.

### ANONYMITY

ANONYMITY DURING USE OF MENTAL HEALTH RESOURCES IS THE FEATURE THAT EMPLOYEES ARE LEAST UNSURE OF.

## MEASURING THE EFFECTIVENESS OF CORPORATE MENTAL HEALTH PROGRAMS

To measure the effectiveness of corporate mental health programs, an additional metric is needed to understand a company's mental health environment.

Five questions were identified that could be used to measure the quality of an employer's mental health environment:

1. **Do you think that discussing a mental health issue with your employer would have negative consequences?**
2. **Do you think that discussing a physical health issue with your employer would have negative consequences?**
3. **Would you be willing to discuss a mental health issue with your coworkers?**
4. **Do you feel that your employer takes mental health as seriously as physical health?**
5. **Have you heard of or observed negative consequences for coworkers with mental health conditions in your workplace?**

These were labelled as "Mental Openness", Physical Openness ", "Coworker Openness", "Mental vs. Physical and "Negative Observation" respectively.

## MENTAL HEALTH ENVIRONMENT FEATURES



### MENTAL OPENNESS

Does an employee think discussing a mental health issue with their employer with result in negative consequences?



### PHYSICAL OPENNESS

Does an employee think discussing a physical health issue with their employer with result in negative consequences?



### COWORKER OPENNESS

Does an employee feel able to talk to coworkers about a mental health issue?



### MENTAL VS PHYSICAL

Does an employer take mental health as seriously as physical health?



### NEGATIVE OBSERVATION

Is an employee aware of negative consequences for coworkers with mental health issues?

## COMPARING MENTAL HEALTH PROGRAMS AND MENTAL HEALTH ENVIRONMENTS

In order to measure the impact of corporate mental health programs on the general mental health environment within a company, two concepts need to be defined:

### 1. Corporate Mental Health Program Score:

How many of the five mental health program factors does a company incorporate into its mental health program?

Scored out of 5: 1 point scored for each factor included.

### 2. Corporate Mental Health Environment Score:

How many of the five mental health environment factors does a company's environment exhibit.

Scored out of 5: 1 point scored for each factor exhibited.



## COMPARING MENTAL HEALTH PROGRAMS AND MENTAL HEALTH ENVIRONMENTS

By creating a mental health program score and a mental health environment score for each employee's company, we can test whether there is a relationship between a stronger corporate mental health program and a better corporate mental health environment.

For example, if a company offers all five of the mental health program features that we have identified, does that create a better corporate mental health environment than a company that offers fewer - or none - of the features.

Both a correlation and a regression analysis was performed on the data to establish whether there is a relationship between the two variables.

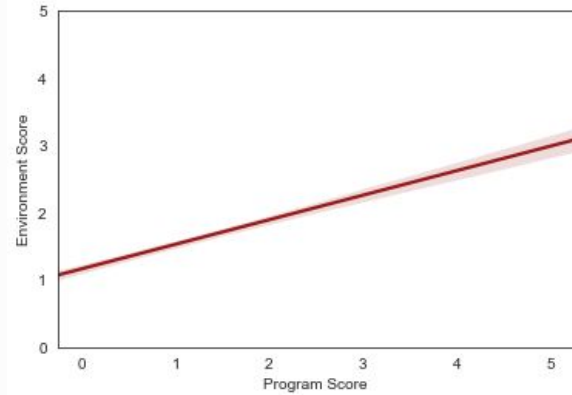


0.43

CORRELATION

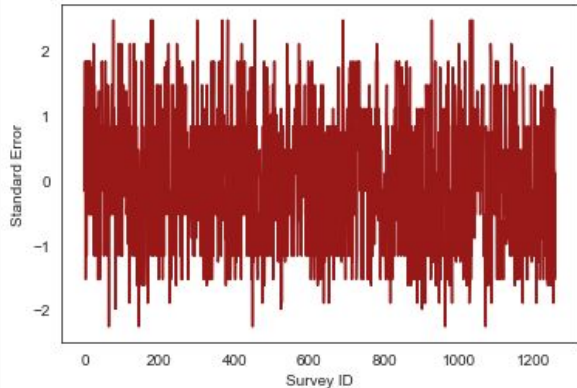
Indicating a moderately positive correlation between the strength of a company's mental health program and the mental health environment at that company.

## REGRESSION ANALYSIS



With a **slope of 0.36**, we see that an increase in mental health program score lightly impacts the mental health environment score.

With an **intercept of 1.16**, we see that, with no mental health program in place, companies perform poorly on mental health environment score.



With a **standard error of 0.02**, we know that the values are very close to the regression line.

There is also a **root mean square error of 1.03**.

## CONCLUSIONS

- Tech companies are lagging behind non-tech companies when it comes to the deployment of mental health benefits
- Tech companies that do offer mental health benefits need to do more to communicate their anonymity and medical leave policies for mental health programs, as many employees report being unsure of their employer's stance on these factors.
- The majority of employees report that there is no discussion of mental health as part of their employer's wellness program; this is the most common missing factor reported.
- There is a moderate correlation between the strength of an employer's mental health program and the mental health environment reported by employees.
- A better mental health program appears to be a strong predictor on a company's mental health environment.