

Mental Health Analysis Across Work Modes

This Power BI 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

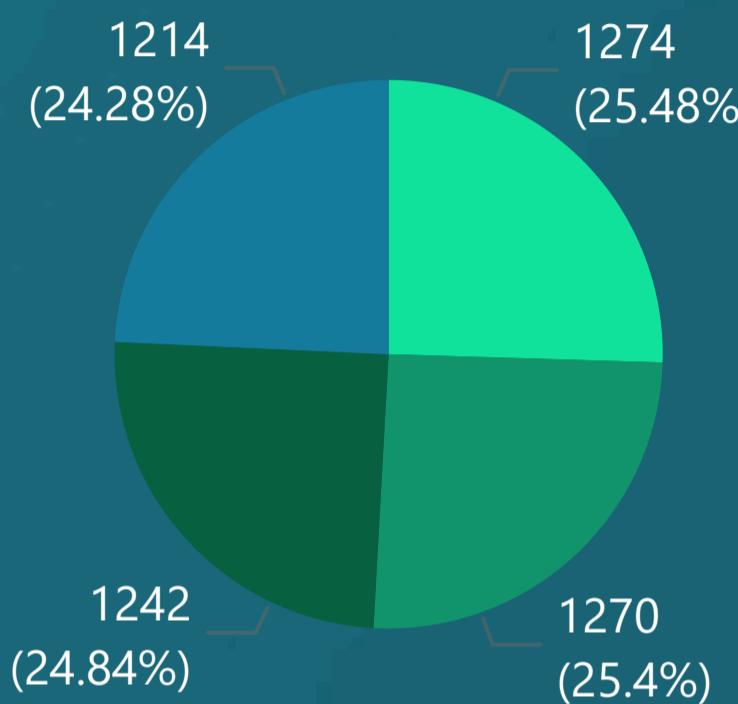
Onsite

1637

Hybrid

1649

Total Employees by Gender

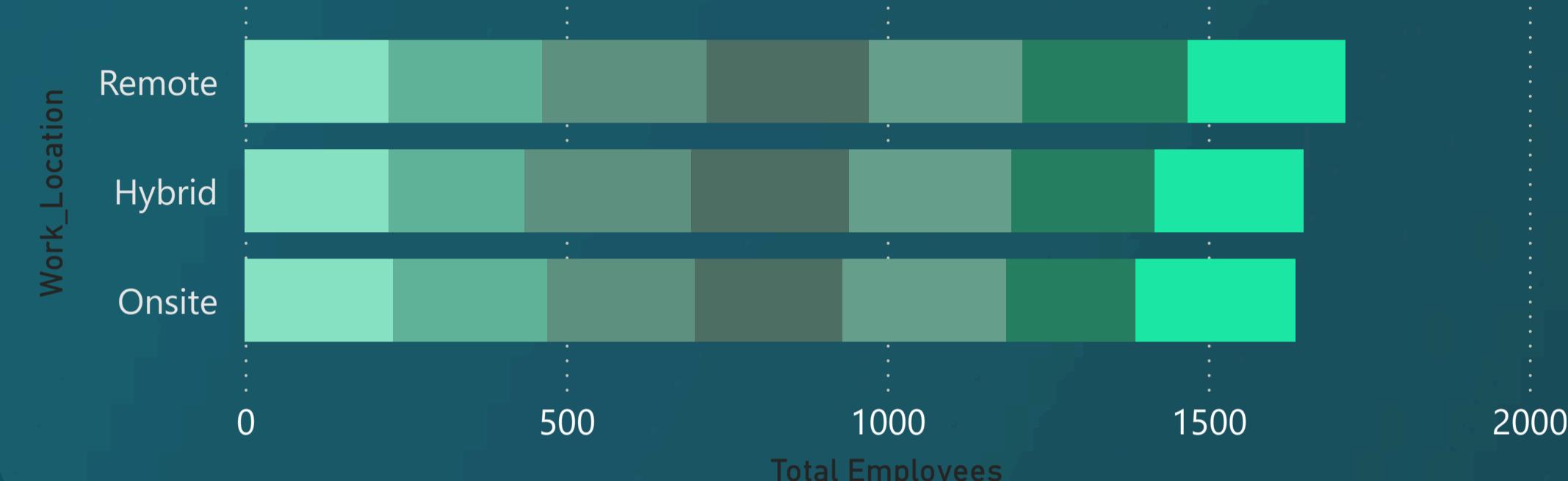


Gender

- Female
- Male
- Prefer not to say
- Non-binary

Total Employees by Work_Location and Industry

Industry Consulting Education Finance Healthcare IT Manufacturing Retail



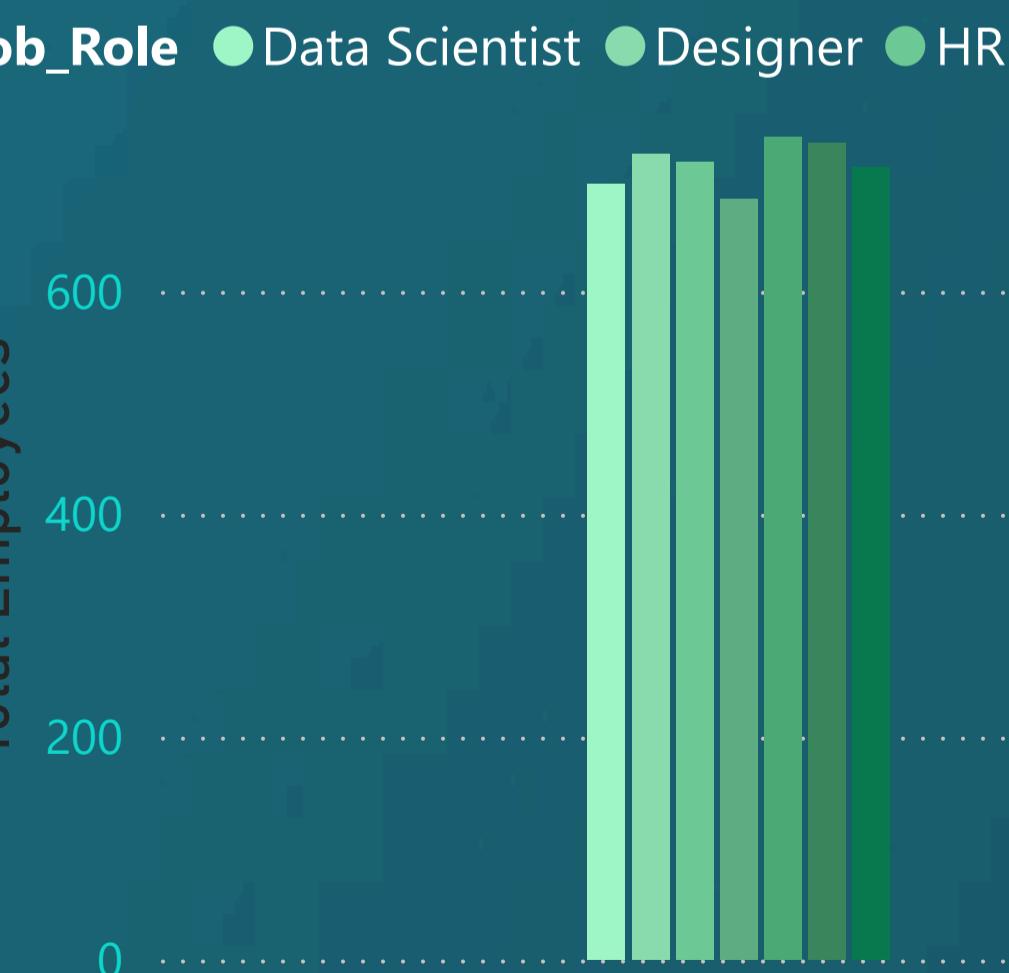
Avg Year of Experience

17.81

Total Employees by Job Role

Job_Role Data Scientist Designer HR

Total Employees

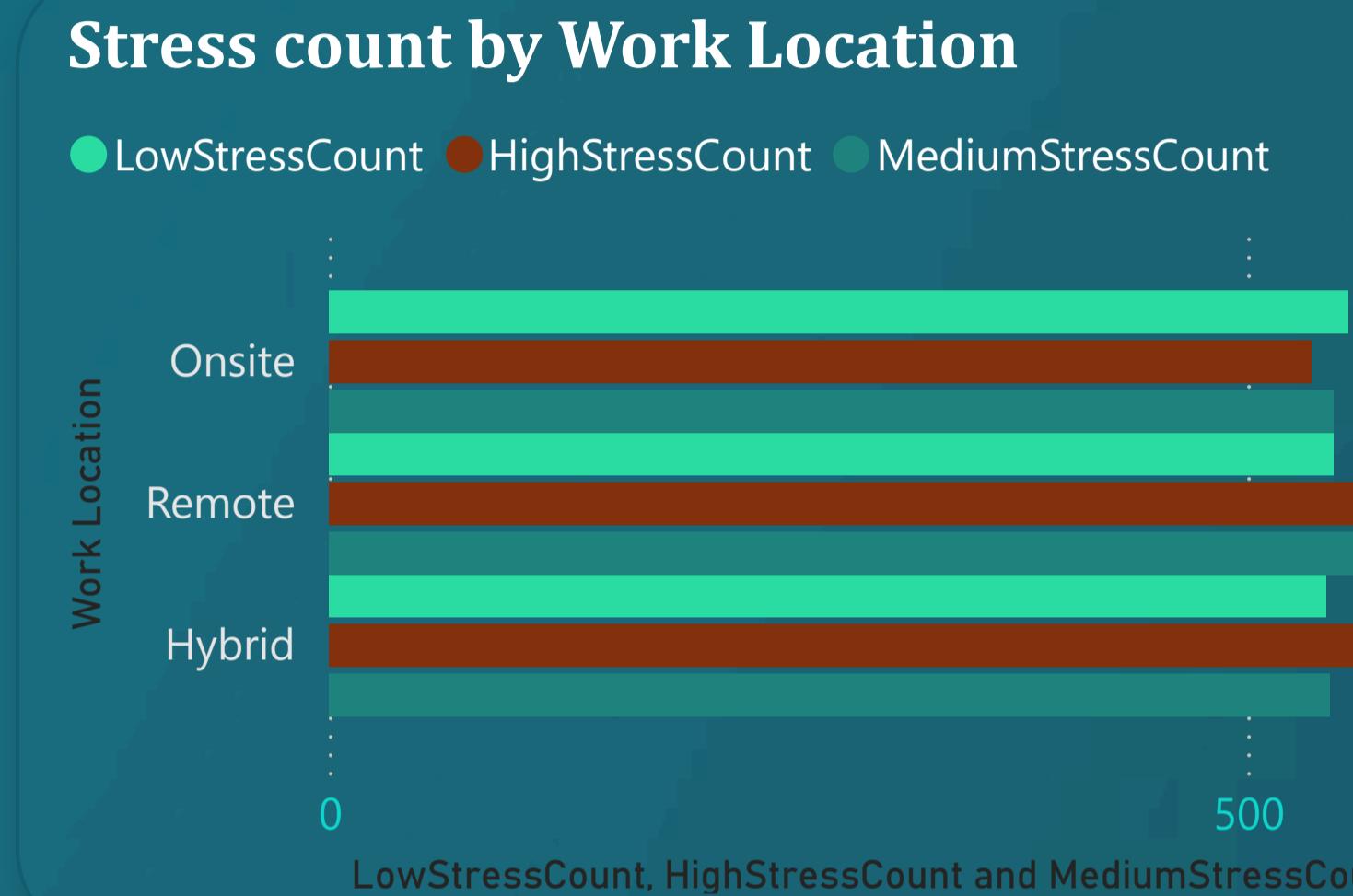
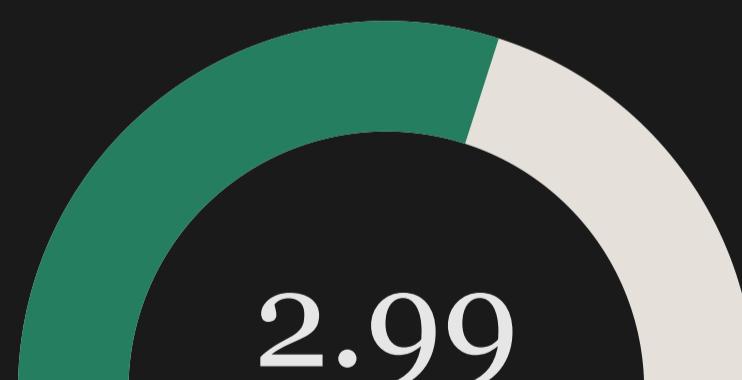


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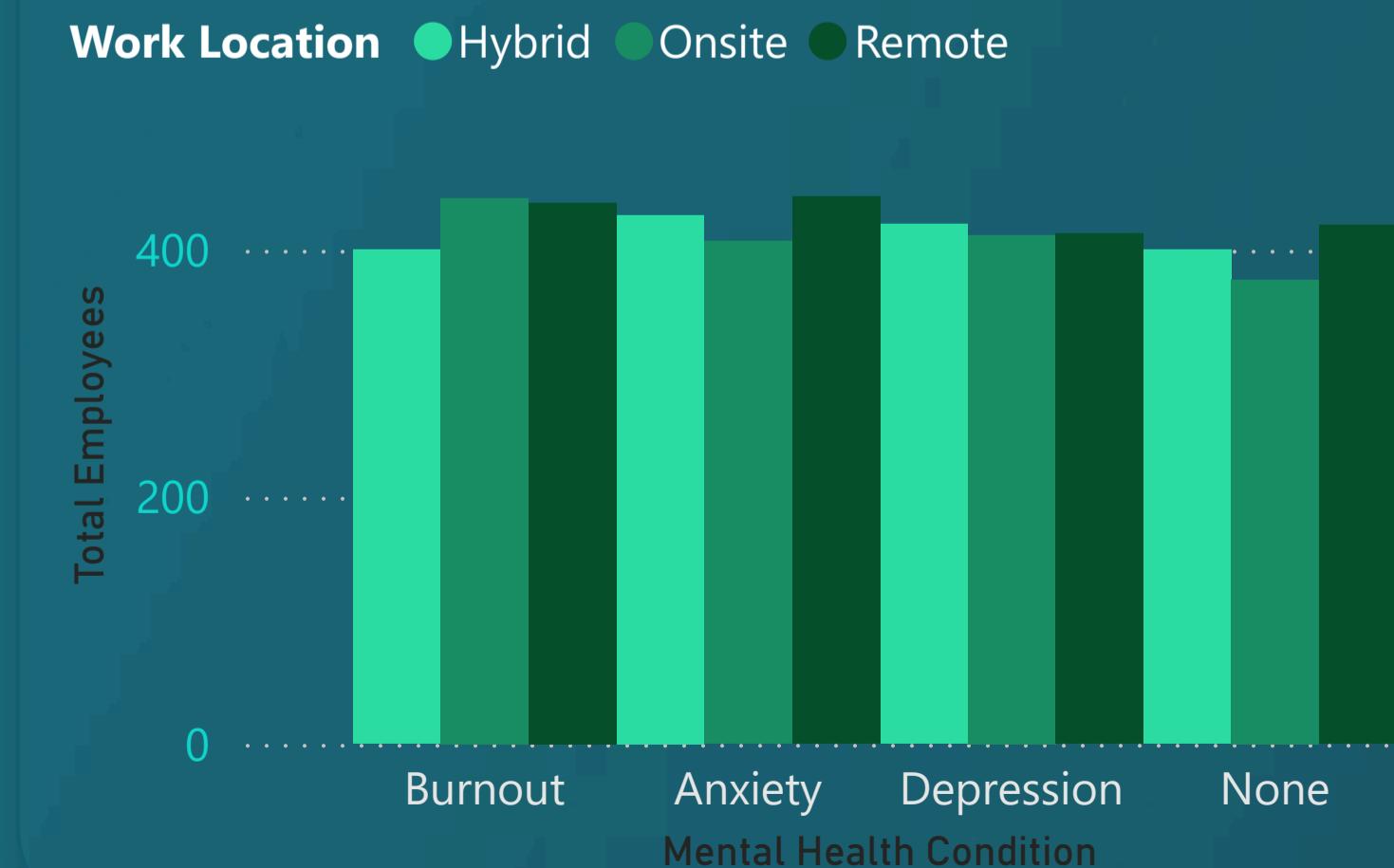
Mental Health by Work Location

Hybrid
 Onsite
 Remote

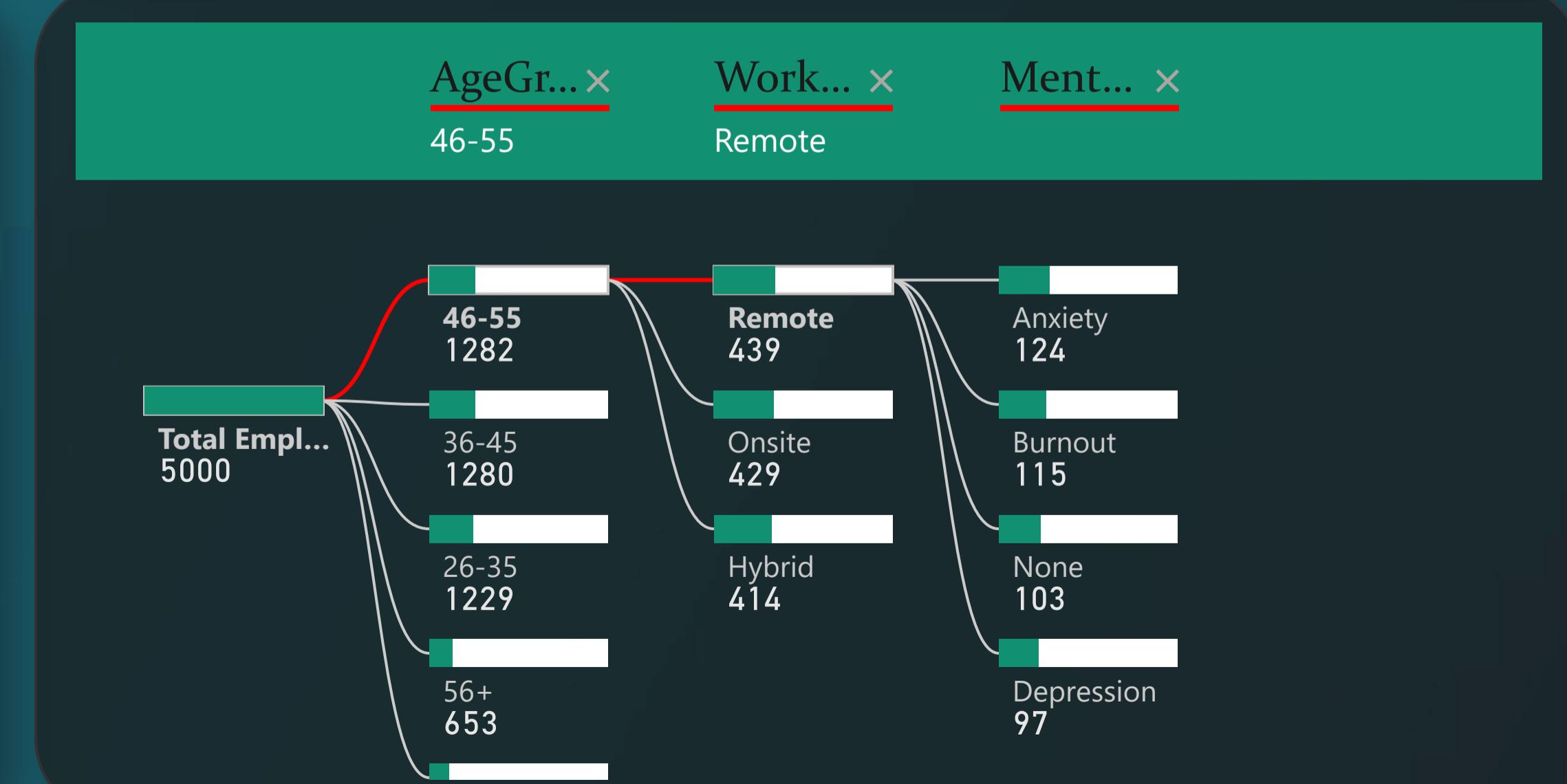
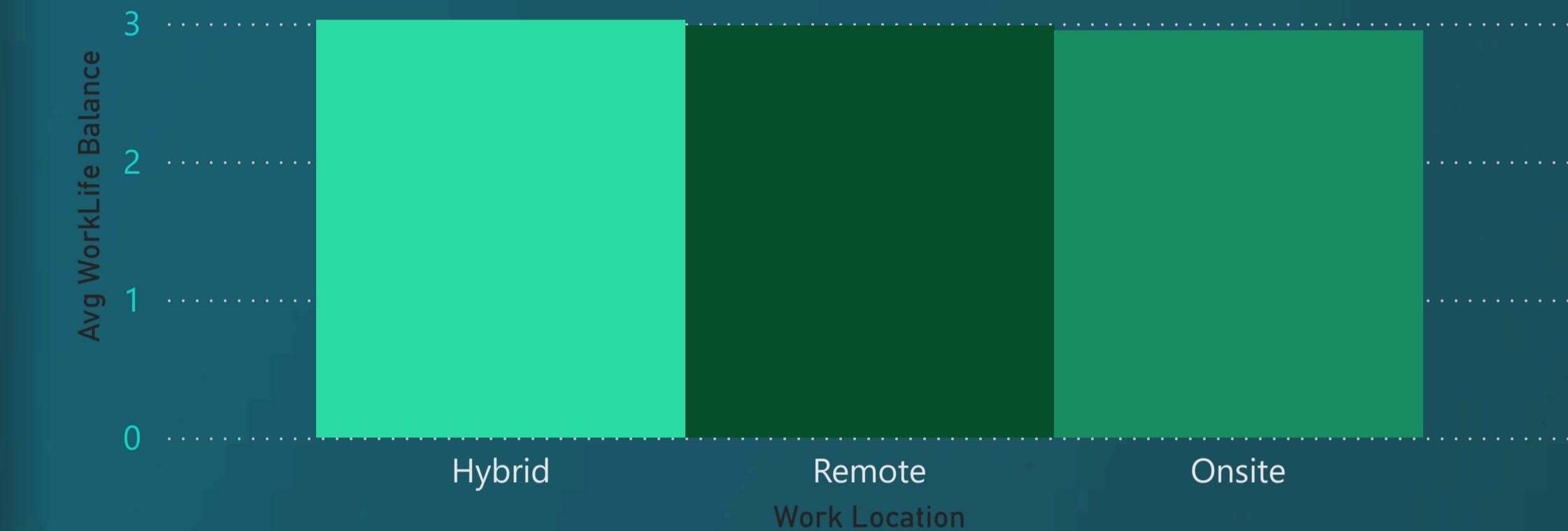
Average Well-being



Total Employees by Mental Health Condition and Work Location



Avg WorkLife Balance by Work Location

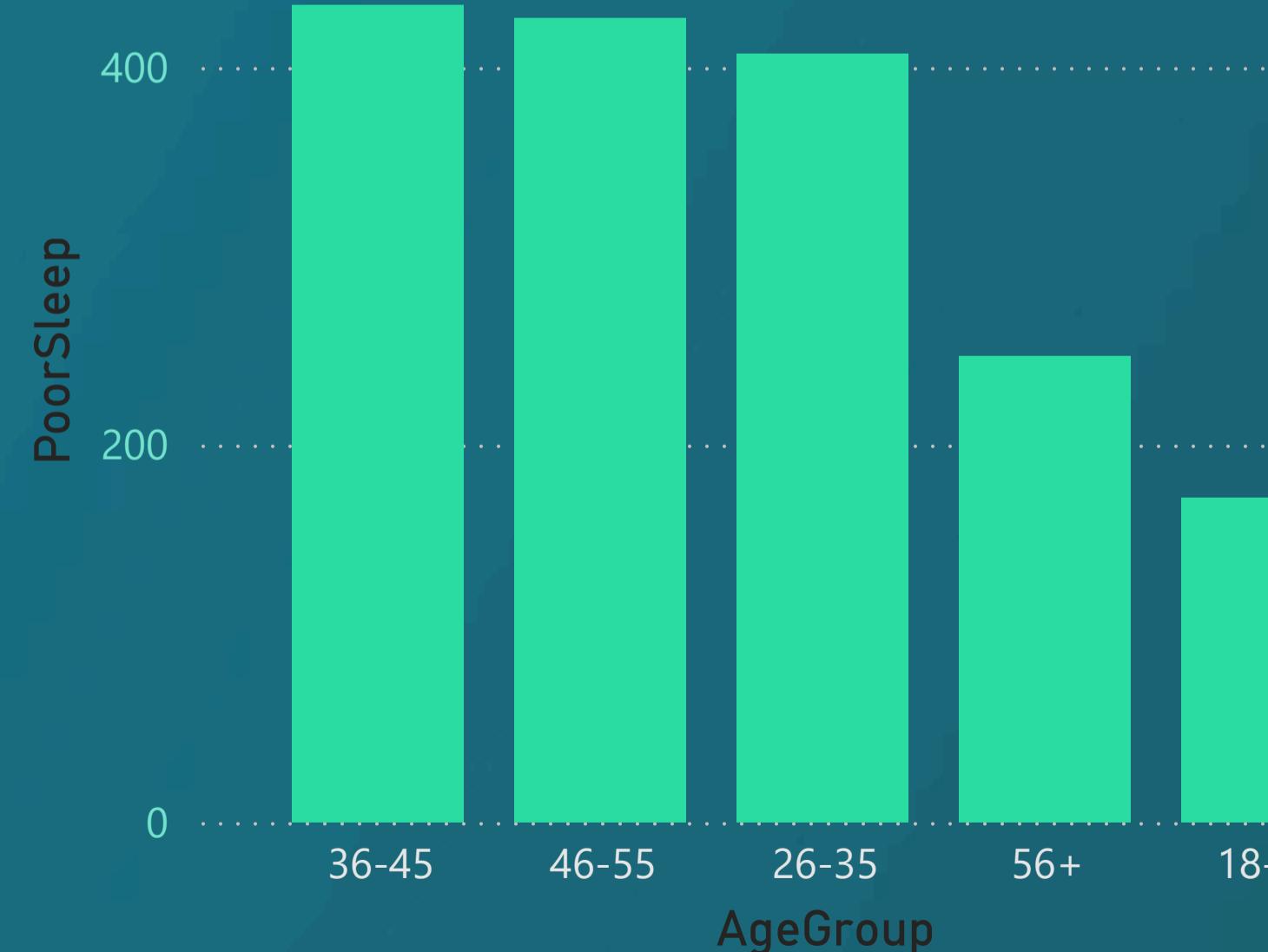


Employee Health and Wellbeing

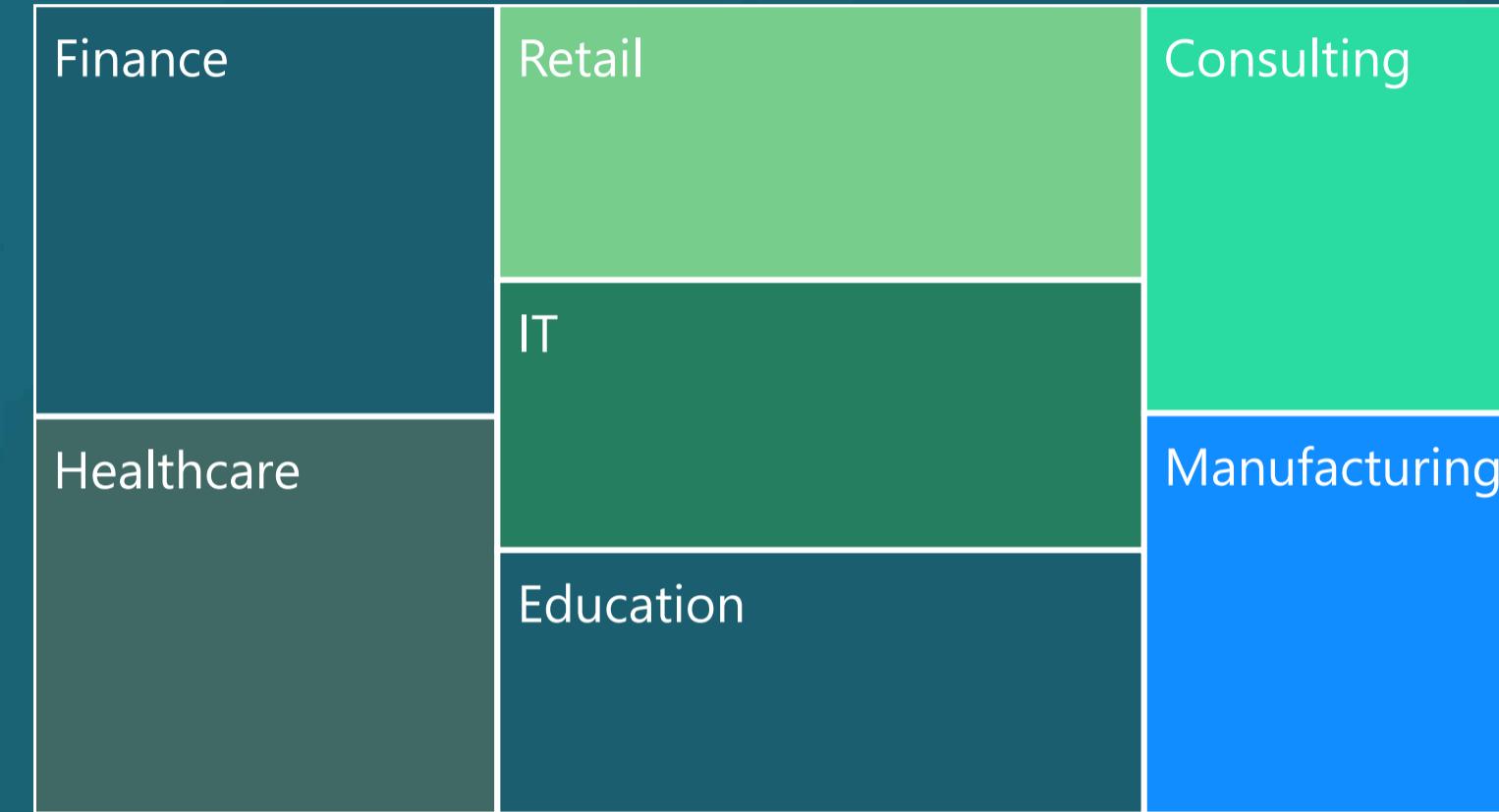
MENTAL HEALTH RESOURCES ACCESS



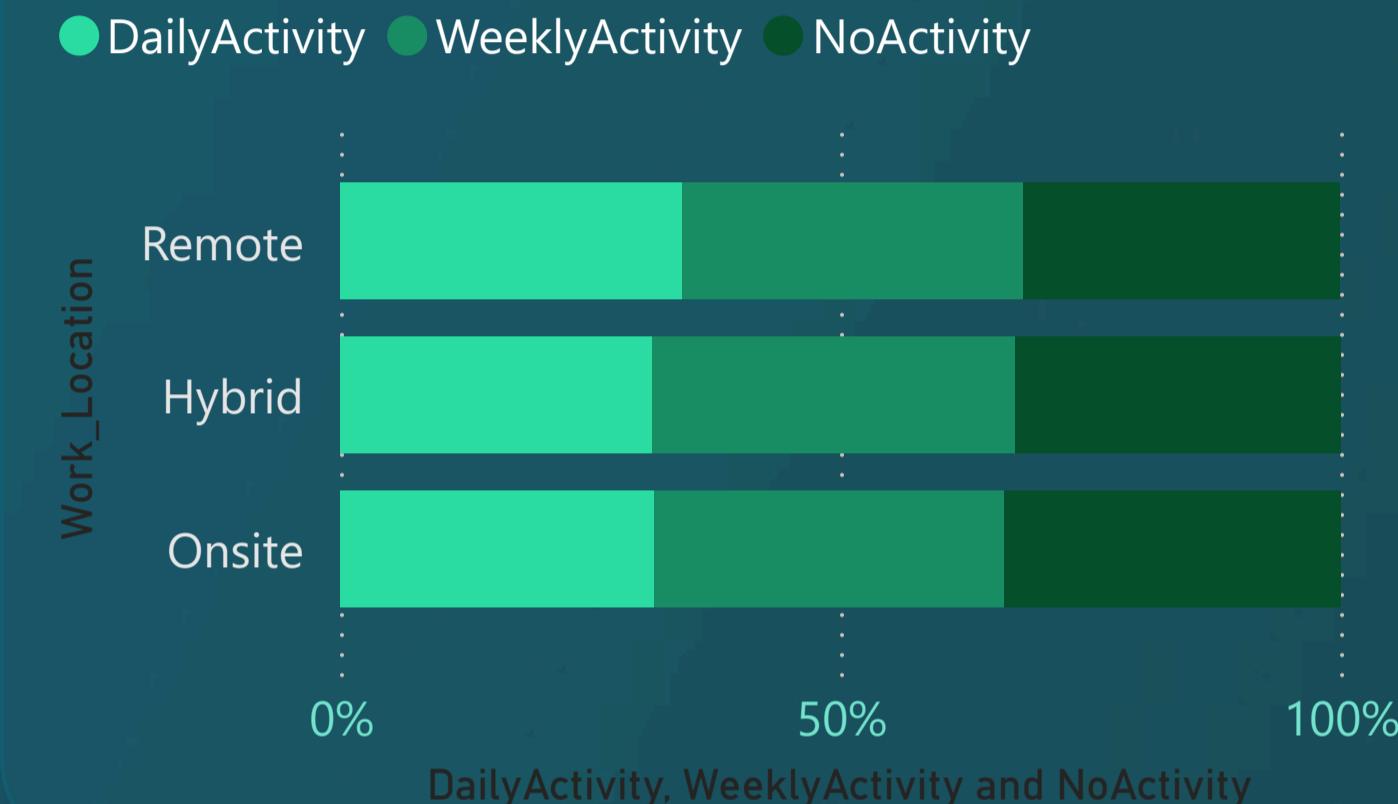
Sleep level by AgeGroup



HighStressCount by Industry



Physical Activity and Work Location

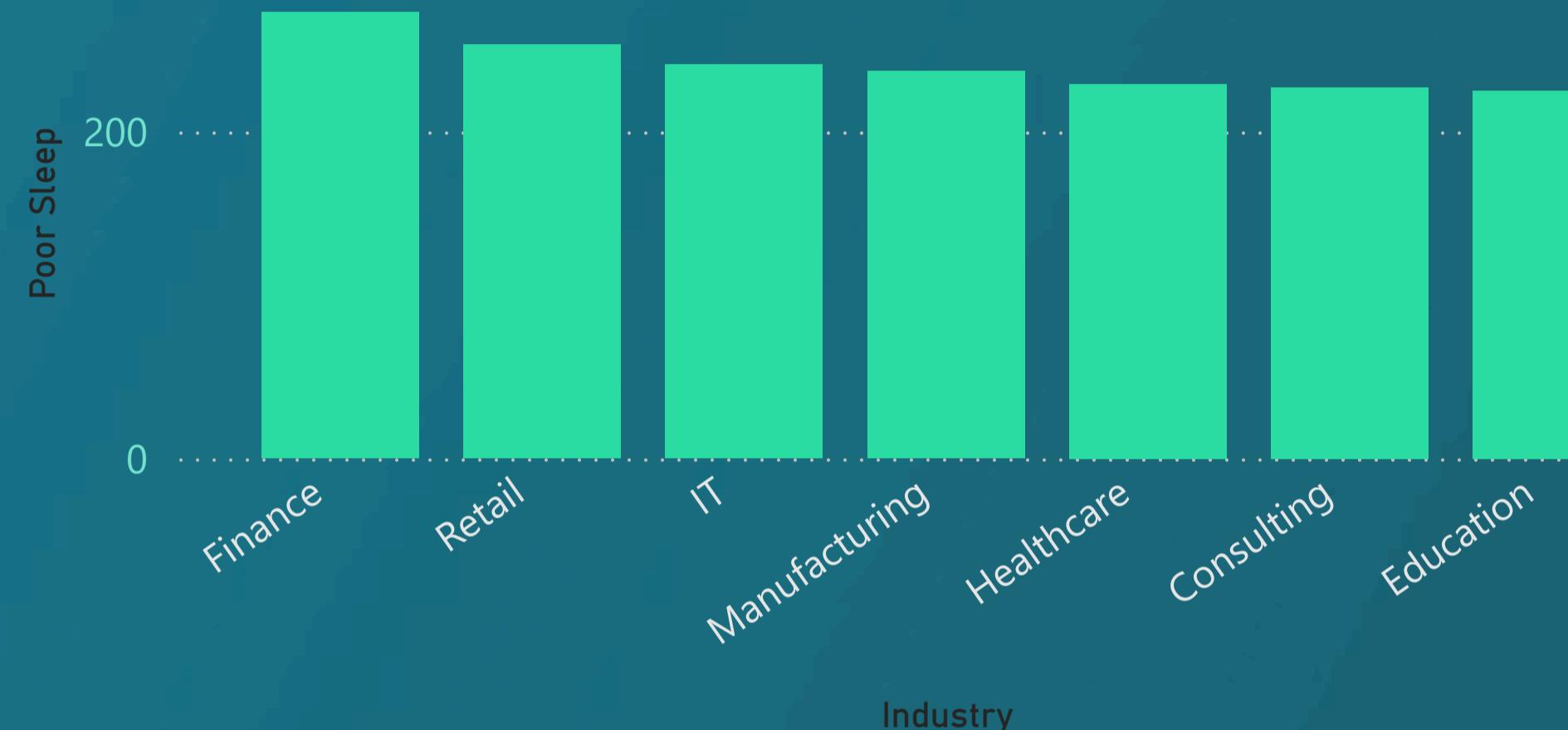


Isolation Rating by Work Location

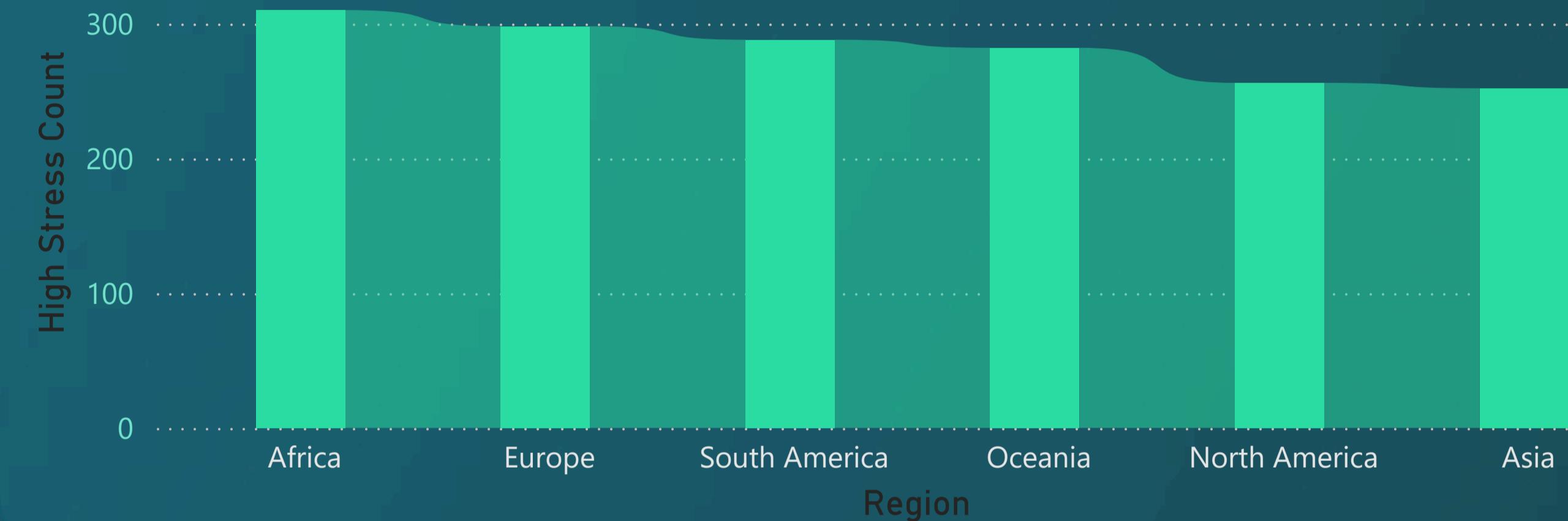


Regional and Industry Insights

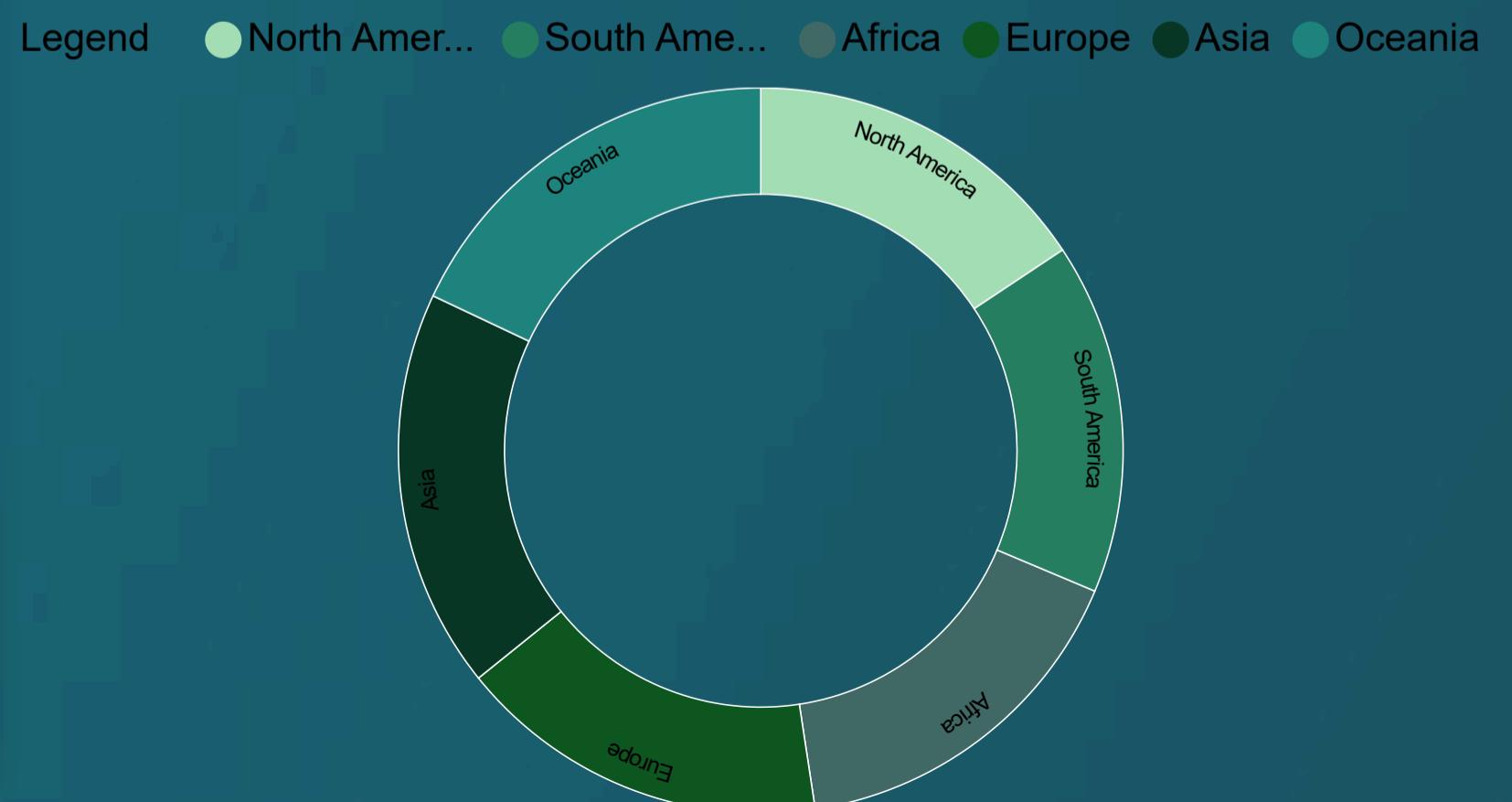
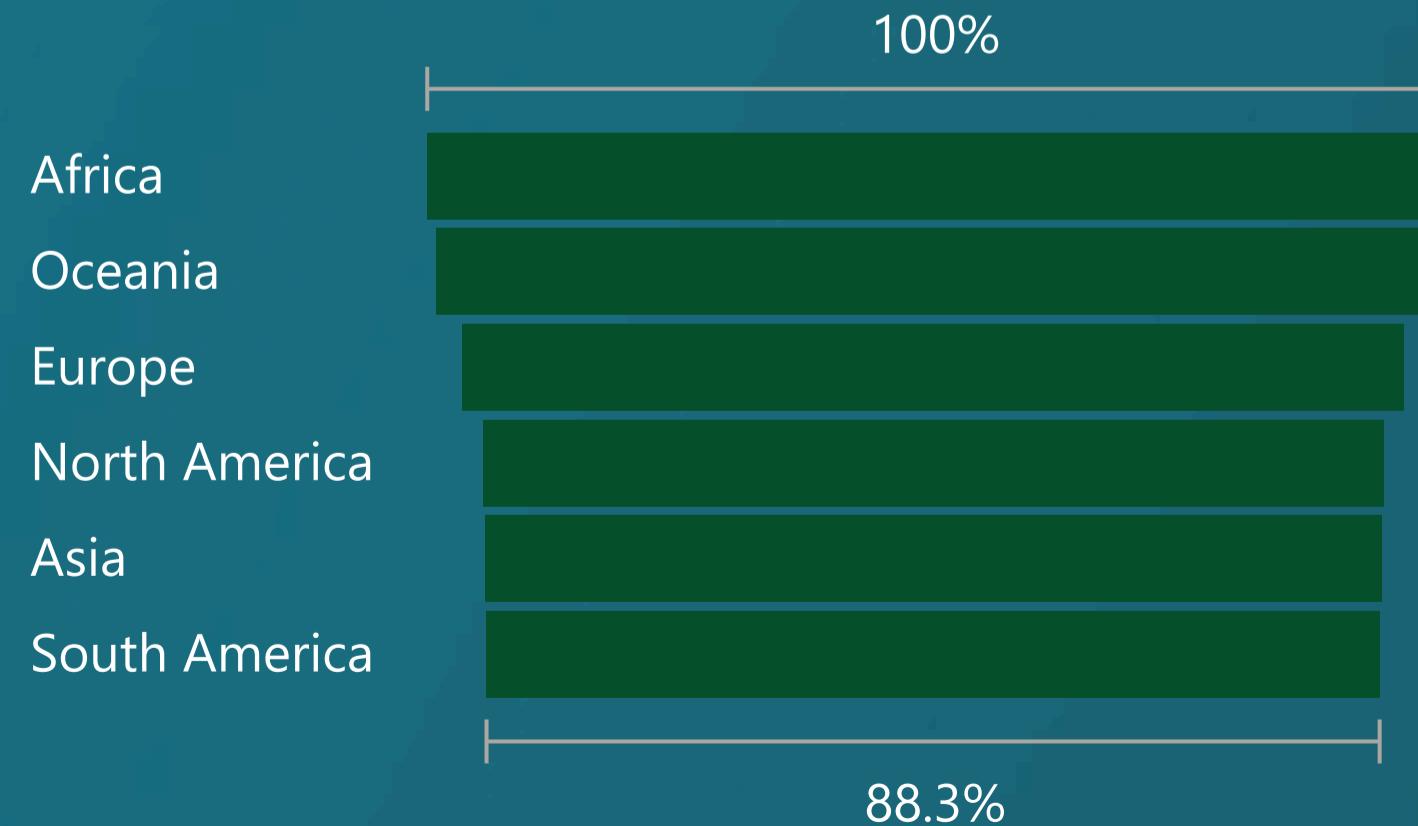
Poor Sleep by Industry



High Stress Count by Region



Daily Activity by Region



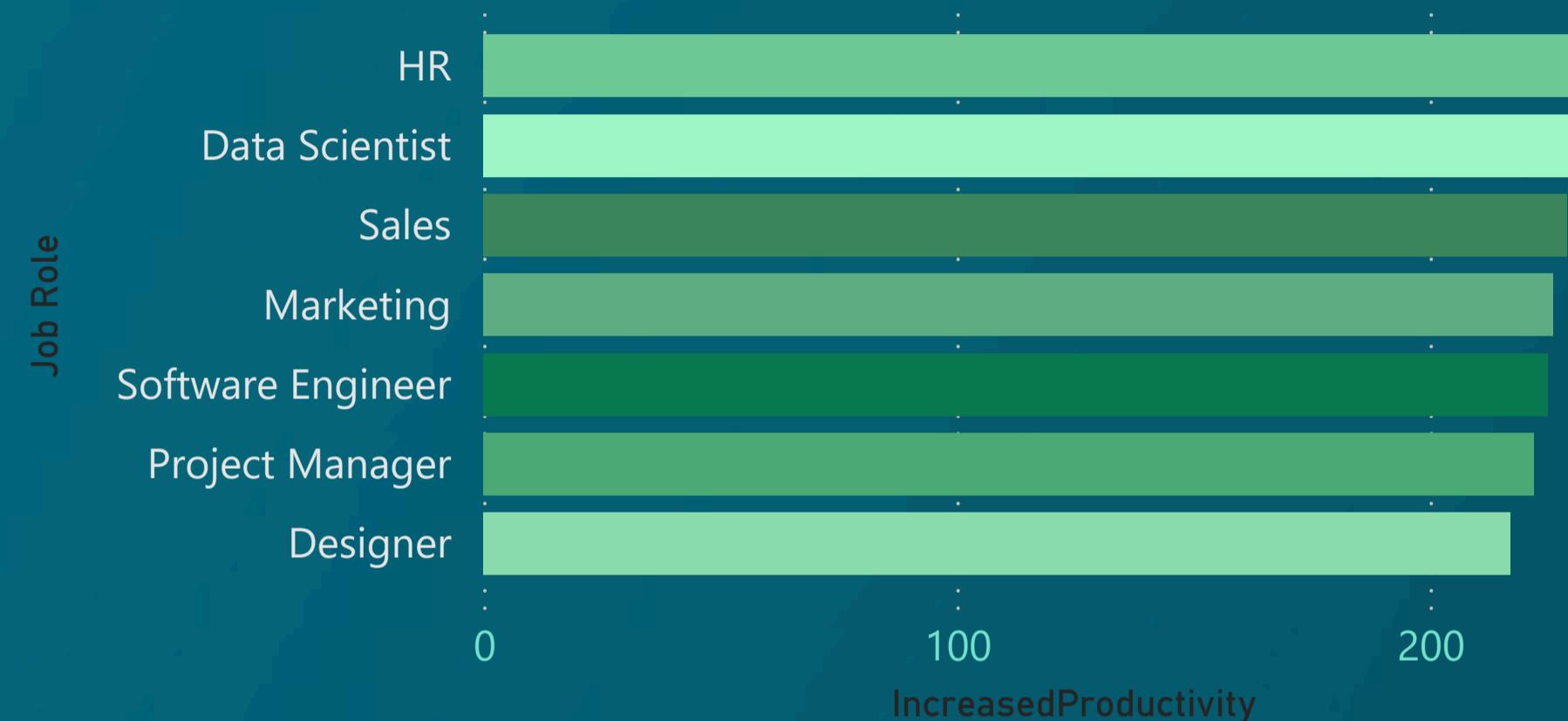
At 273, Finance had the highest Poor Sleep and was 21.33% higher than Education, which had the lowest Poor Sleep at 225.

Finance accounted for 16.20% of Poor Sleep.

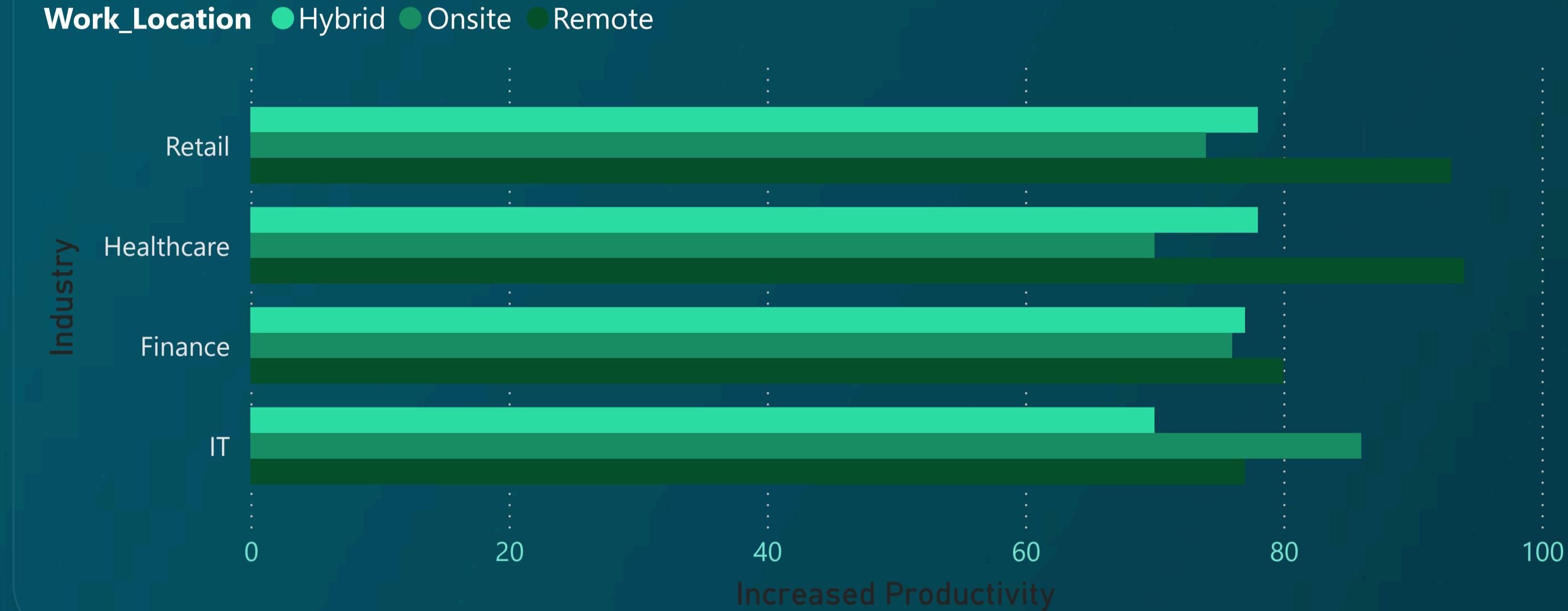
Across all 7 Industry, Poor Sleep ranged from 225 to 273.

Productivity and Job Satisfaction

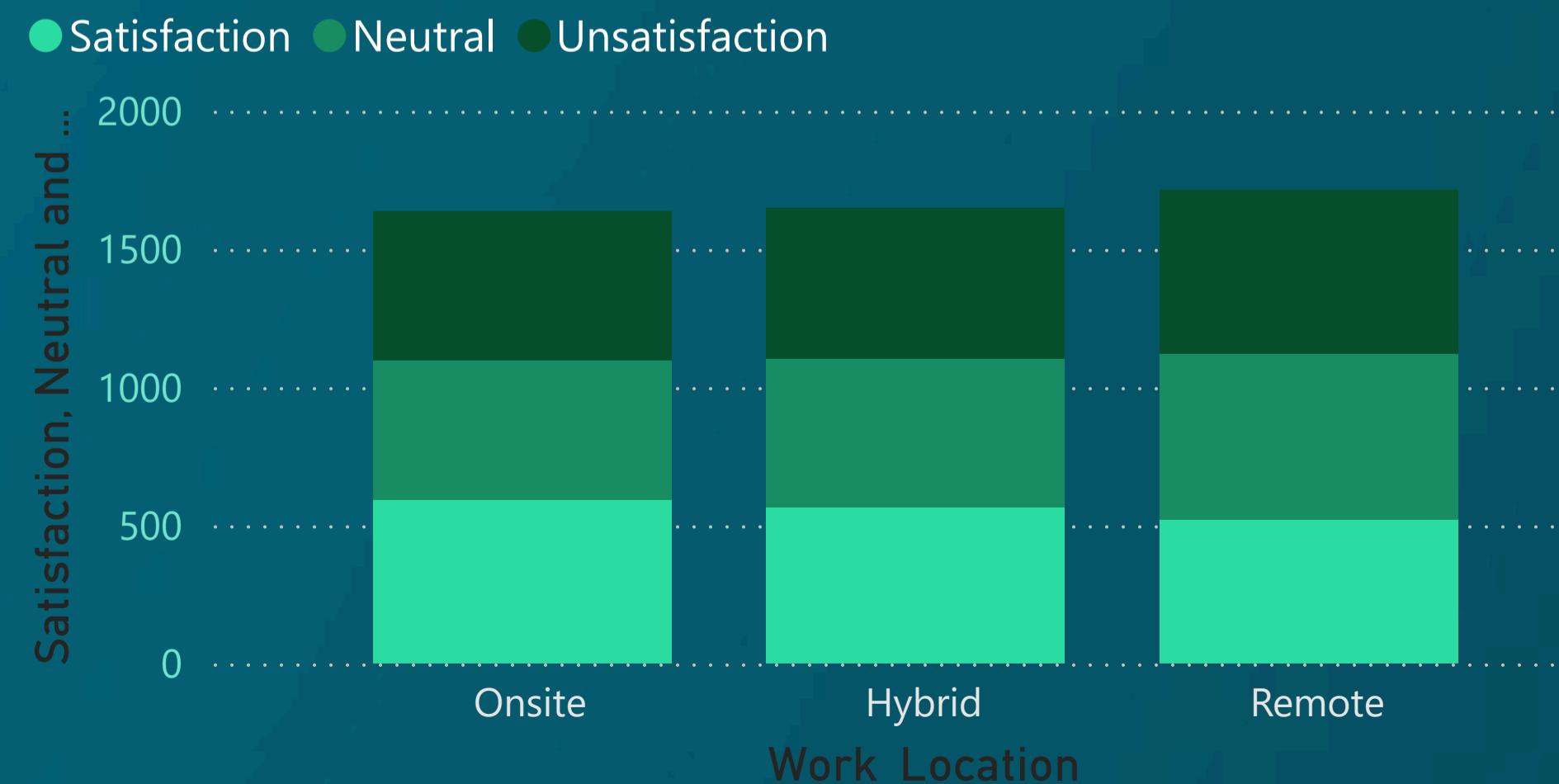
Changes in Productivity by Job Role



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.