Factors for Seeking Treatment

Mental Health in Tech Companies

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Problem Statement

Mental Health

Goal

Help tech companies find the important factors in determining mental health treatment

Benefits

Creating a good workplace environment in encouraging employees to seek mental health treatment

How

Utilizing a random forest model to see importance of variables

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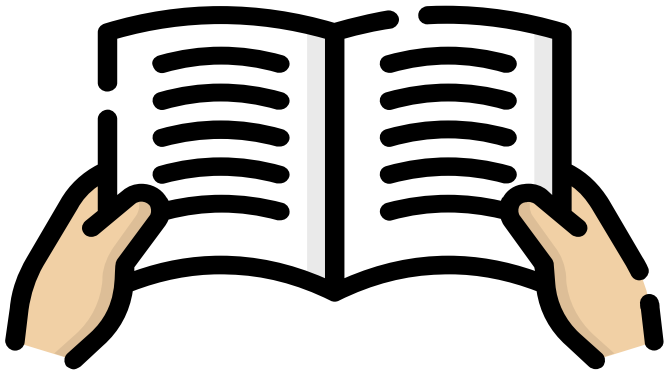


Background

Dataset Background & EDA

Analysis & Modeling

Recommendations

Background

Mental Health is an important component of the workplace.

- Bad conditions can contribute to employee mental health issues.
- Mental Health issues can hurt productivity and communication of workers

Frequency

Nearly ⅛ adults report having a mental illness

Workplace Issues

84% of workers say their workplace contributes to mental health issues

Job Hunting

81% of workers seek out mental health workplaces with mental health care

Dataset Background

OSMI Mental Health in Tech Survey

Origin

Non-profit dedicated to raise awareness and provide resources to support mental wellness

Survey Purpose

2016 survey data aims to measure attitudes towards mental health

Goal

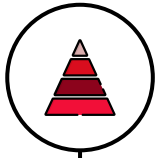
Drive awareness and improving conditions for mental health disorders in Tech

Dataset Background

OSMI Mental Health in Tech Survey

Columns

- Mental Health Resources
- Previous Employer vs Current Employer
- Demographics



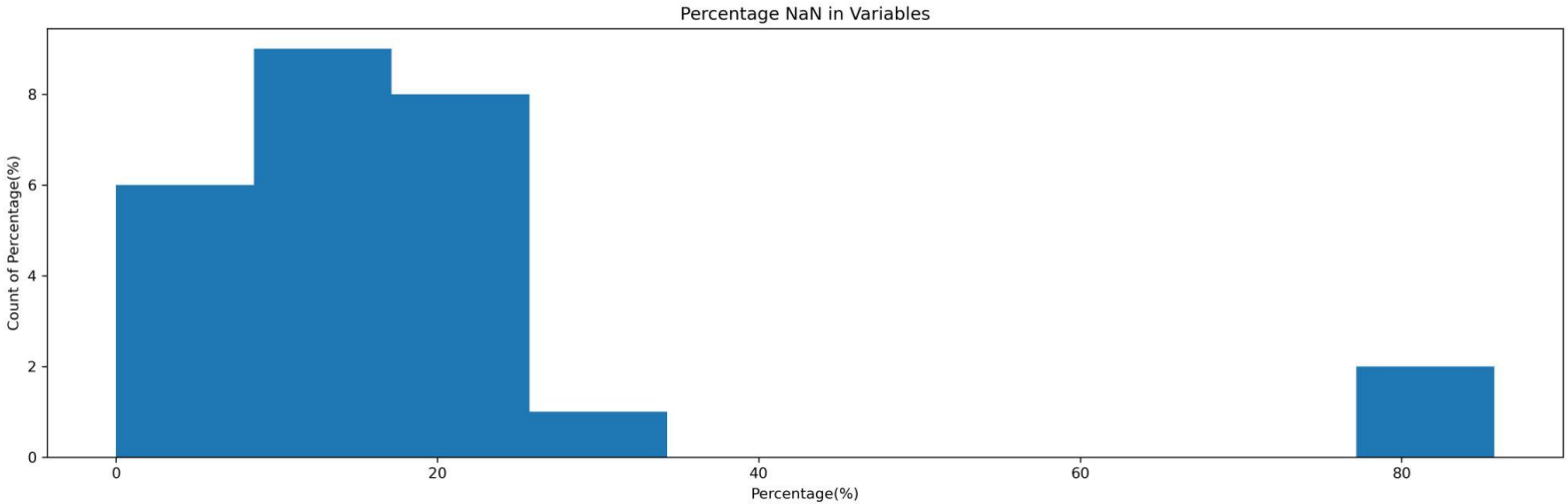
Responses

- 63 Survey Questions
- 1433 Respondents

Exploratory Data Analysis

NaN Values in Survey Answers

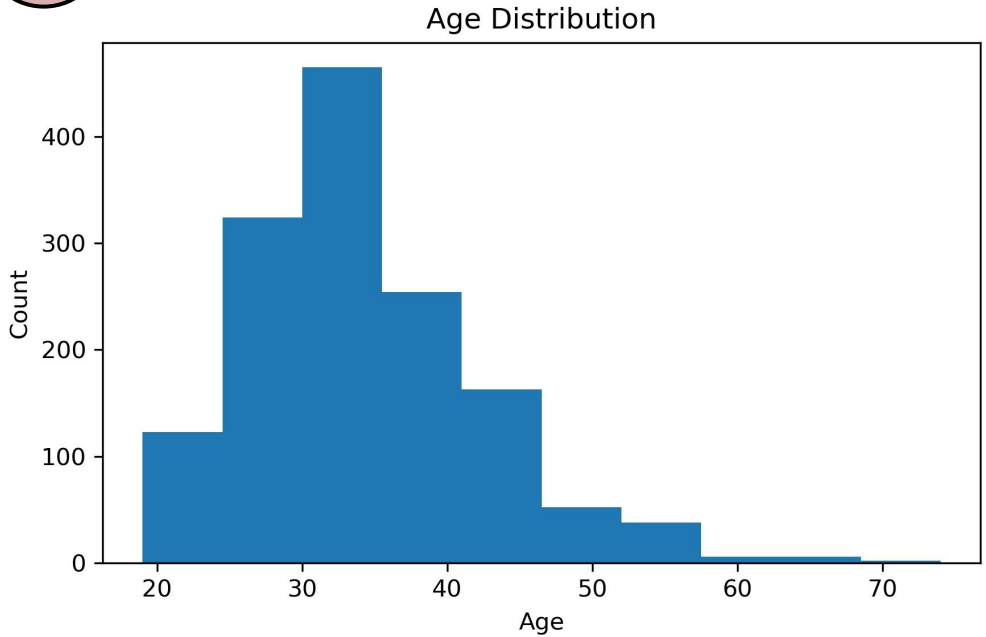
About 70% of columns have NaN values
With some having over 80%



Exploratory Data Analysis

Respondent Age Demographic

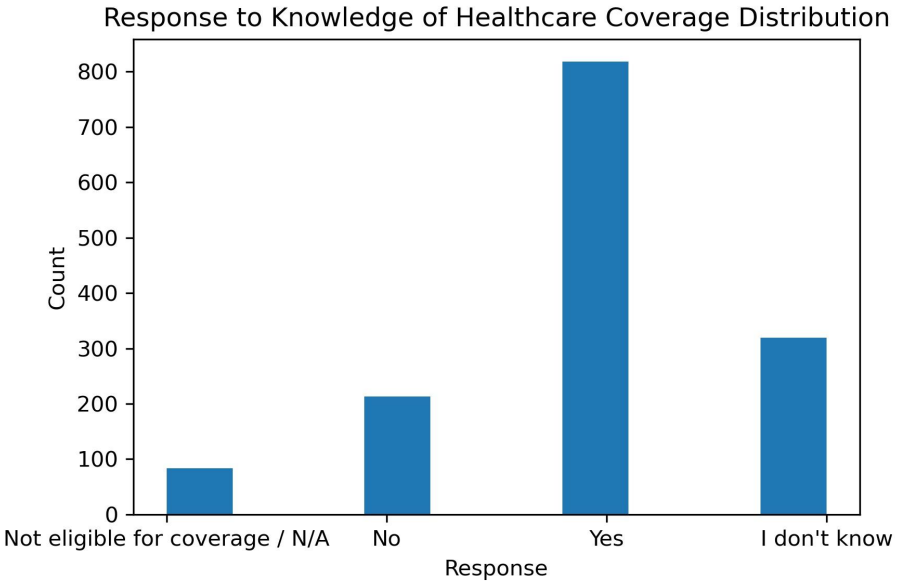
The mean age of respondents is 34 years old



Exploratory Data Analysis

Knowledge of Mental Health Benefits

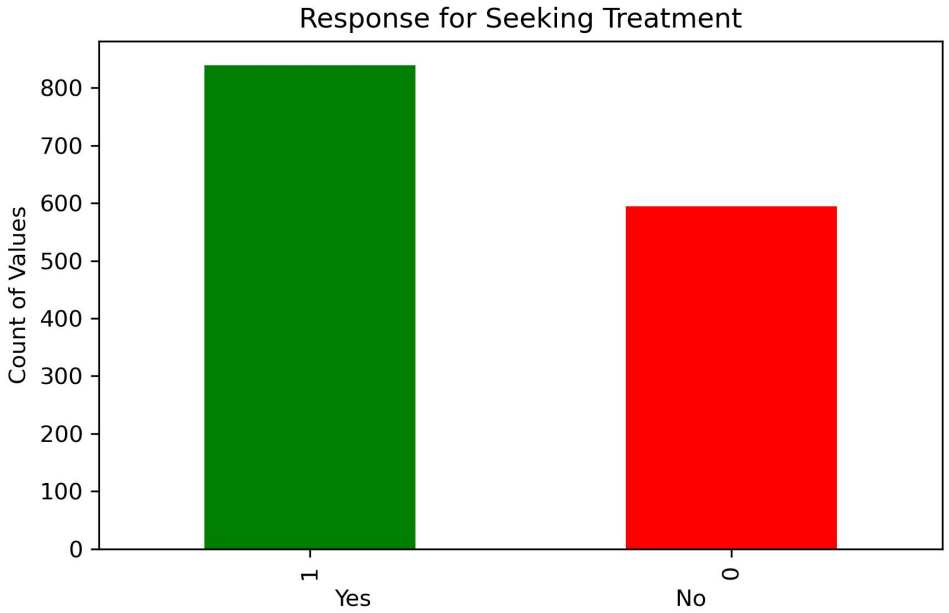
About 57% of respondents knows their mental health benefits in their healthcare coverage



Exploratory Data Analysis

Sought treatment for mental health

60% of respondents have sought mental health treatment from a mental health professional



Modeling

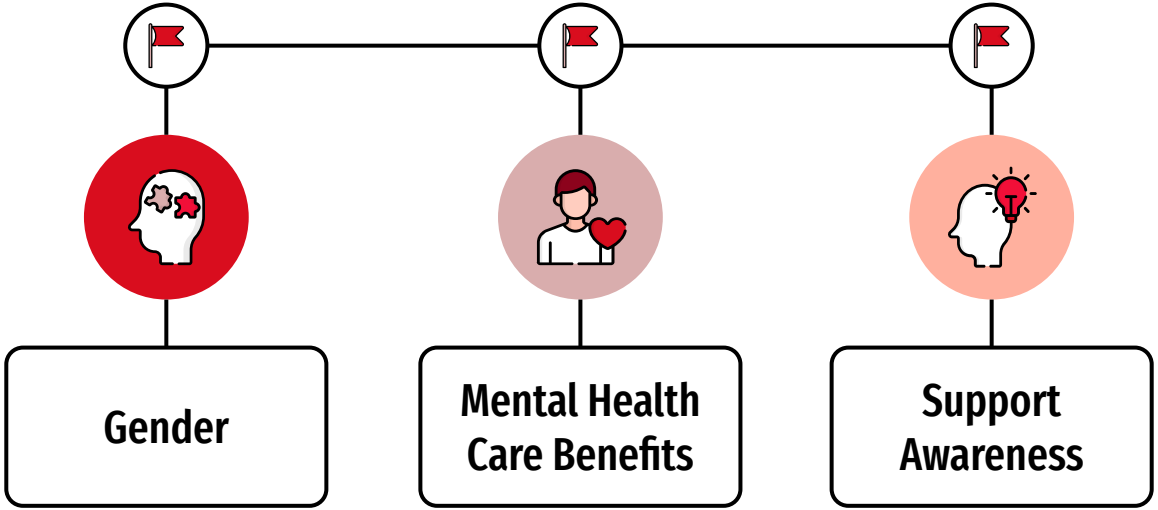
Random Forest Classifier

Parameters	Values
n_estimators	150, 200, **250**
max_depth	6, 7, **8**

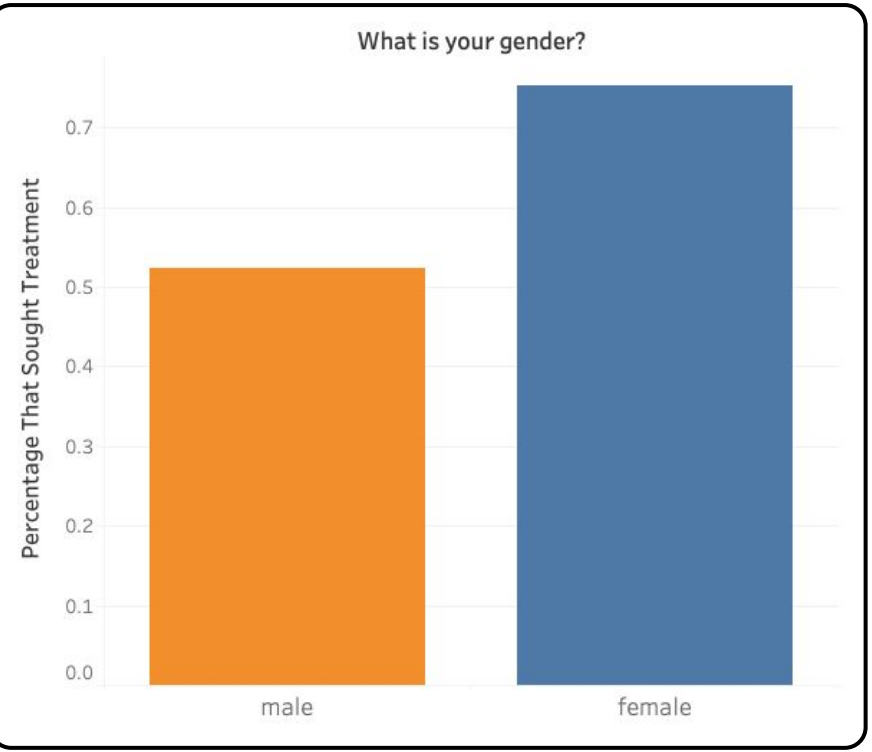
Scores	**72.4% Accuracy**

Recommendations for Employers

3 Main Factors that employers should be aware of ...



Gender



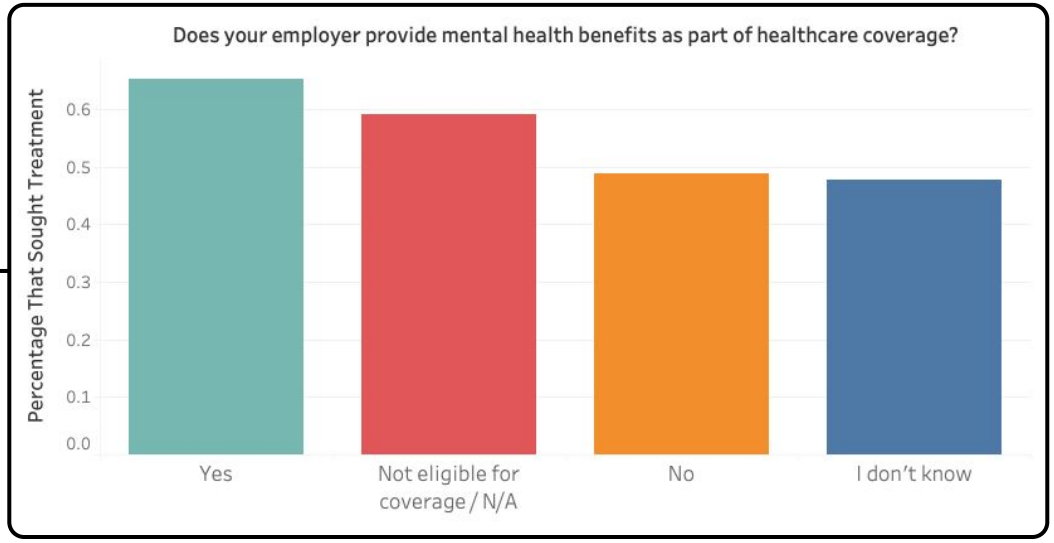
Recommendation

Employers need to pay more attentions on supporting **male employees** to seek mental health treatment if they need one.

Mental Health Care Benefits

Recommendation

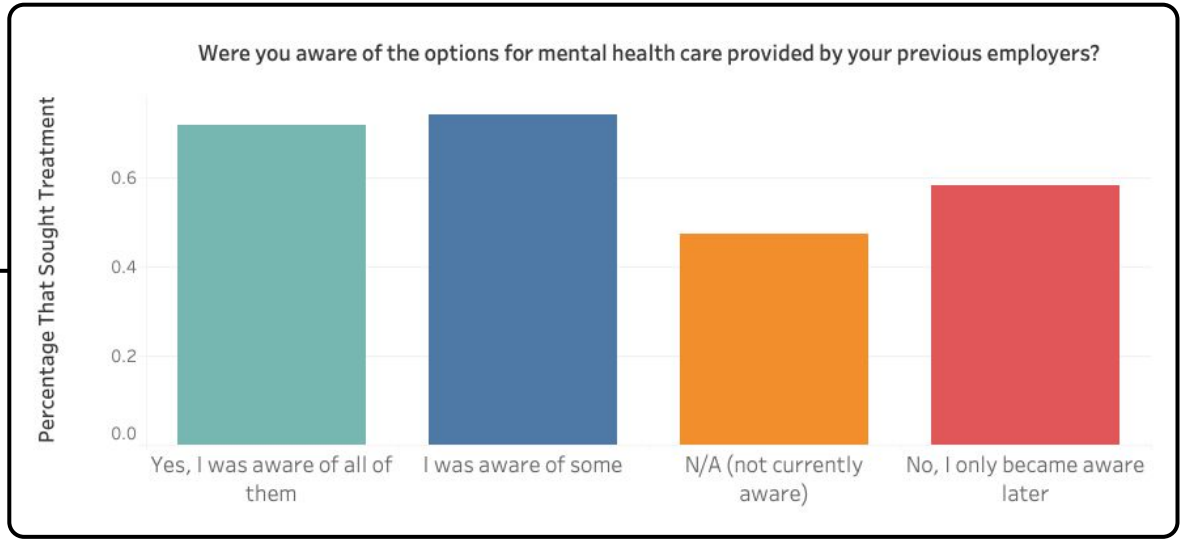
Companies should provide **mental health care benefits** to their employees.



Support Awareness

Recommendation

Companies should clearly **show and explain** to their employees what **mental health care options** they can have.



Recommendations for Employers

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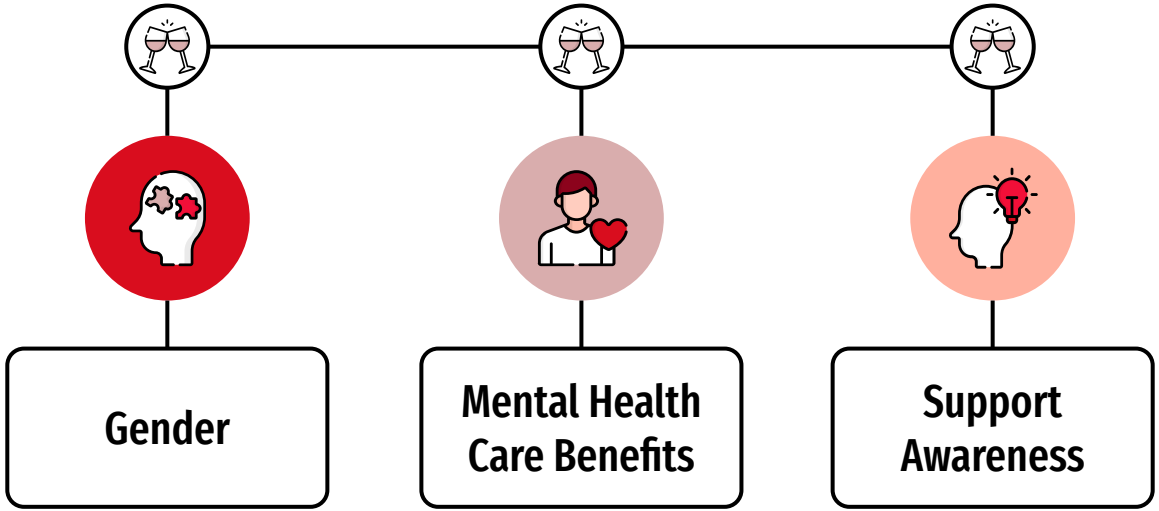

Male

Should provide

Let them know !

Thank you!

Any questions?