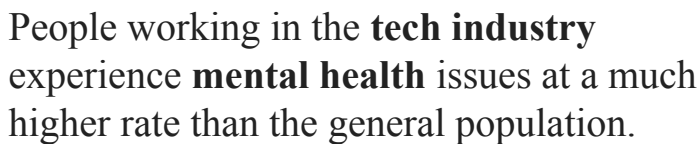


Mental Health in the Tech Industry

Birtukan Admassie
Anabelle Rojas,
Geoffrey Gacuca







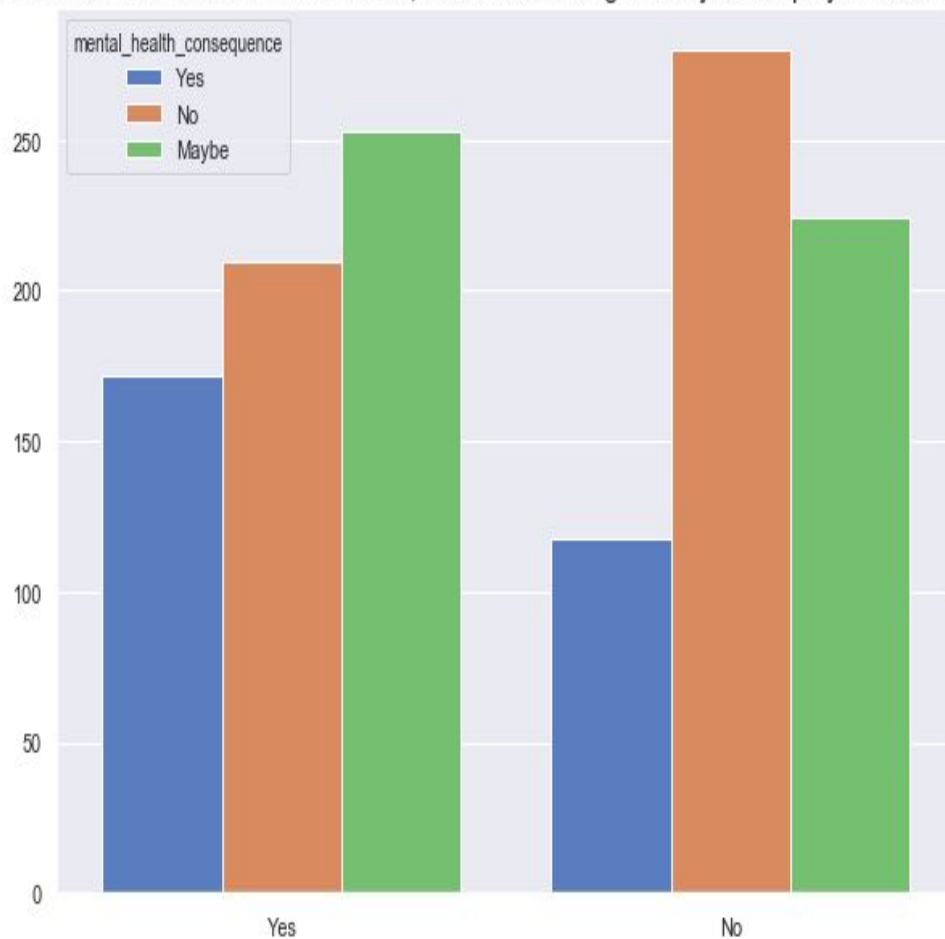
How does this information benefit you?

- Working in the Data analytics/tech field could be stressful
- Take better advantage of the resources available (many employees don't seem to be aware)

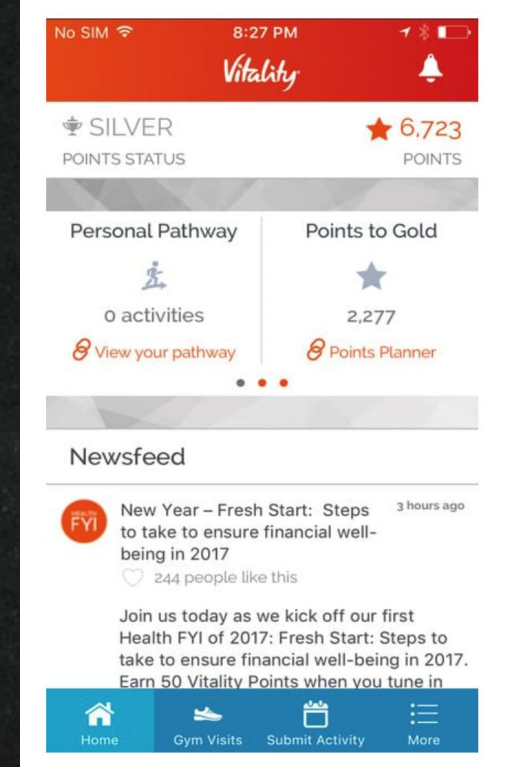
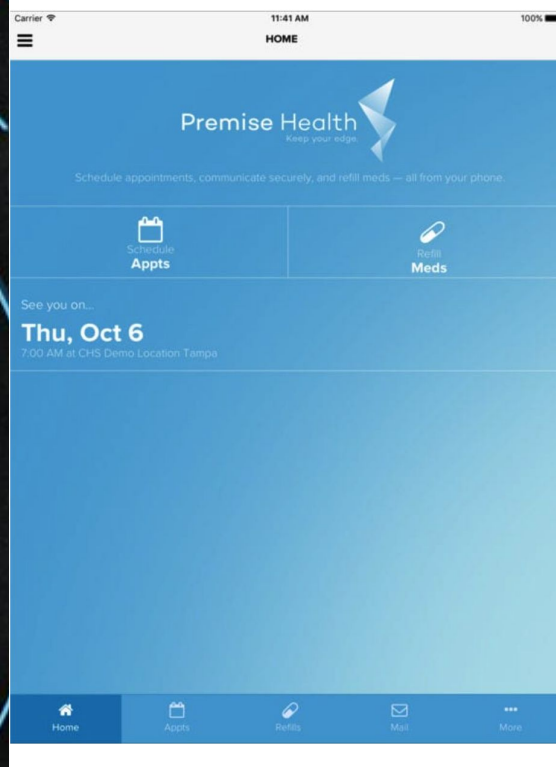
**How does
this
information
benefit you?**

Treatment vs Consequences at work

If you have sought treatment for a mental health issue, would discussing it with your employer have negative consequences?

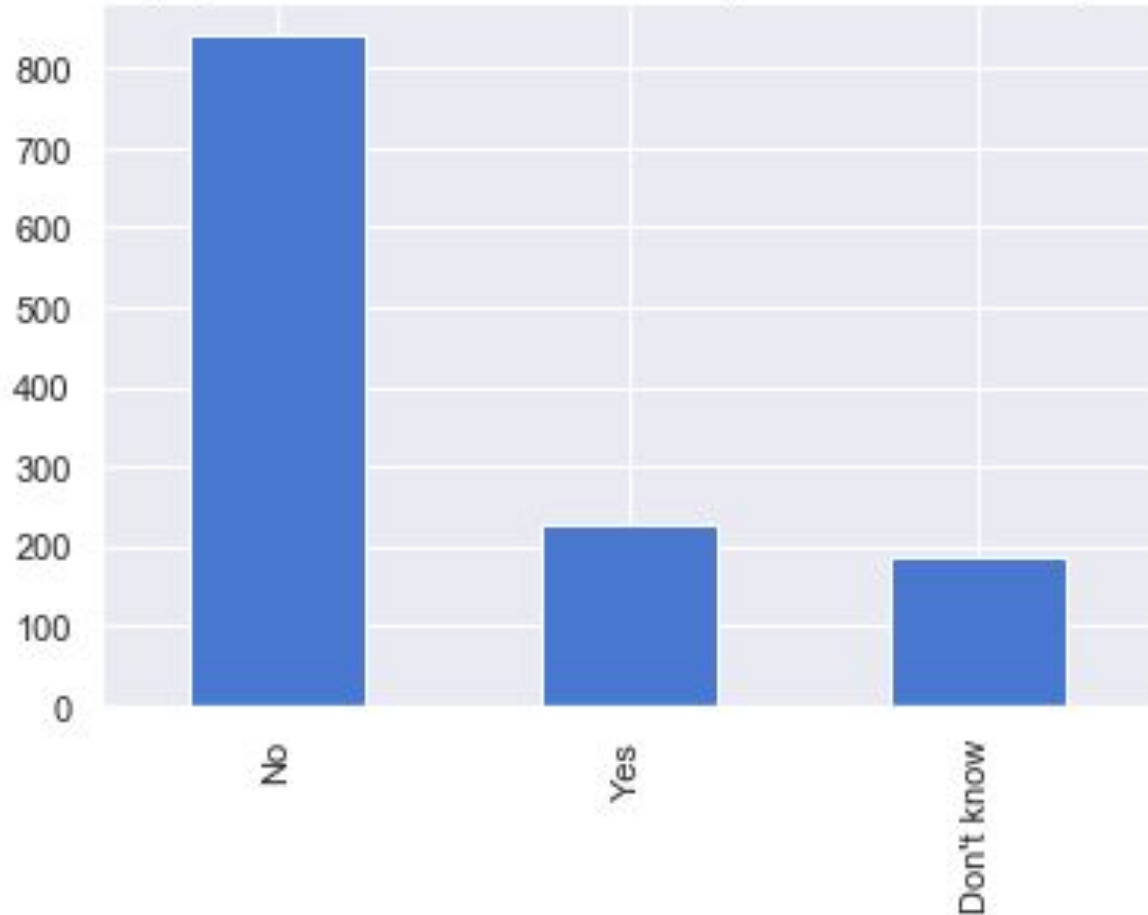


What does mental health/wellness encompass in a business?



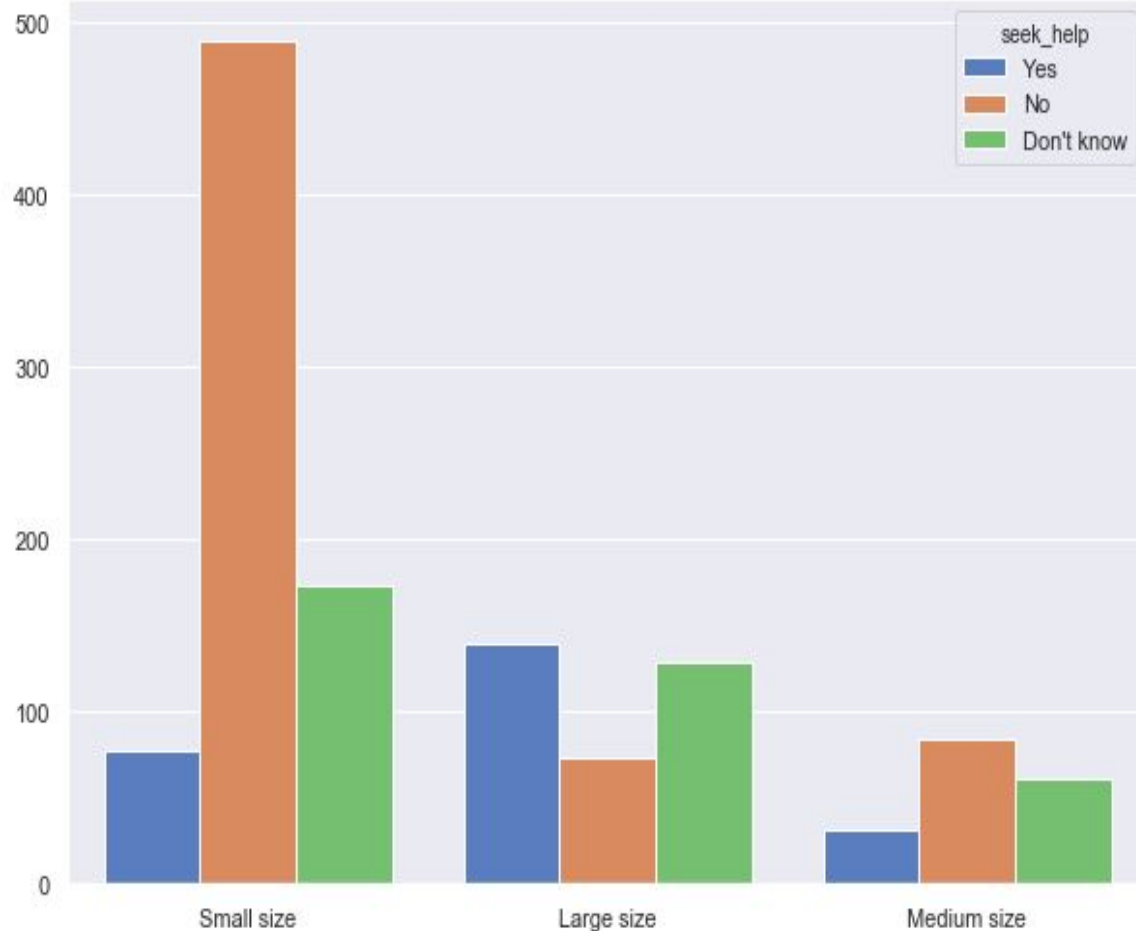
Are businesses putting enough resources into mental health?

Employer discusses mental health as part of Wellness Program



Resources by Company Size

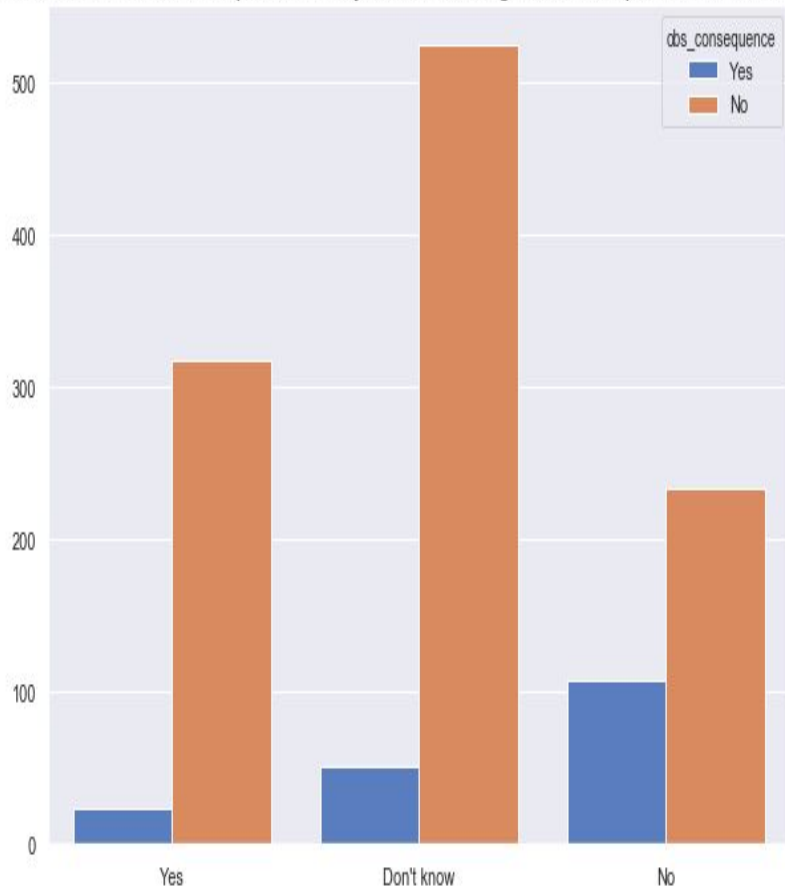
Employer provided resources to learn more about mental health issues and how to seek help by company size



**Are businesses
putting enough
resources into
mental health?**

Observed consequences of mental health conditions

Does employer considers mental health important? Do you observe negative consequences to others with mental condition?



Are businesses putting enough resources into mental health?

Why should businesses value mental health?

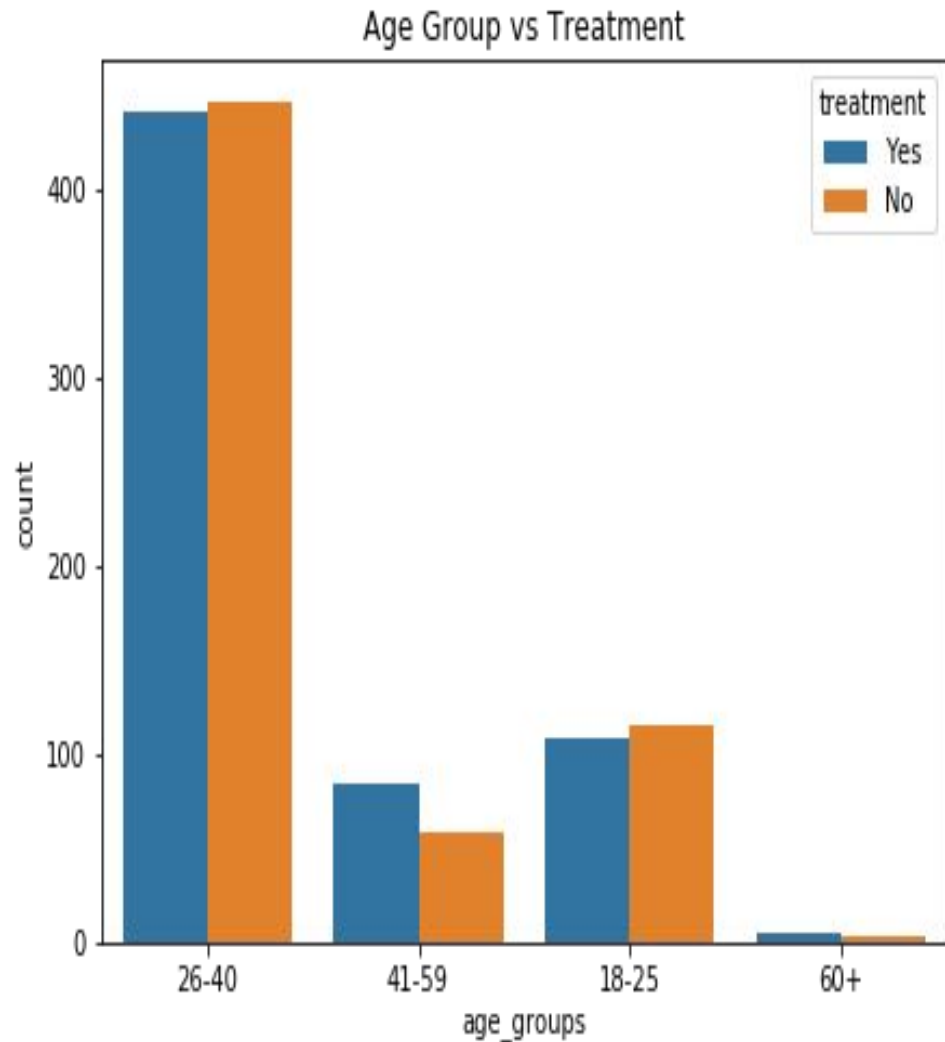
- Happier employees = Better productivity
- The financial impact (Stress costs the US \$300 Billion every year) - CDC



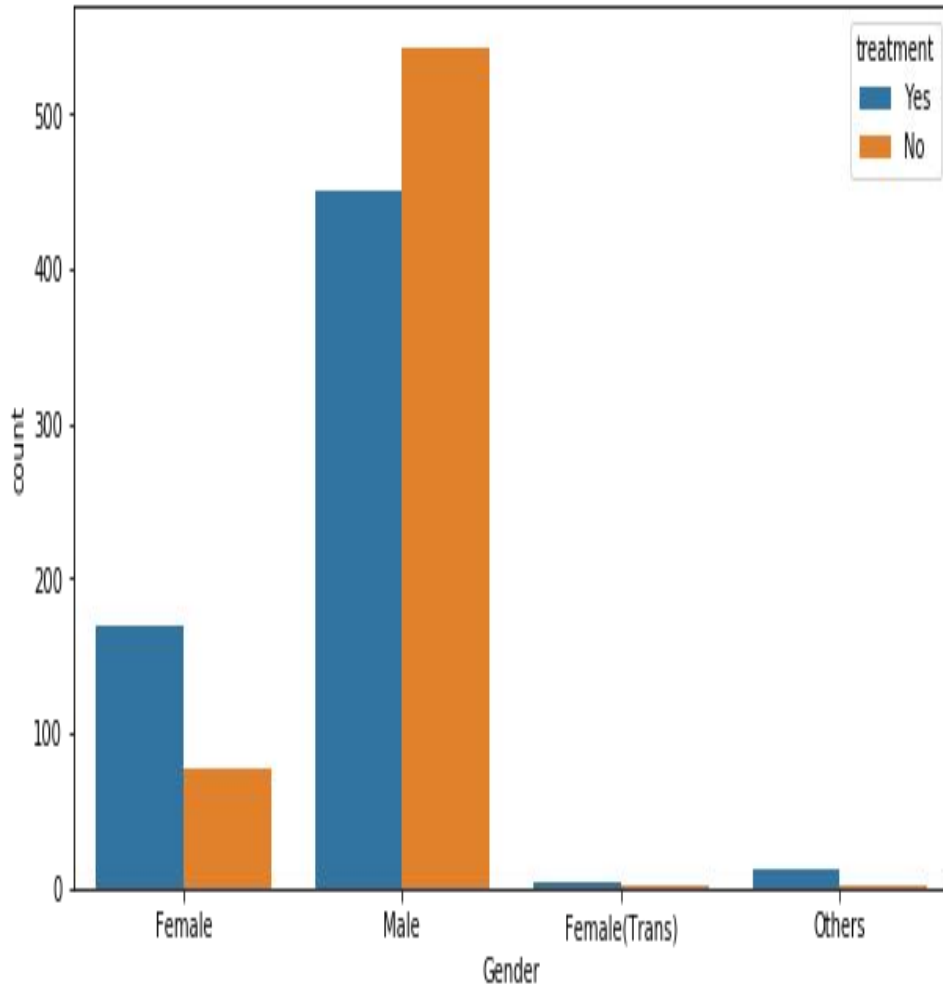
Diving Deeper into the Data

The background of the slide is split. The left half is a solid light blue. The right half is a dark blue/black background with several bright, glowing, curved lines of light in shades of blue and white, resembling data streams or fiber optic cables. The text "Diving Deeper into the Data" is written in a white, bold, italicized serif font across the middle of the slide, spanning both the light blue and dark blue areas.

Who is more likely to receive treatment?

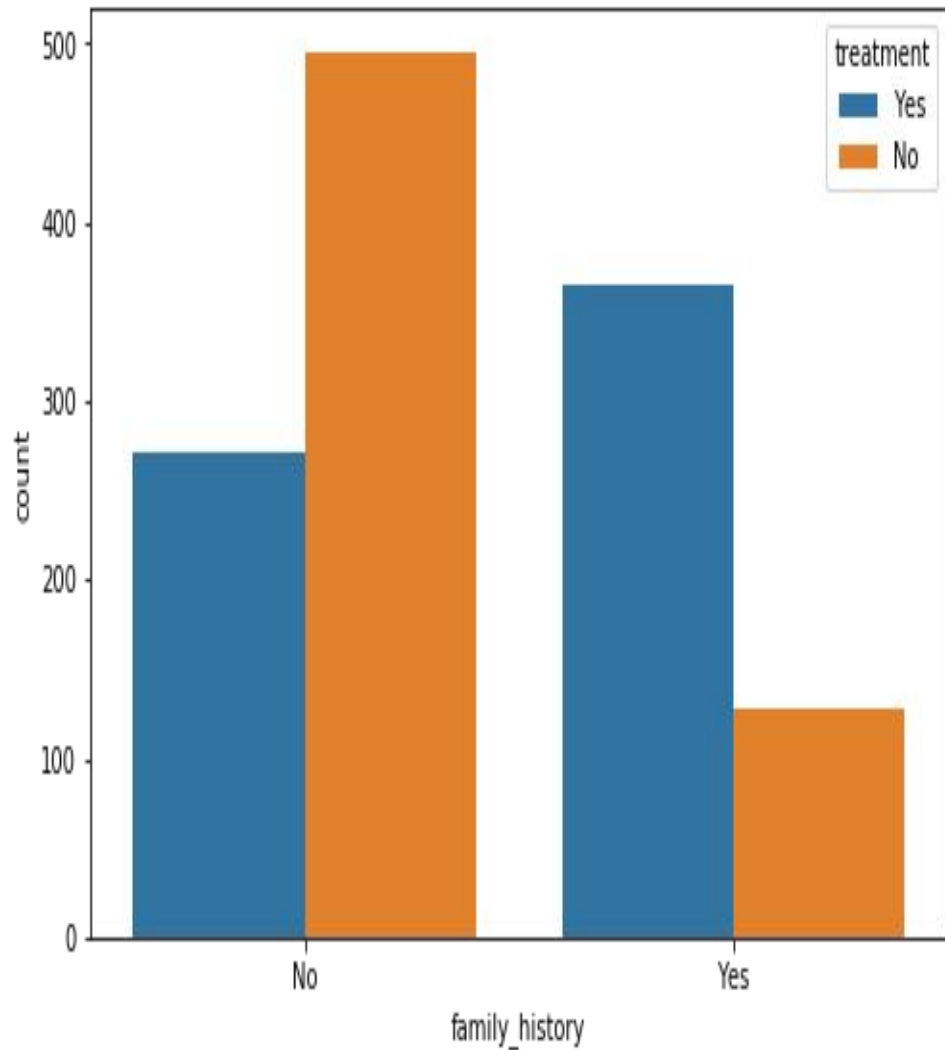


Seeking Mental Health Treatment based on Gender



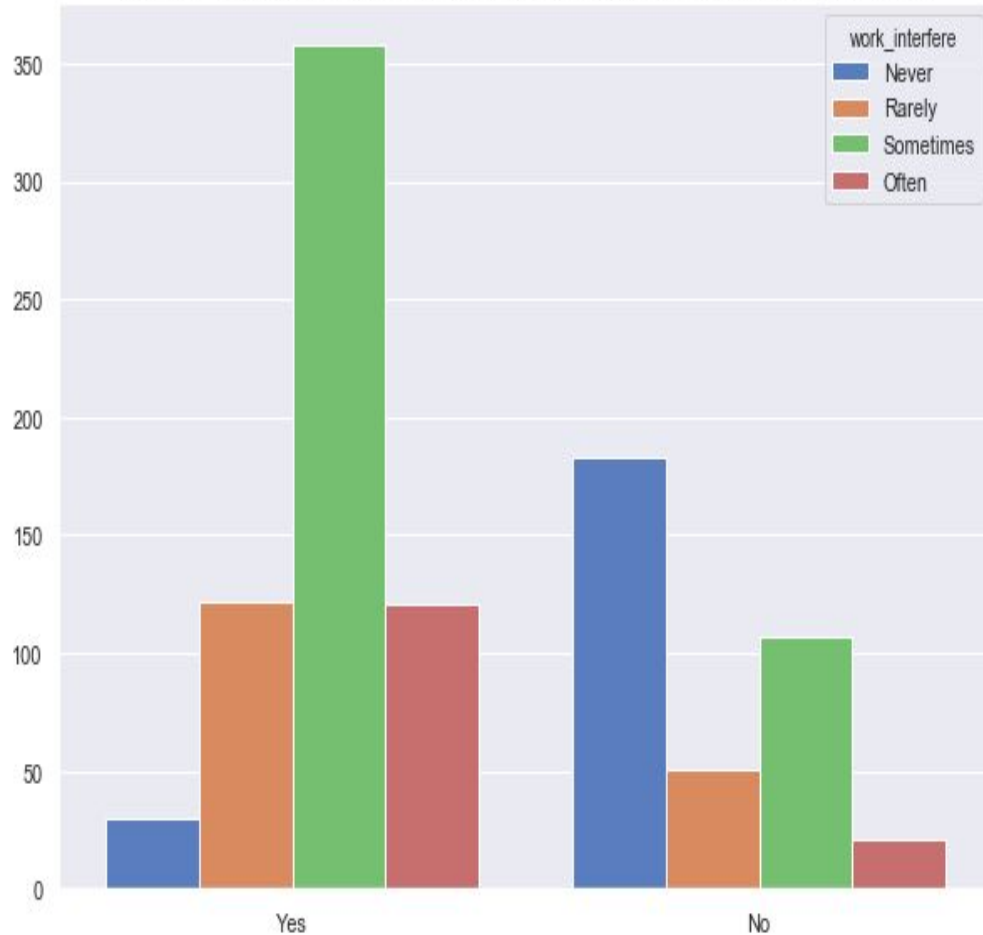
Who is more likely to receive treatment?

Who is more likely to receive treatment?



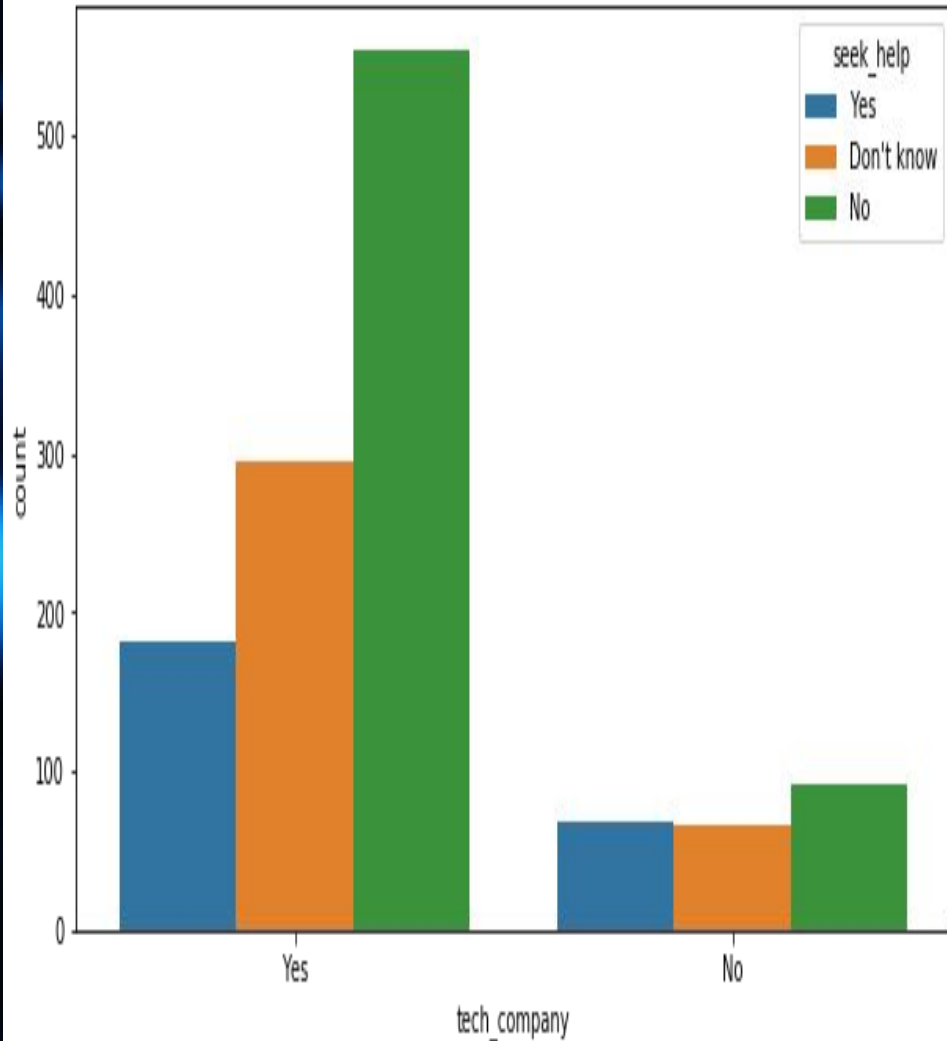
Treatment for mental illness vs Work Interference

Is your work affected if you have sought treatment for mental illness



Does mental health interfere with your work?

***Are people in
the Tech
Industry
getting the help
they need?***



Predictive Modeling

Training and Test Score

Training Data Score

- ❖ overall ratio of correct predictions for training data is 0.835
~83%

Evaluate the Model on Test Data

- ❖ overall ratio of correct predictions for test data is $0.773 = 77\%$

Confusion Matrix Result		
	Predicted: No Treatment	Predicted: Sought Treatment
Actual: No Treatment	94	35
Actual: Sought Treatment	22	101

Precision and Recall				
	Precision	Recall	f1-score	Support
0	0.81	0.73	0.77	129
1	0.74	0.82	0.78	123
Accuracy			0.77	252

CONCLUSION

- ❖ Gender and family history of mental health are closely related to mental health treatment.
- ❖ The mental health issues of female employees should be given more attention.
- ❖ Employees with a family history of mental health should be given a higher degree of care and regular mental health treatment.
- ❖ Tech companies will greatly benefit from providing mental health treatment as part of their wellness program.
- ❖ Tech companies, mainly small and medium sized, should strive to provide mental health treatment resources and let the employees know how to seek any mental health assistance.
- ❖ In general, companies need to correctly understand the importance of employees' mental health problems and establish mental health treatment programs.
- ❖ The effective functioning of employees and their well-being will ultimately and positively affects the company's bottom line.

Sources

Data source:

Kaggle - Mental Health in Tech Survey - 2014

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

Articles related to the company behind the survey and its results and mental health in Tech

<https://www.businessinsider.com/open-sourcing-mental-illness-stigma-tech-2019-12>

<https://thriveglobal.com/stories/are-we-tackling-mental-health-in-tech-companies-the-right-way/>

<https://www.healthline.com/health-news/stress-health-costs#3>

<https://namipierce.org/why-employers-need-to-talk-about-mental-illness-in-the-workplace/>

Thank You