

# Mental Health Analysis Across Work Modes

This Power project analyzes the impact of remote, hybrid, and office work setups on employee mental health. Key metrics such as stress, sleep quality, social isolation, and productivity are visualized to provide actionable insights, helping organizations optimize work environments for better employee well-being and performance.



Employee Demographics

Mental Health by Work Location

Employee Health and Wellbeing

Regional and Industry Insights

Productivity and Job Satisfaction

Impact and Future Implications

# Employee Demographics



**5K**

# Total Employees

# Remote

1714

## Onsite

1637

## Hybrid

1649

To [REDACTED] [REDACTED] [REDACTED] [REDACTED]

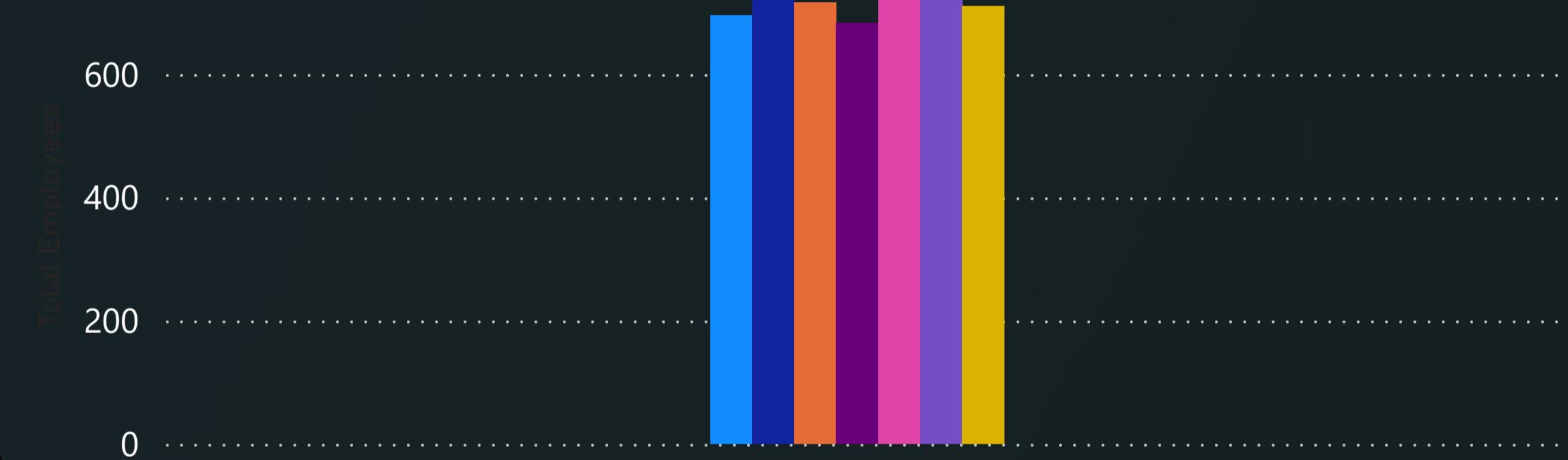
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# Total Employees by Job Role

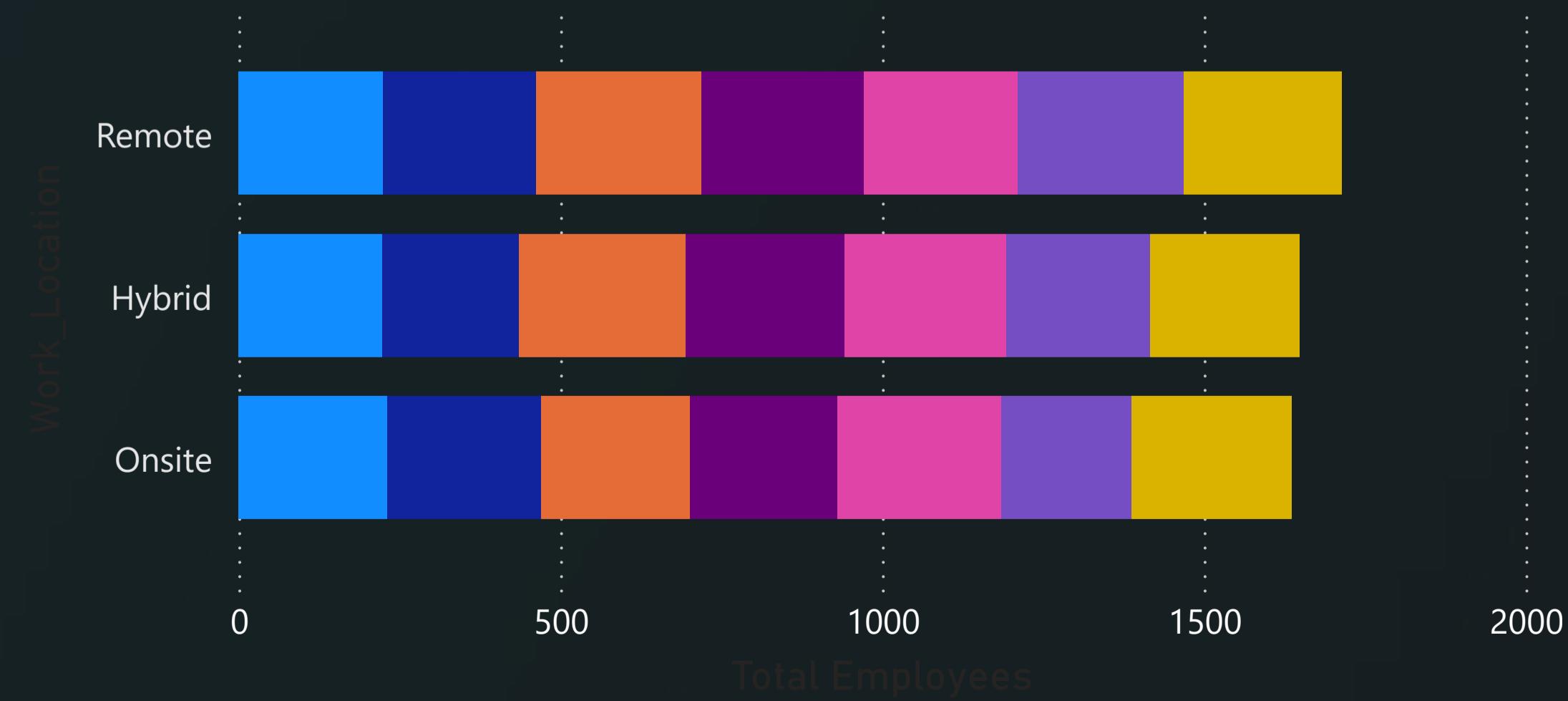
**Job\_Role** ● Data Scientist ● Designer ● HR ● Marketing ● Project Manager ● Sales ● Software Engineer



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## Total Employees by Work\_Location and Industry

**Industry** ● Consulting ● Education ● Finance ● Healthcare ● IT ● Manufacturing ● Retail



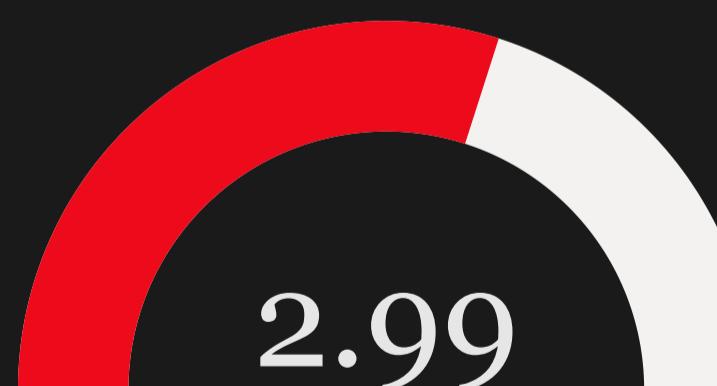
# Mental Health by Work Location

Hybrid

Onsite

Remote

Average Well-being



## Stress count by Work Location

● LowStressCount ● HighStressCount ● MediumStressCount



## Avg WorkLife Balance by Work Location



## Total Employees by Mental Health Condition and Work Location

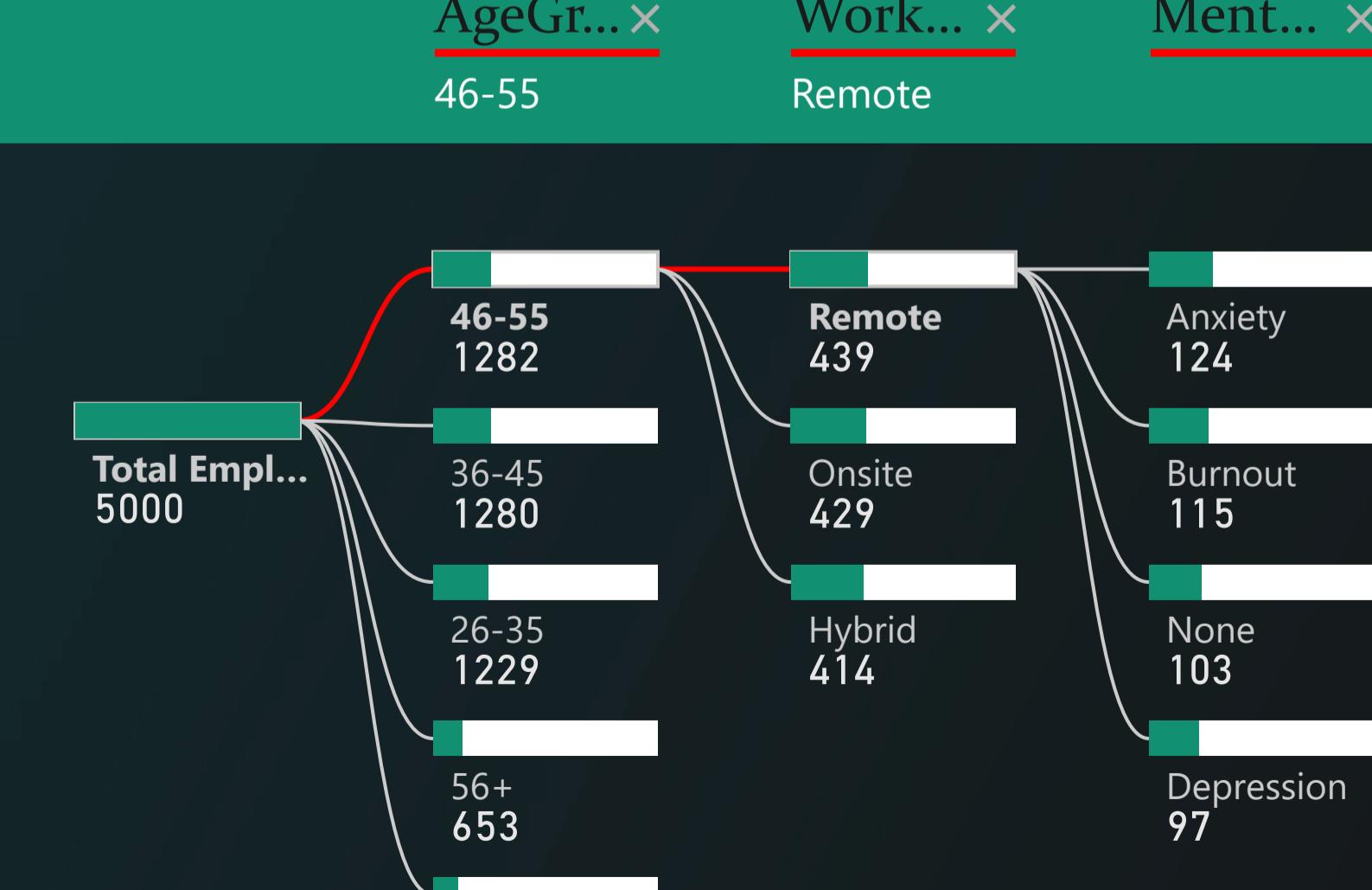
Work Location ● Hybrid ● Onsite ● Remote



AgeGr... x  
46-55

Work... x  
Remote

Ment... x  
None

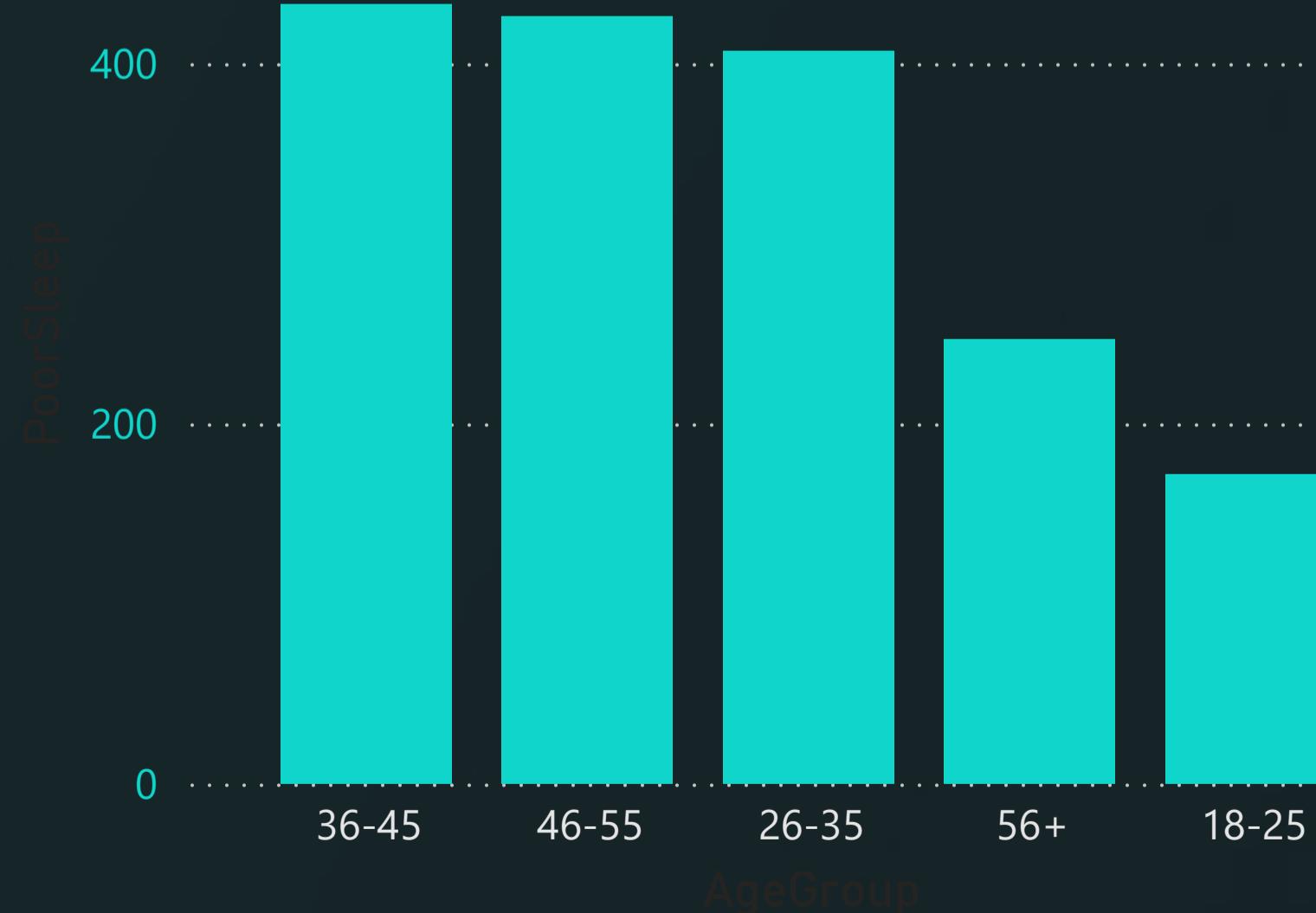


# Employee Health and Wellbeing

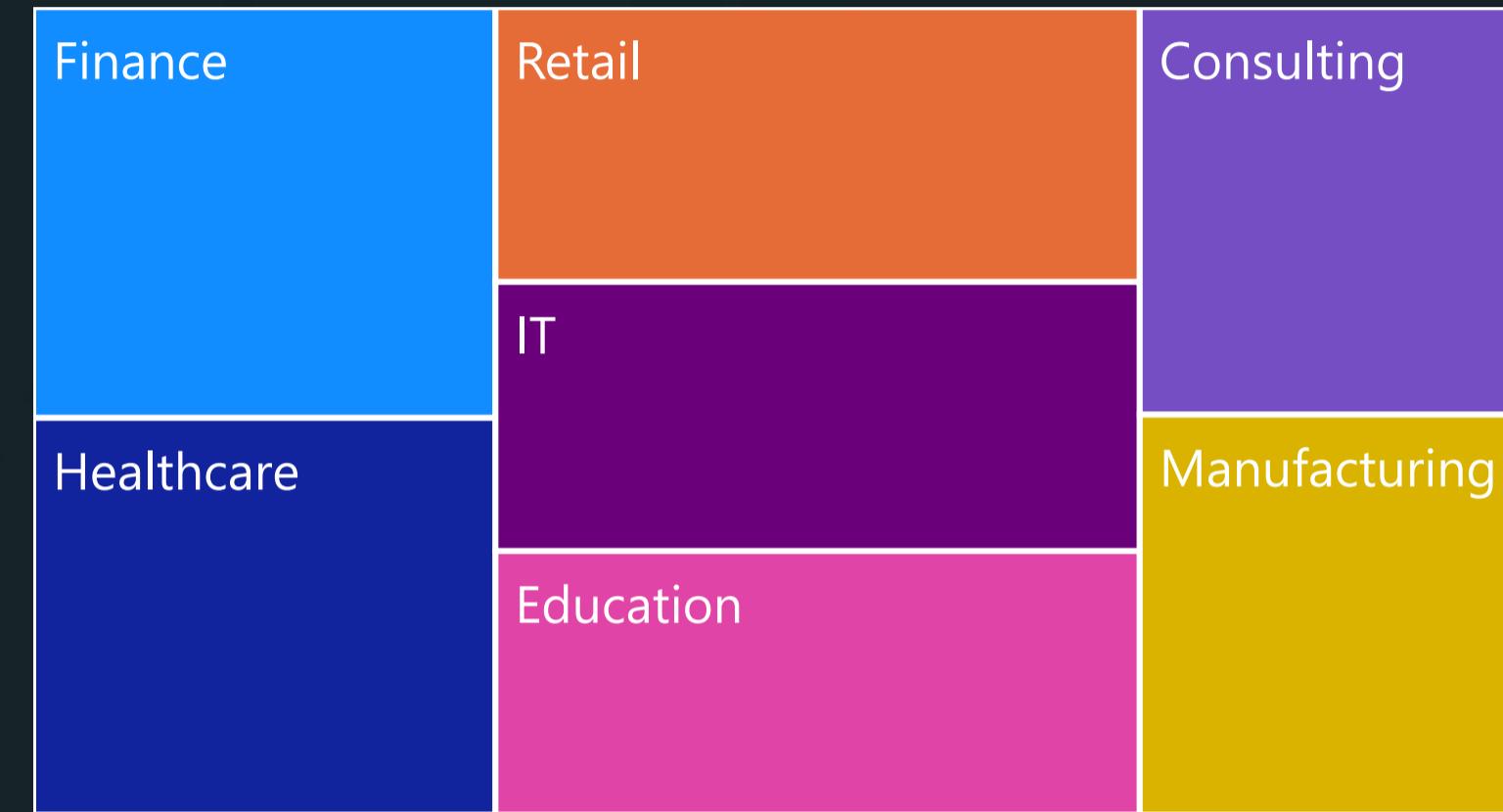
## MENTAL HEALTH RESOURCES ACCESS



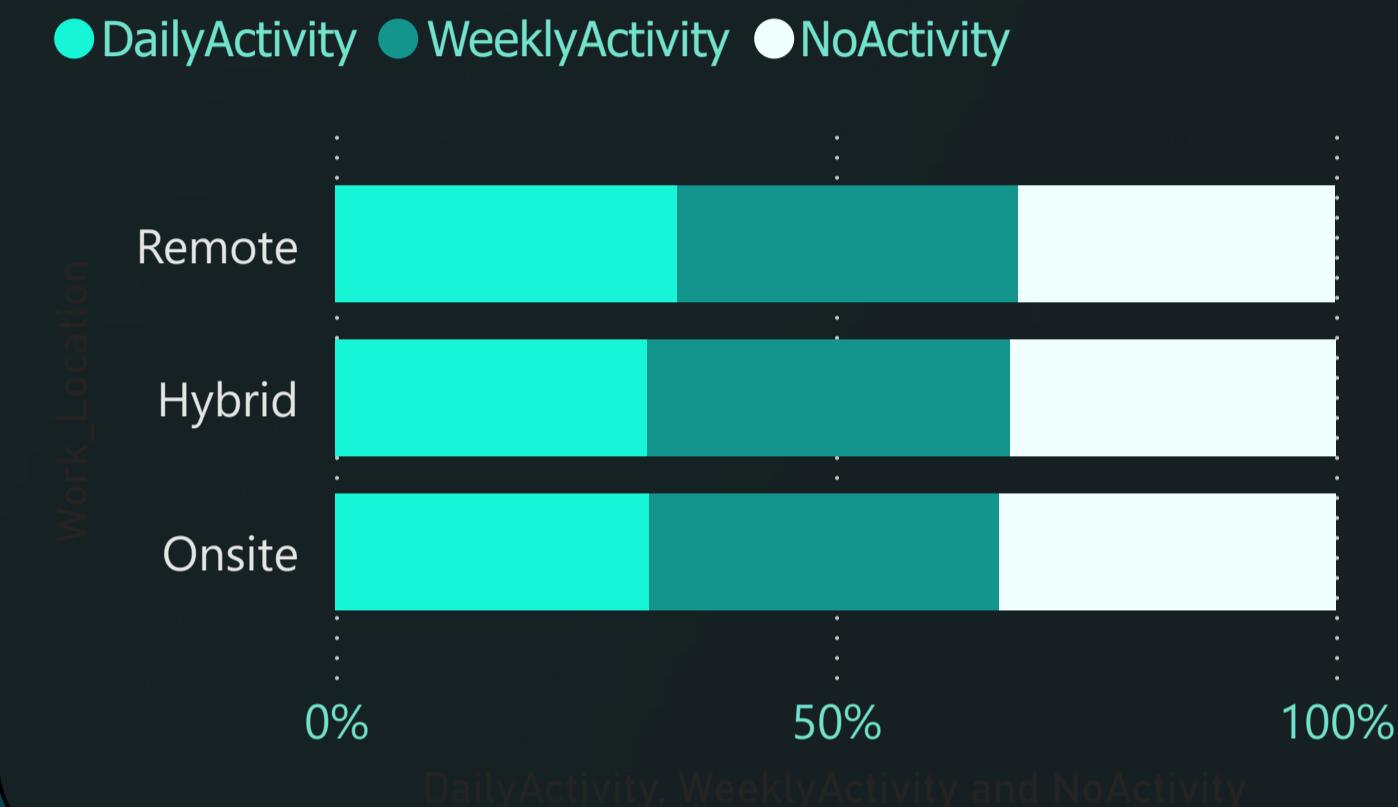
## Sleep level by AgeGroup



## HighStressCount by Industry



## Physical Activity and Work Location

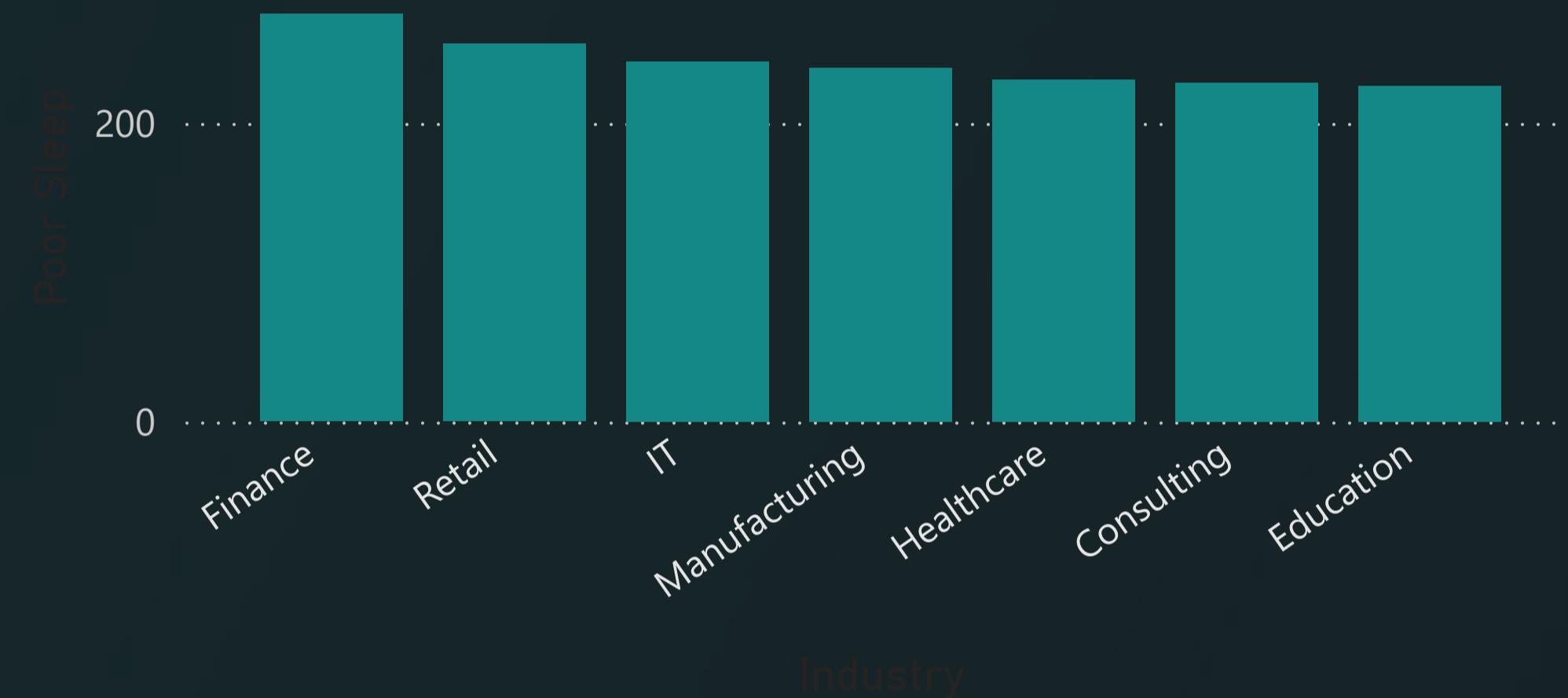


## Isolation Rating by Work Location

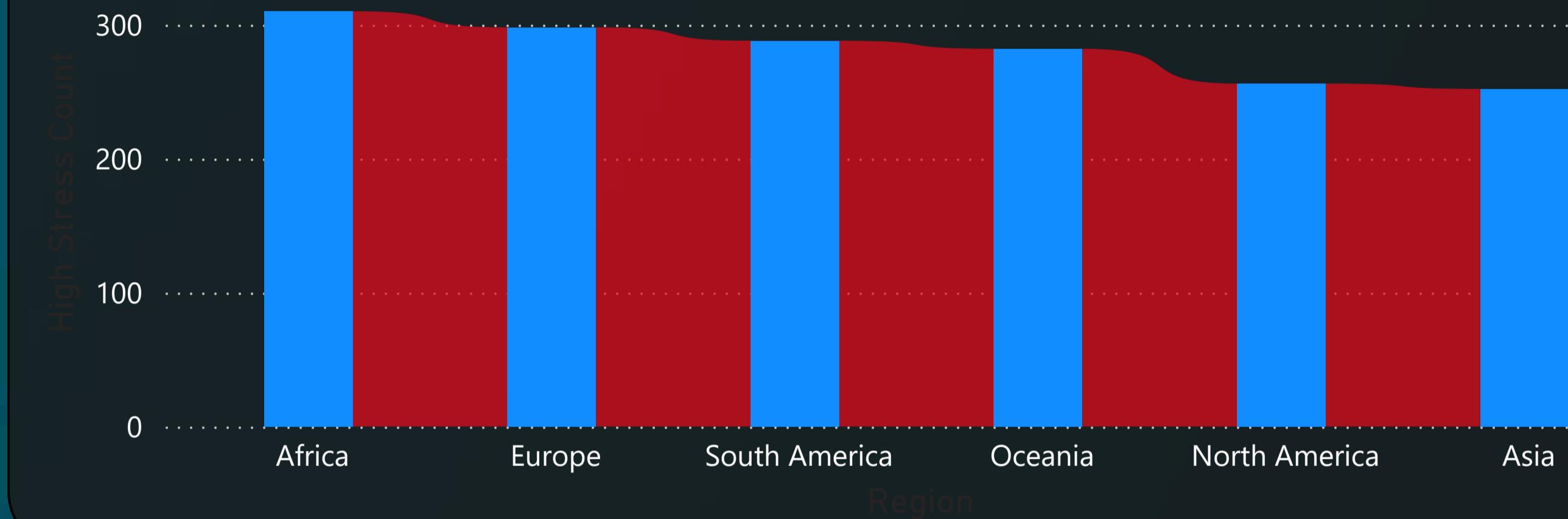


# Regional and Industry Insights

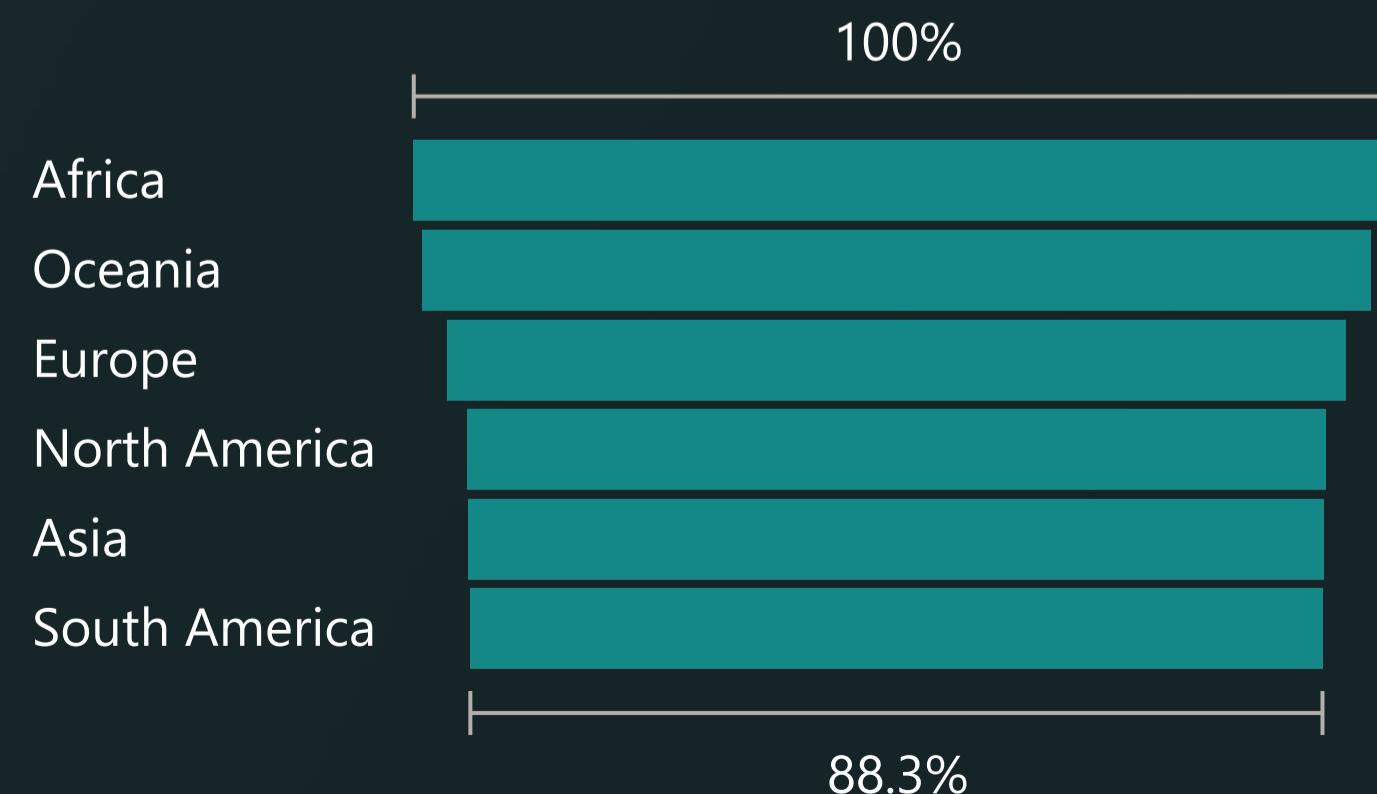
## Poor Sleep by Industry



## High Stress Count by Region



## Daily Activity by Region



Region	CountPoorSleep
North America	264
South America	264
Africa	274
Europe	280
Asia	300
Oceania	303
<b>Total</b>	<b>1685</b>

At 273, Finance had the highest Poor Sleep and was 21.33% higher than Education, which had the lowest Poor Sleep at 225.

Finance accounted for 16.20% of Poor Sleep.

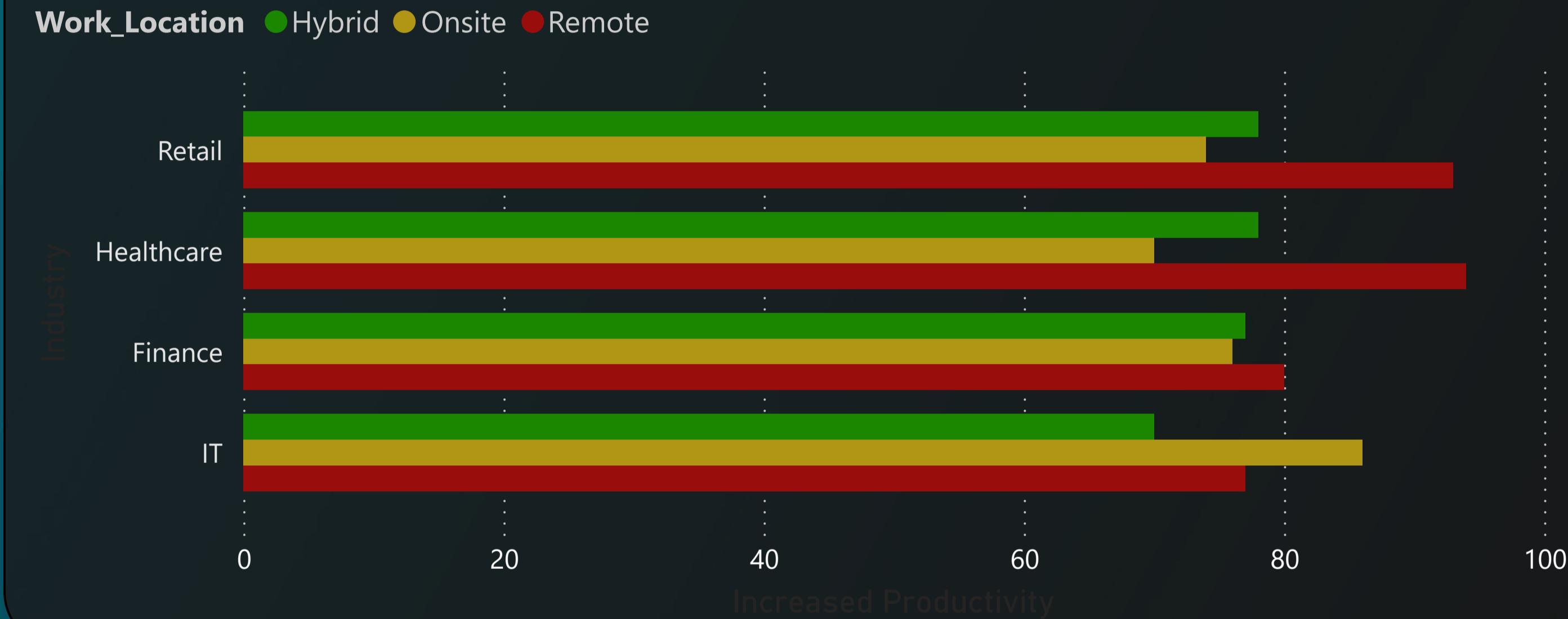
Across all 7 Industry, Poor Sleep ranged from 225 to 273.

# Productivity and Job Satisfaction

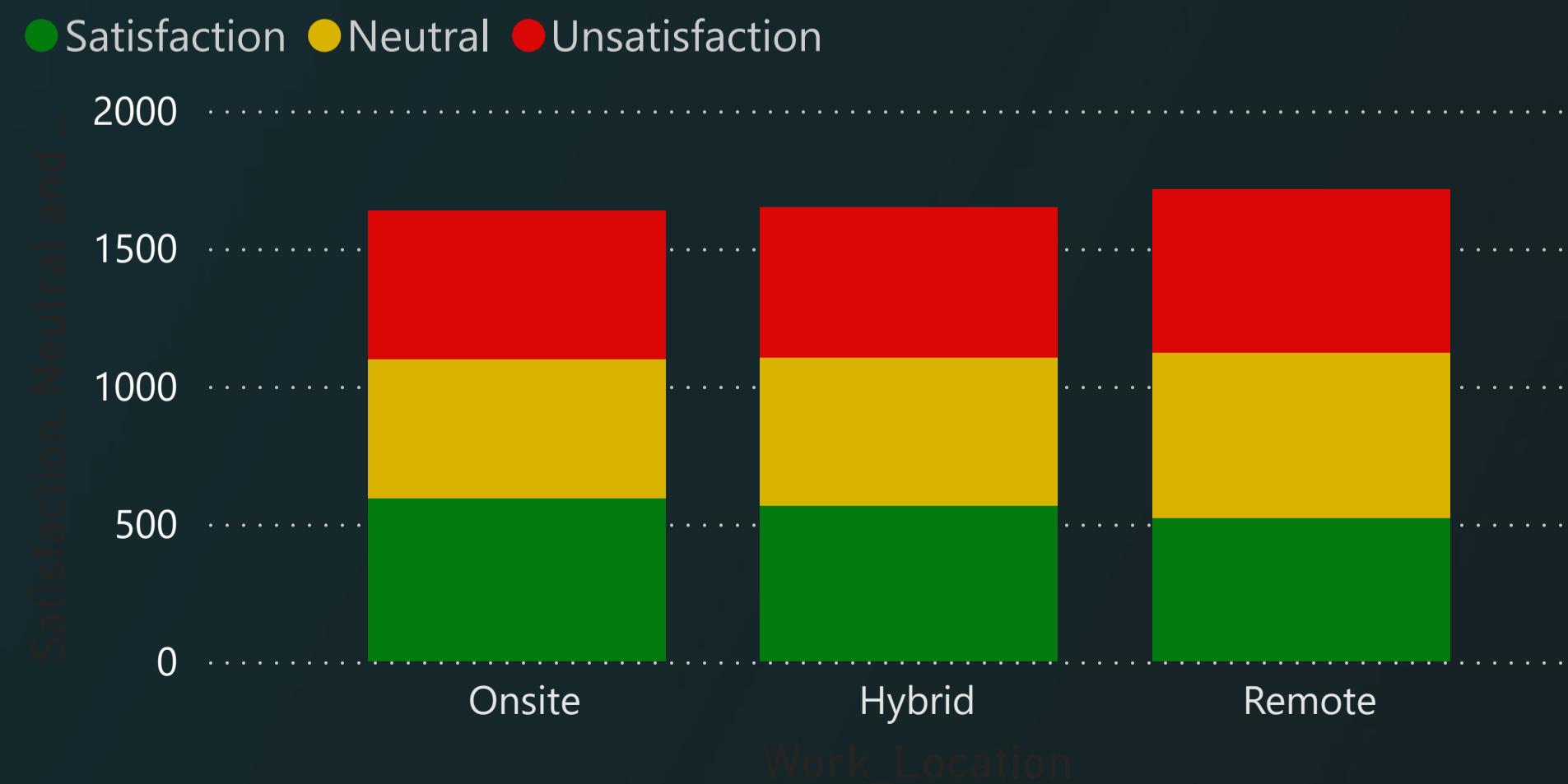
## Changes in Productivity by Job Role



## Increased Productivity by Industry and Work\_Location



## Satisfaction level by Work Location



HR had the highest Increased Productivity (236), 8.76% higher than Designer (217), the lowest.

Satisfaction and Neutral are negatively correlated.

Remote had the highest total (344) and average Increased Productivity (86), followed by Onsite (306, 76.50) and Hybrid (303, 75.75).

Healthcare in Remote accounted for 9.86% of Increased Productivity.

# Impact and Future Implications

## Key Findings

- The analysis revealed significant trends in mental health factors such as stress, social isolation, sleep quality, and productivity across different work setups (remote, hybrid, and office).
- Remote work showed higher social isolation, while hybrid setups often balanced flexibility with reduced stress levels compared to strictly office work.
- Remote setups were associated with lower physical activity levels, whereas hybrid and office setups encouraged moderate activity.

## Implications and Recommendations

- Organizations can use these insights to implement targeted mental health initiatives, such as flexible schedules and access to wellness resources, based on work setup.
- Create policies that ensure fair treatment and equal opportunities for employees across all work modes, avoiding biases against remote or office workers.
- Encourage physical activity through wellness programs, gym memberships, or virtual fitness sessions, especially for remote workers with sedentary lifestyles.