MENTAL HEALTH in TECH INDUSTRY

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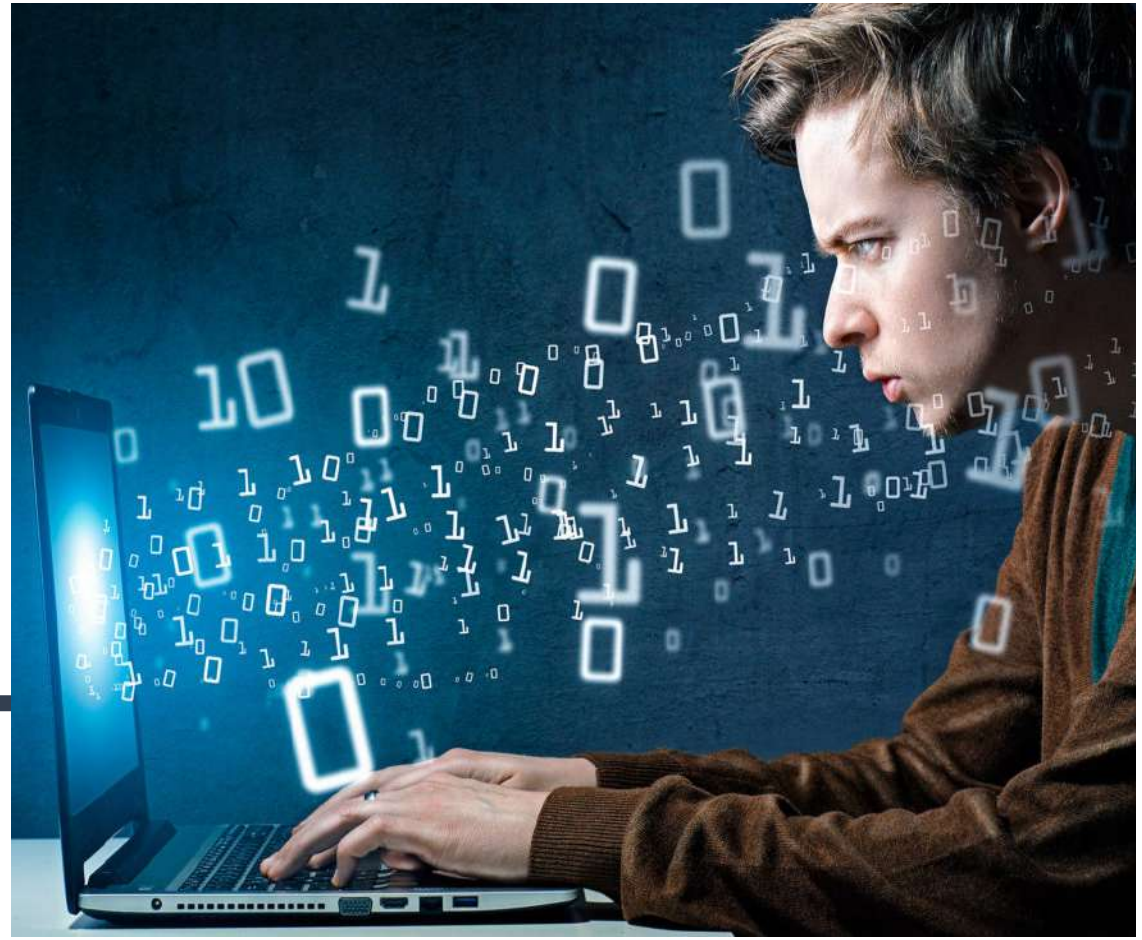
Content



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ONE

Background

- RESEARCH BACKGROUND
- RESEARCH PROBLEM
- DATA WE USE

Substance Abuse and Mental Health Services Administration (SAMHSA) reported **1 in 5** American employees suffers from mental illness each year.

Work Performance
Personal Life

A review of population studies (Angermeyer & Dietrich, 2005) shows

Misconceptions about mental disorder still prevailed in the public

Inter-cultural differences in beliefs

There is a need to find the relationship between people's beliefs about mental illness and their behaviors.

Due to public stigma or/and self stigma, many people choose not to search for mental health services which they could've benefited a lot from

Reasons:

- To avoid being discriminated
- To avoid harm to social opportunities

Corrigan, 2004

Research Problem

What factors might predict the probability of searching for mental health treatment?

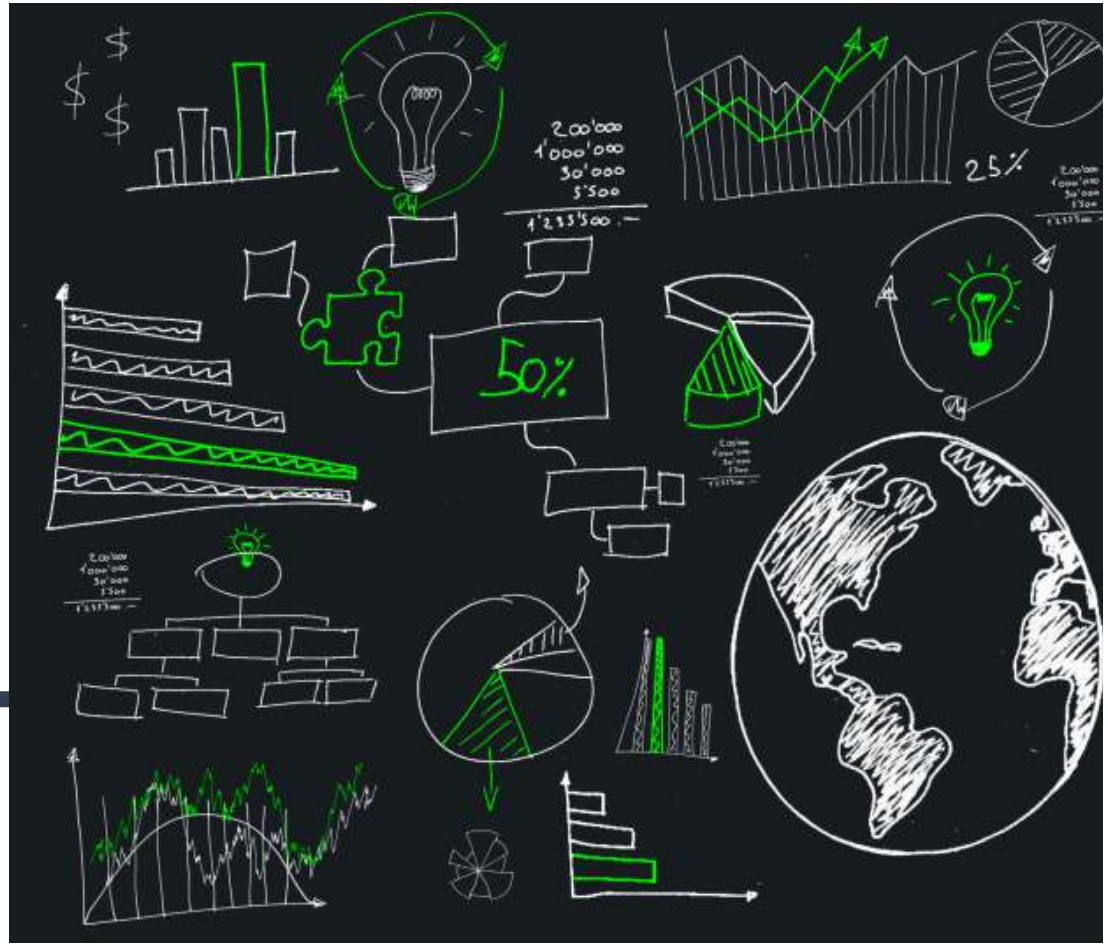
- Are demographic traits such as gender and geographical locations good predictors?
- Do people's beliefs and attitudes towards mental illness affect their likelihood in searching for mental health treatment?
- Does people's perceived support from workplace affect their likelihood in searching for mental health treatment?

Data We Use

- Survey data
- 1259 observations, 26 variable

- Dependent variable :
  - ✓ Treatment (YES/NO)
- Independent variable:
  - ✓ Demographic information
  - ✓ Perceived support at workspace
  - ✓ Beliefs and attitudes towards mental illness issues

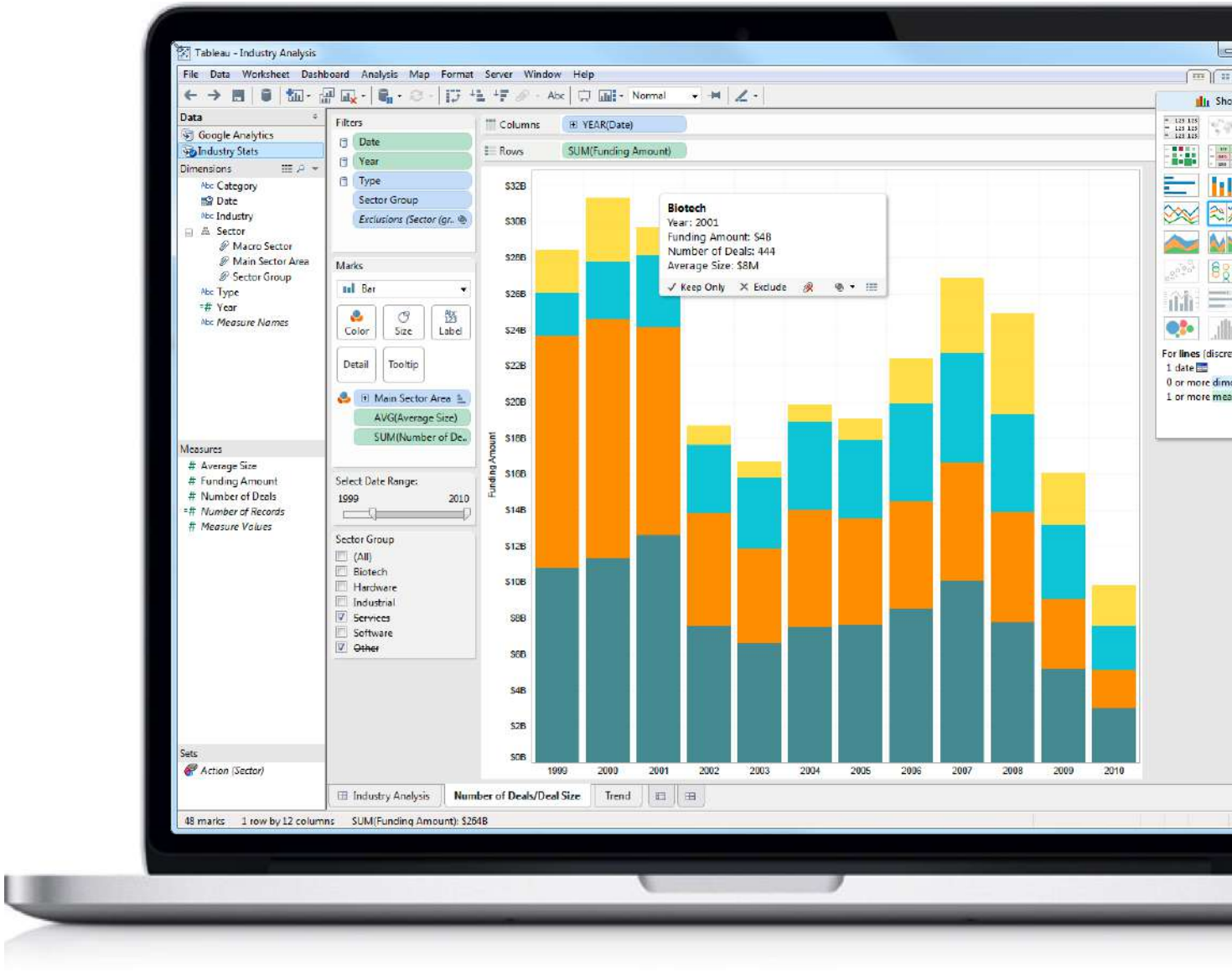
TWO



Explorative Analysis

- DEMOGRAPHIC INFORMATION
- WORKPLACE SUPPORT
- BELIEF & ATTITUDE

Question 1:
Is Demographical Information a Good Predictor for Treatment Seeking Likelihood?



Gender Might be an Important Factor

45%

Of men have sought for treatment for mental health issues.

70%

Of women have sought for treatment for mental health issues.

Family History Might also be an Important Factor

35%

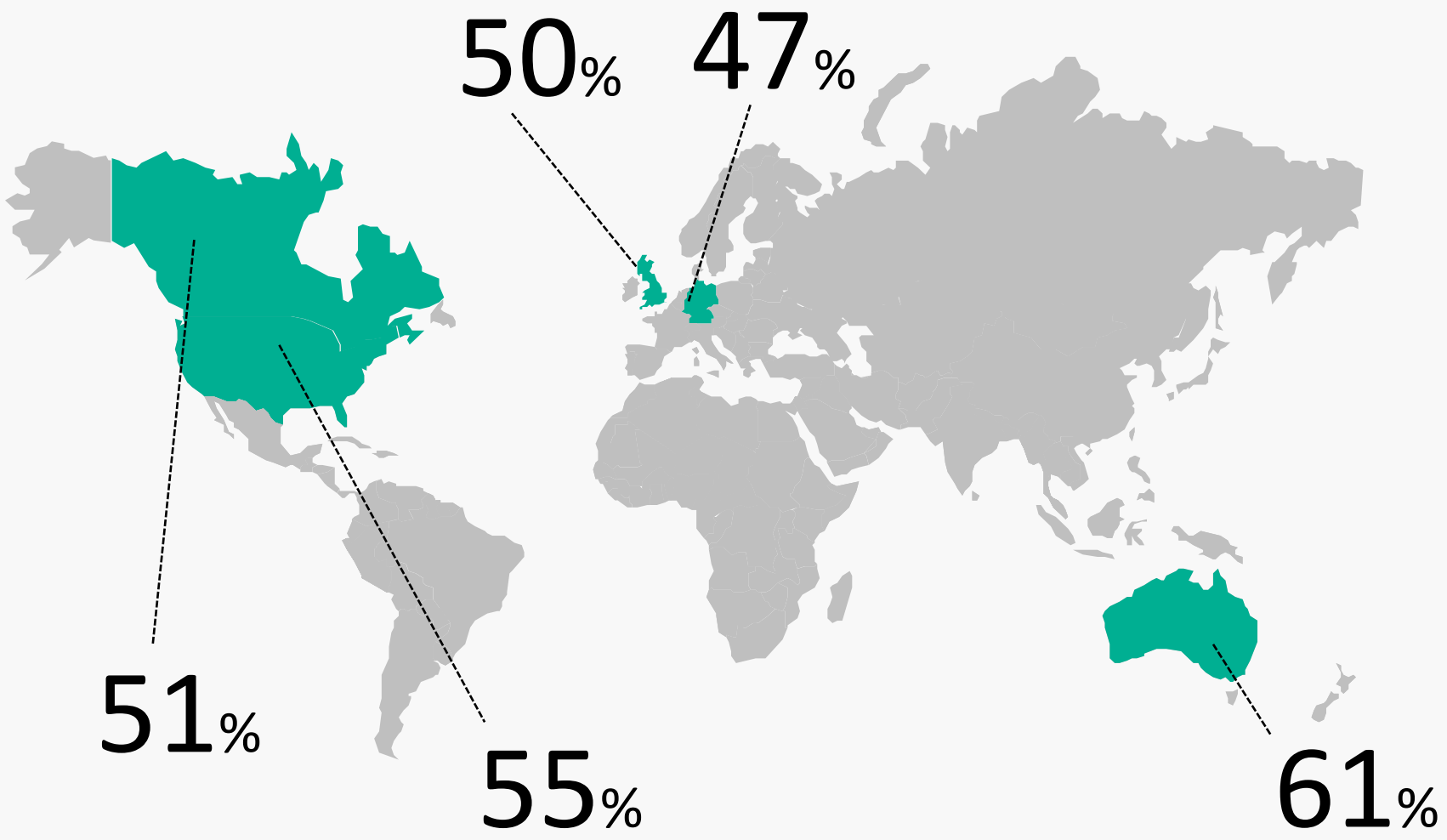
Of respondents who **don't have** family history of mental health illness will sought for treatment.

75%

Of respondents who **have** family history of mental health illness will sought for treatment.

Average rate of treatment across countries

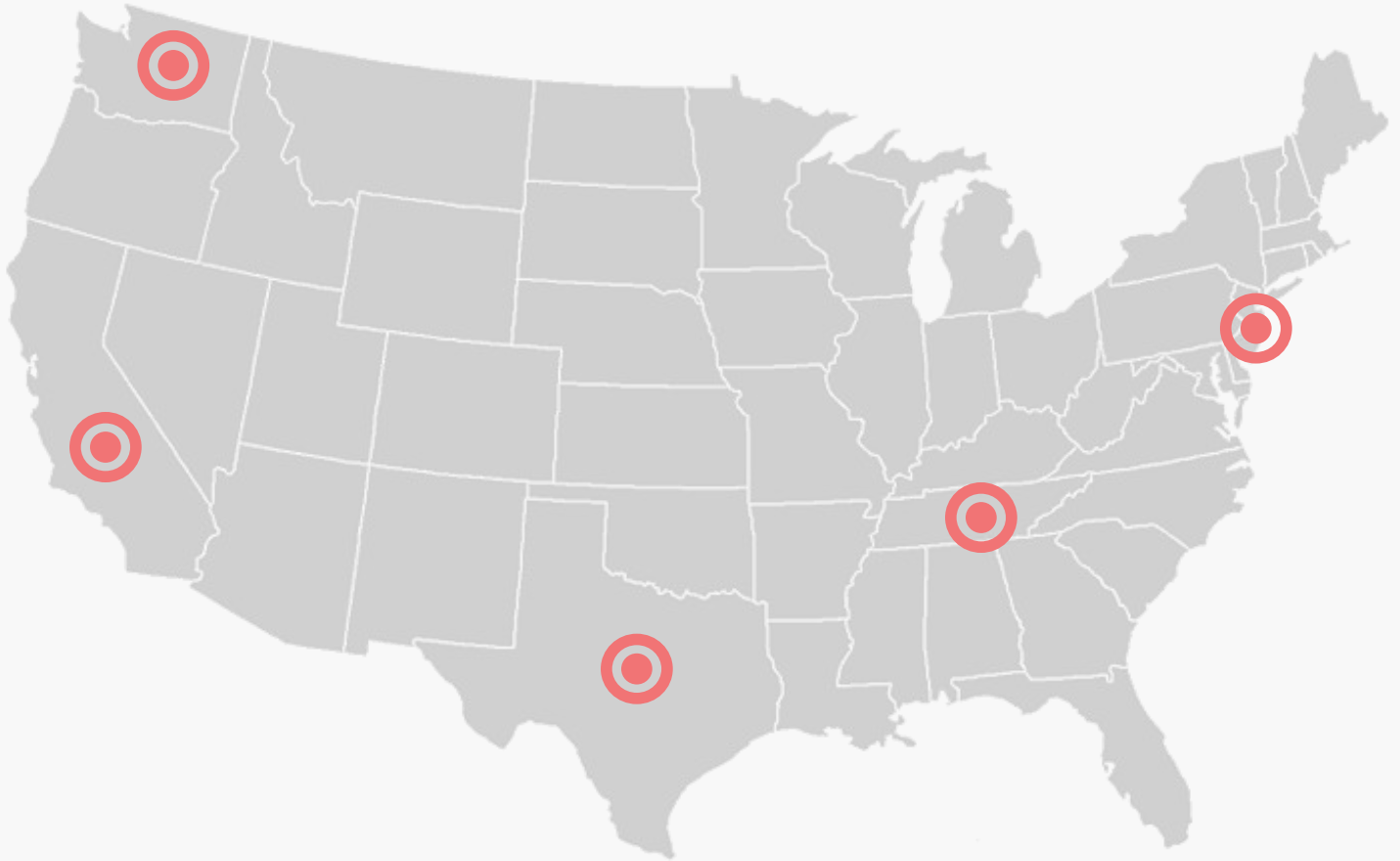
Among the total 1259 respondents from all over the world, the average rate of treatment is 50.6%.

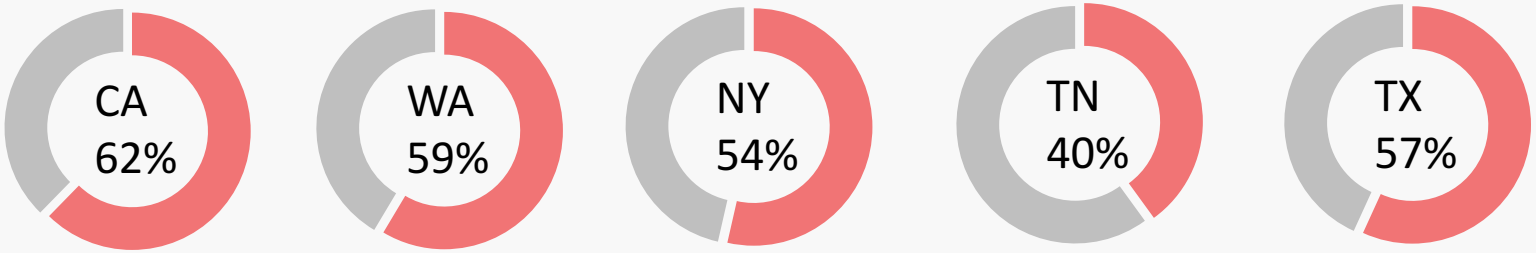


Average rate of treatment across states

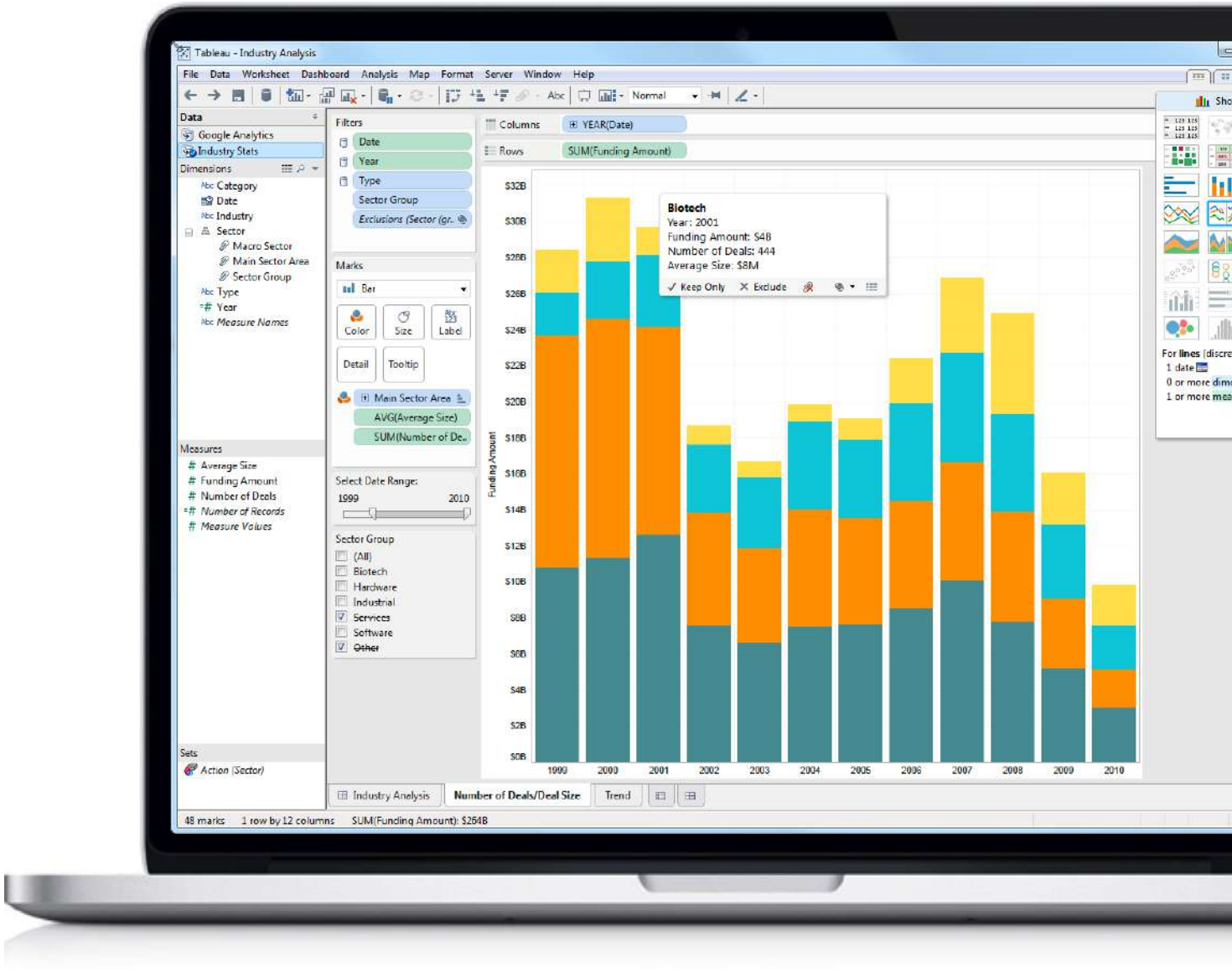
There are 751 respondents from US, and the average rate of treatment in US is **54.6%.**

The top5 state is CA, WA, NY, TN, TX, respondents from these 5 states cover the 47% of the respondents.

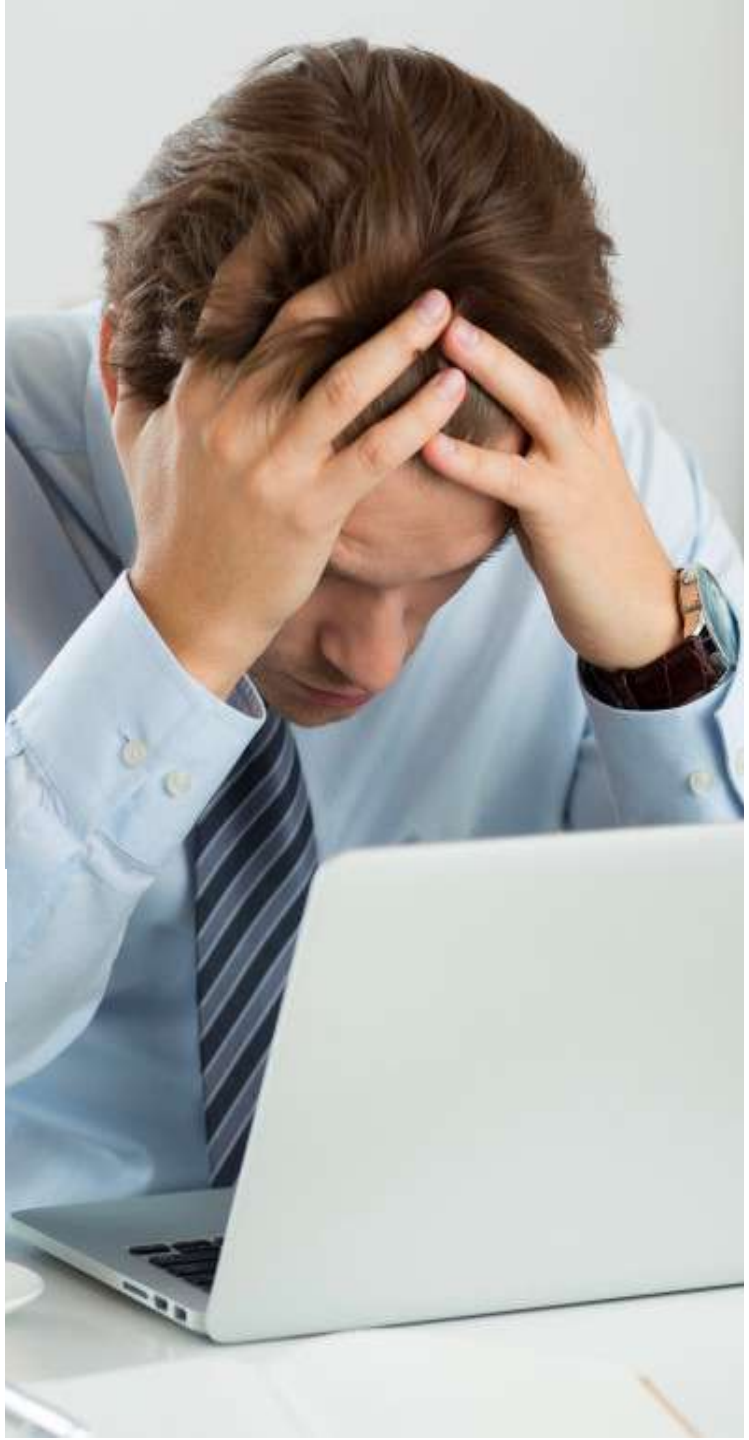




Question 2:
Does Support from Workplace Encourage People to Seek for Mental Illness Treatment?

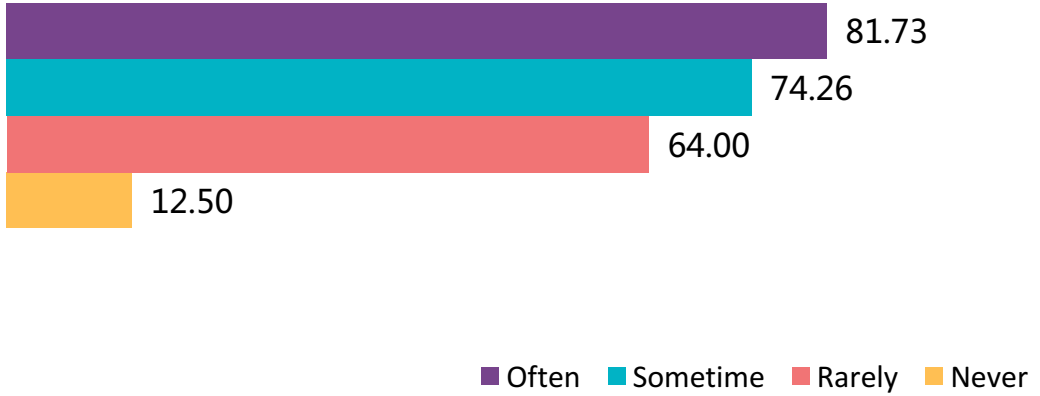


If you have a mental health condition, do you feel that it interferes with your work?



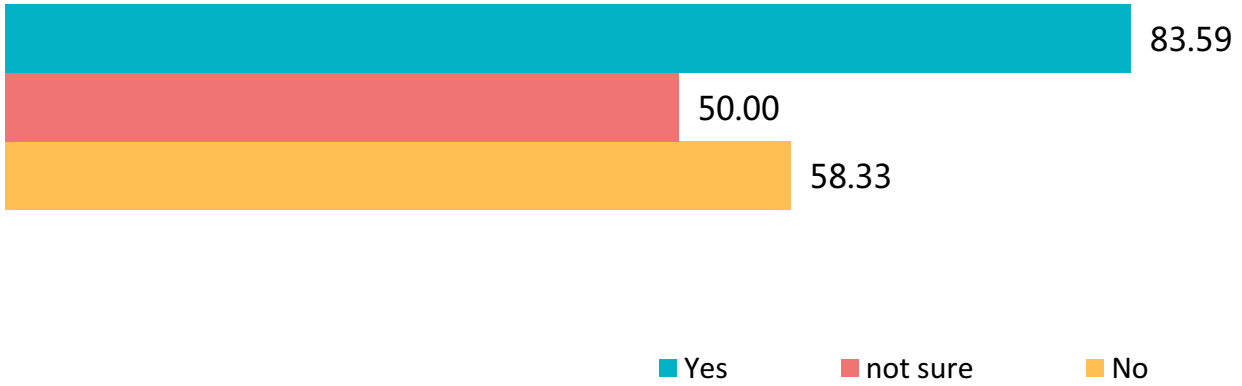
Average rate of treatment

Average rate of treatment

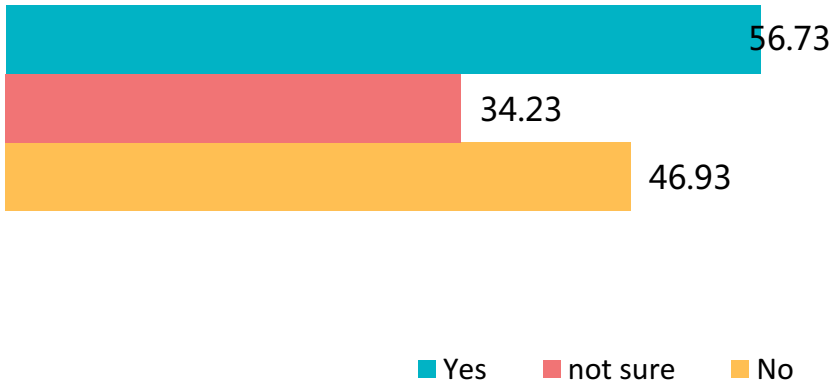


Does your employer provide mental health benefits?

Average rate of treatment

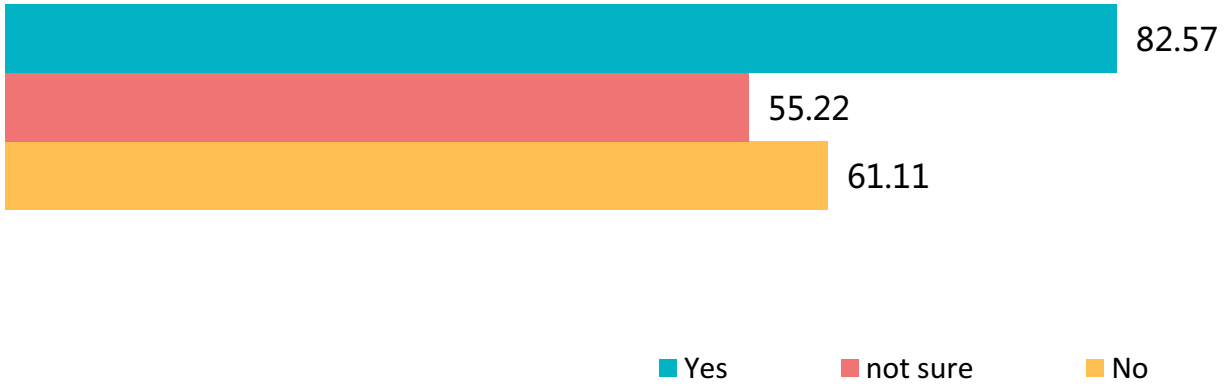


Average rate of treatment

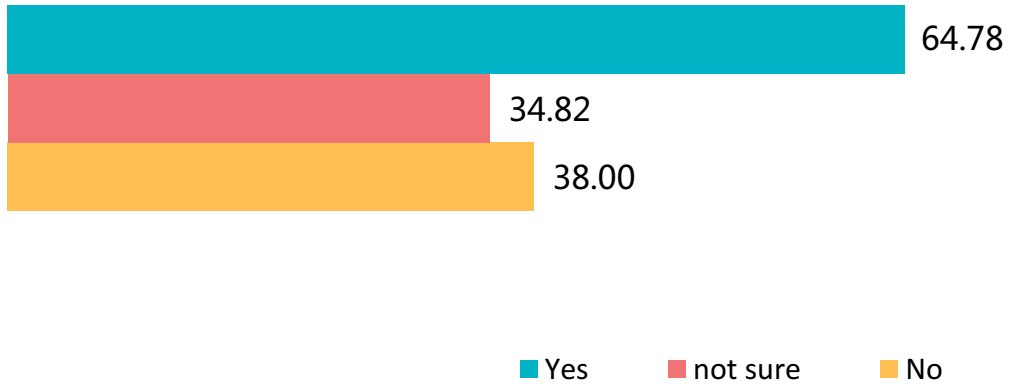


Do you know the options for mental health care your employer provides?

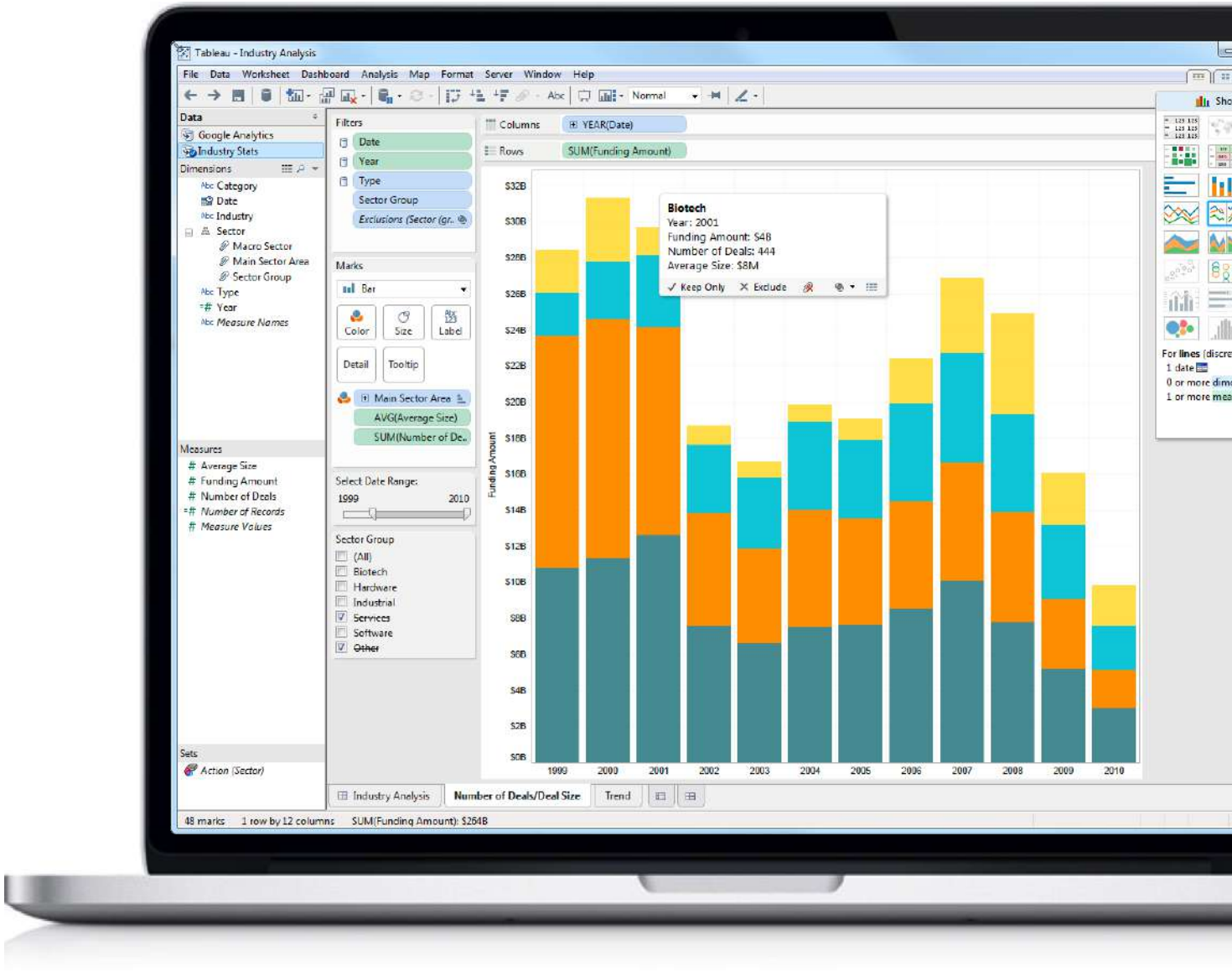
Average rate of treatment



Average rate of treatment

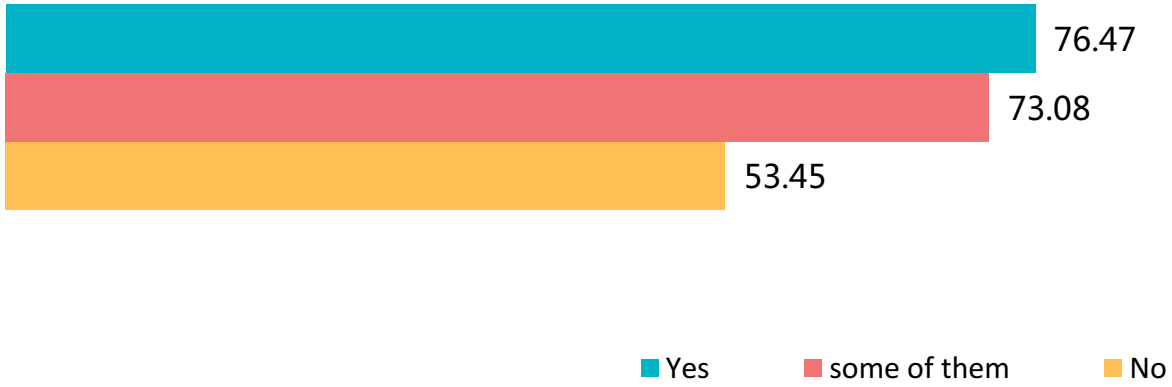


Question 3:
How do Beliefs & Attitudes Towards Mental Illness Affect People's Decisions in Treatment Seeking ?

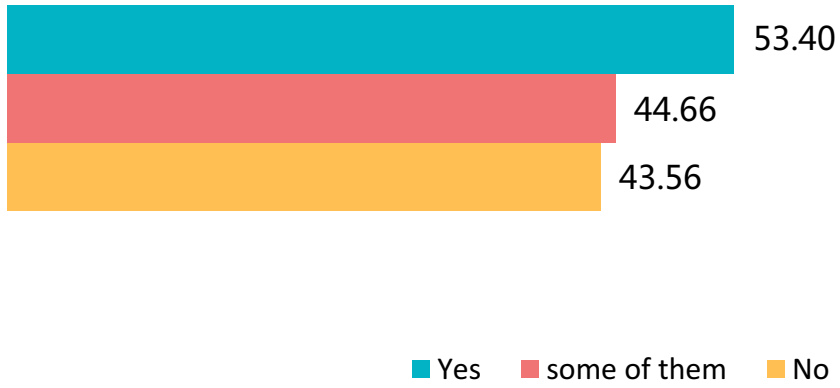


Would you be willing to discuss a mental health issue with your coworker?

Average rate of treatment



Average rate of treatment



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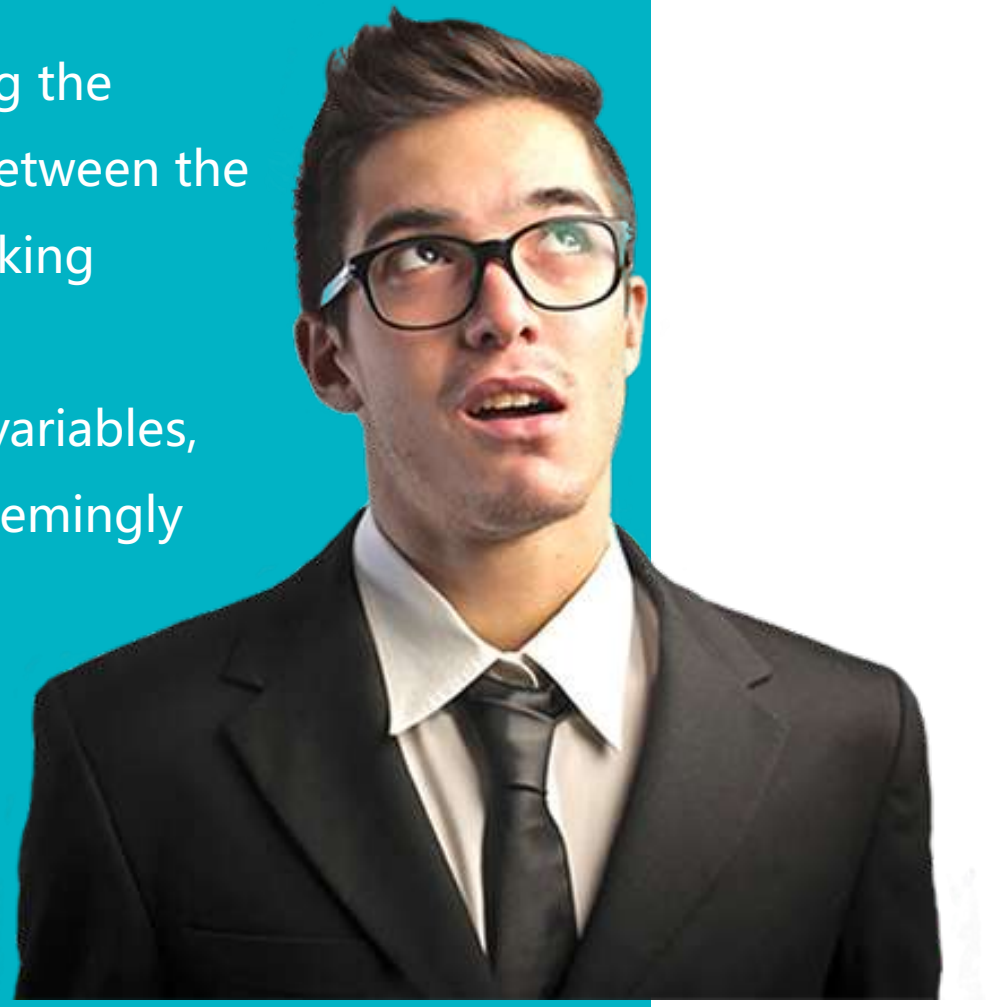
After exploring the relationship between the treatment seeking likelihood and independent variables, we find the seemingly most relevant predictors...



- Gender
- Family History
- Work Interference
- Employee Awareness
- ~~Geographic Information~~

THREE

Predictive Analysis

Model Result

CHECK THE WHOLE MODEL

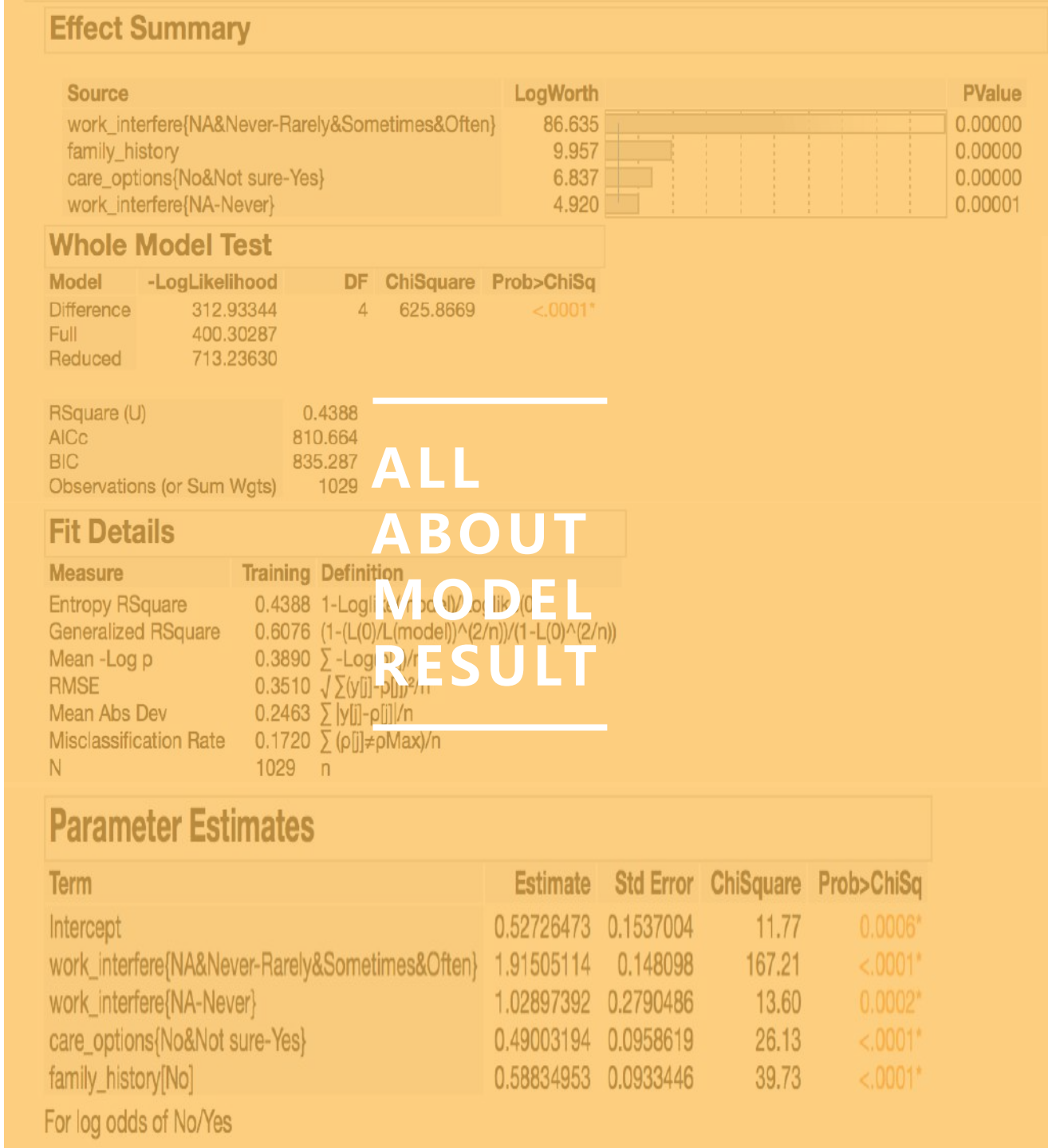
P < 0.05

The whole model is effective

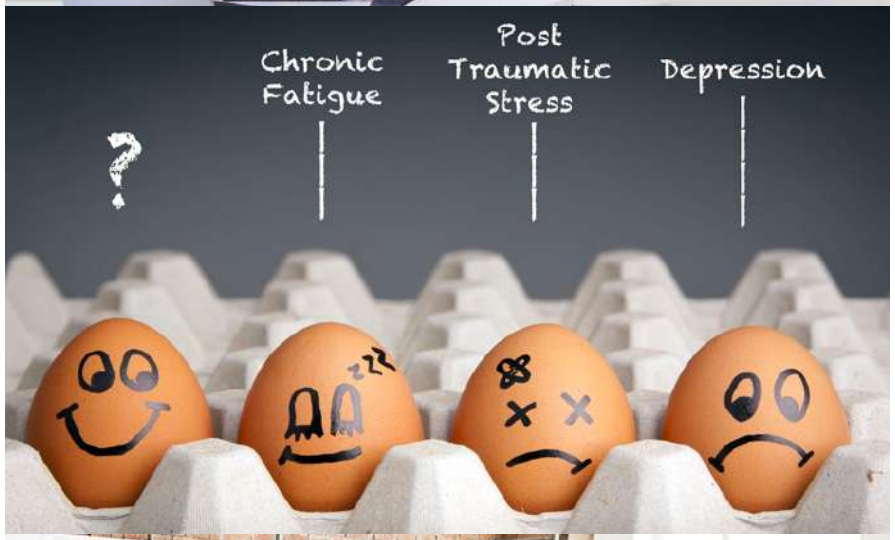
CHECK THE KPI

R^2 = 0.4388

FIND THE BEST PREDICTOR



Best Predictor



INTERFERENCE

FAMILY HISTORY

EMPLOYEE AWARENESS

FOUR

Conclusion & Suggestion

Research Conclusion

What factors might predict the probability of searching for mental health treatment?

Are demographic traits such as gender and geographical locations good predictors?

YES!

Do people’s beliefs and attitudes towards mental illness affect their likelihood in searching for mental health treatment?

Not statistically significant!

Does people’s perceived support from workplace affect their likelihood in searching for mental health treatment?

YES!

Suggestion

Employer should care about their employee’ s mental illness treatment.

Employer should proactively inform about their care options to the employees

Thank You !