



# **Burn Baby Burn:** Burnout in the Tech Industry

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# Background & Motivation

What is burnout?

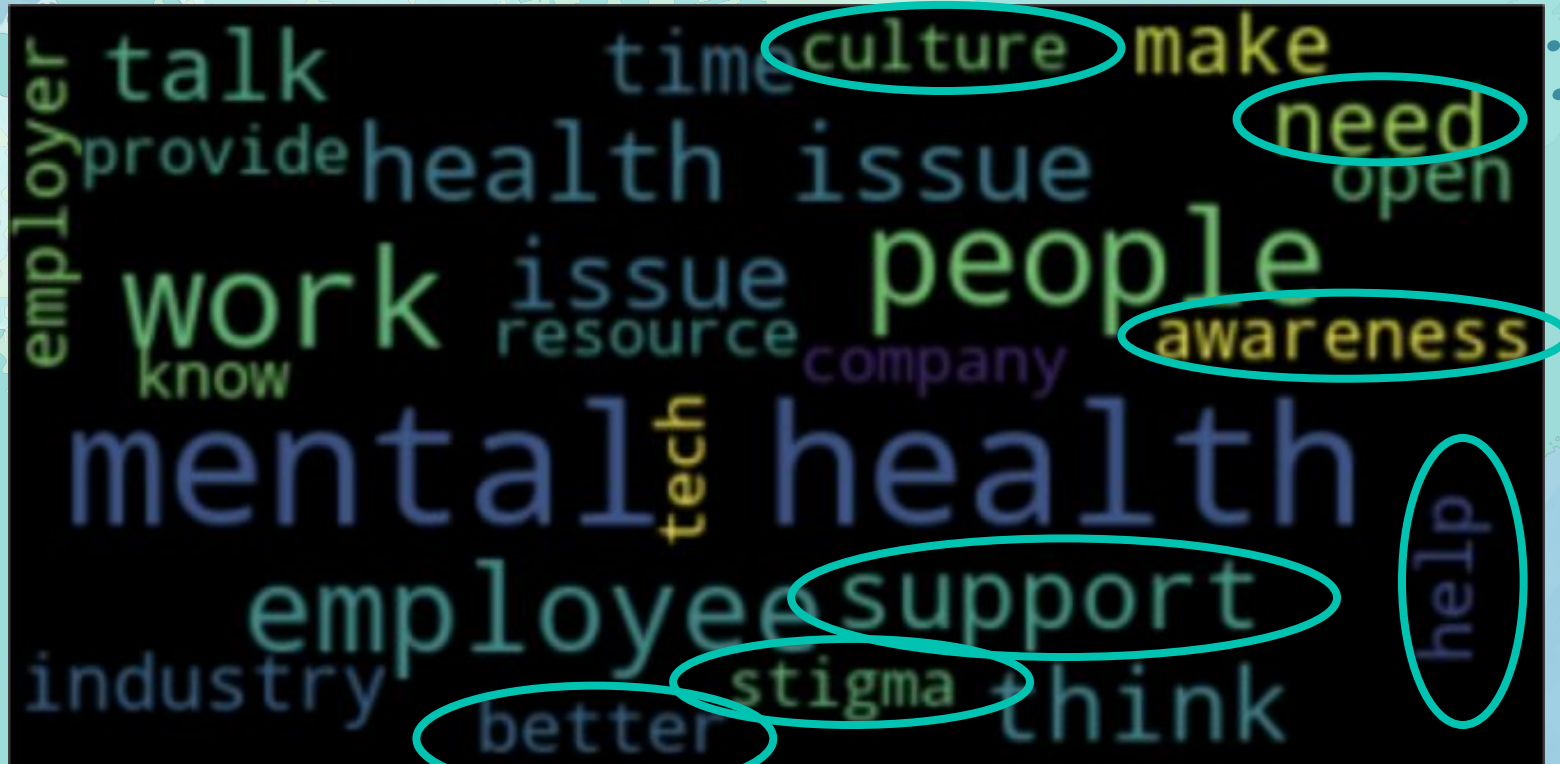
- Coined in the 1970's by American psychologist Herbert Freudenberger.
- The result of excessive and prolonged stress in the workplace.
- Symptoms include lower productivity, fatigue, insomnia, detached relationships, vulnerability to illness, and more.
- Recognized as a medical diagnosis in 2019.

**This presentation is intended for an employer that has collected survey data from their employees.**

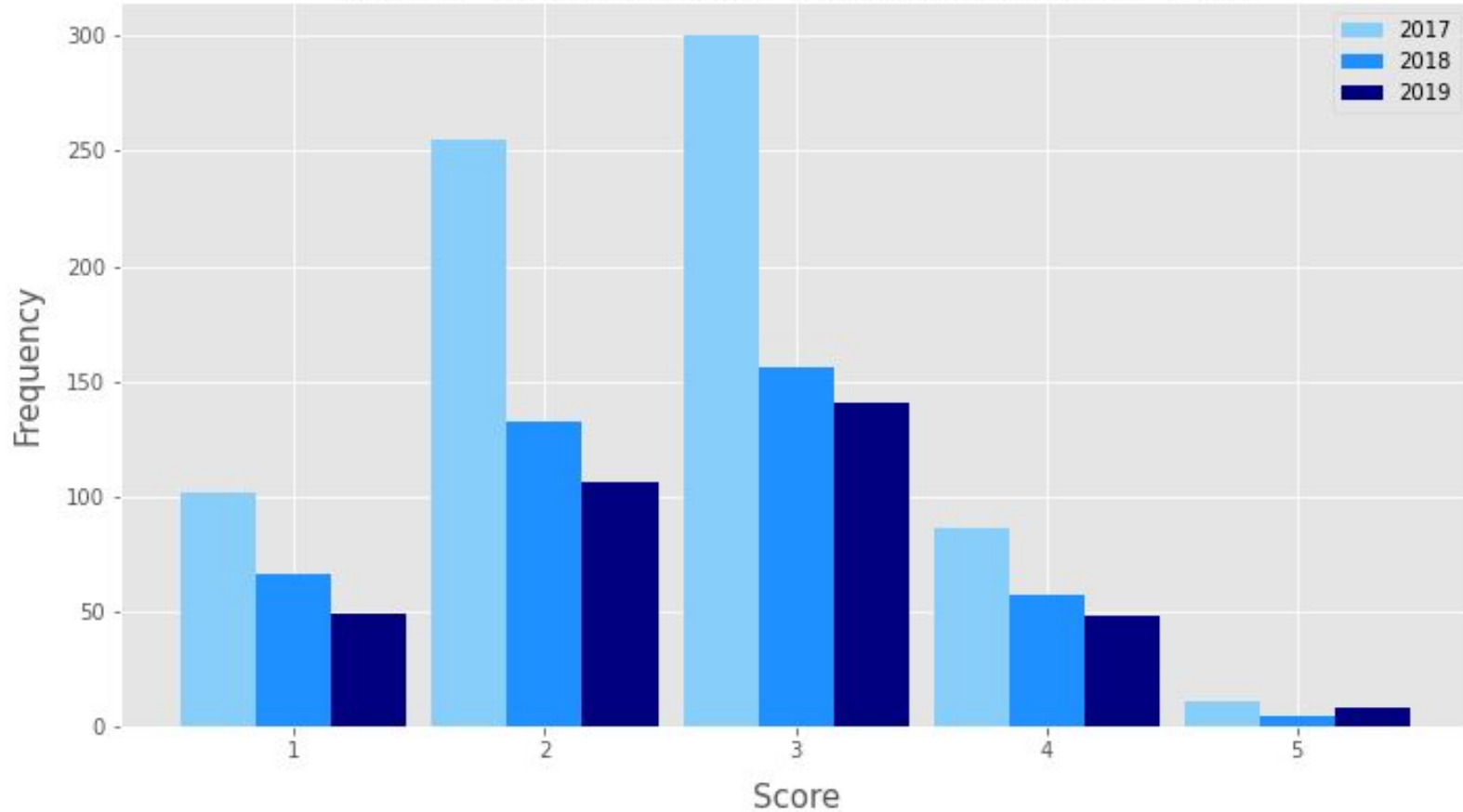
# The Data

- 2014 to 2019 employee survey data regarding 118 questions related to burnout in the workplace
- Survey responses were gathered on a volunteer basis
- Sample questions included:
  - **Do you believe your productivity is ever affected by a mental health issue?**
  - **Describe the conversation with coworkers you had about your mental health including their reactions.**
- Approach to non responses

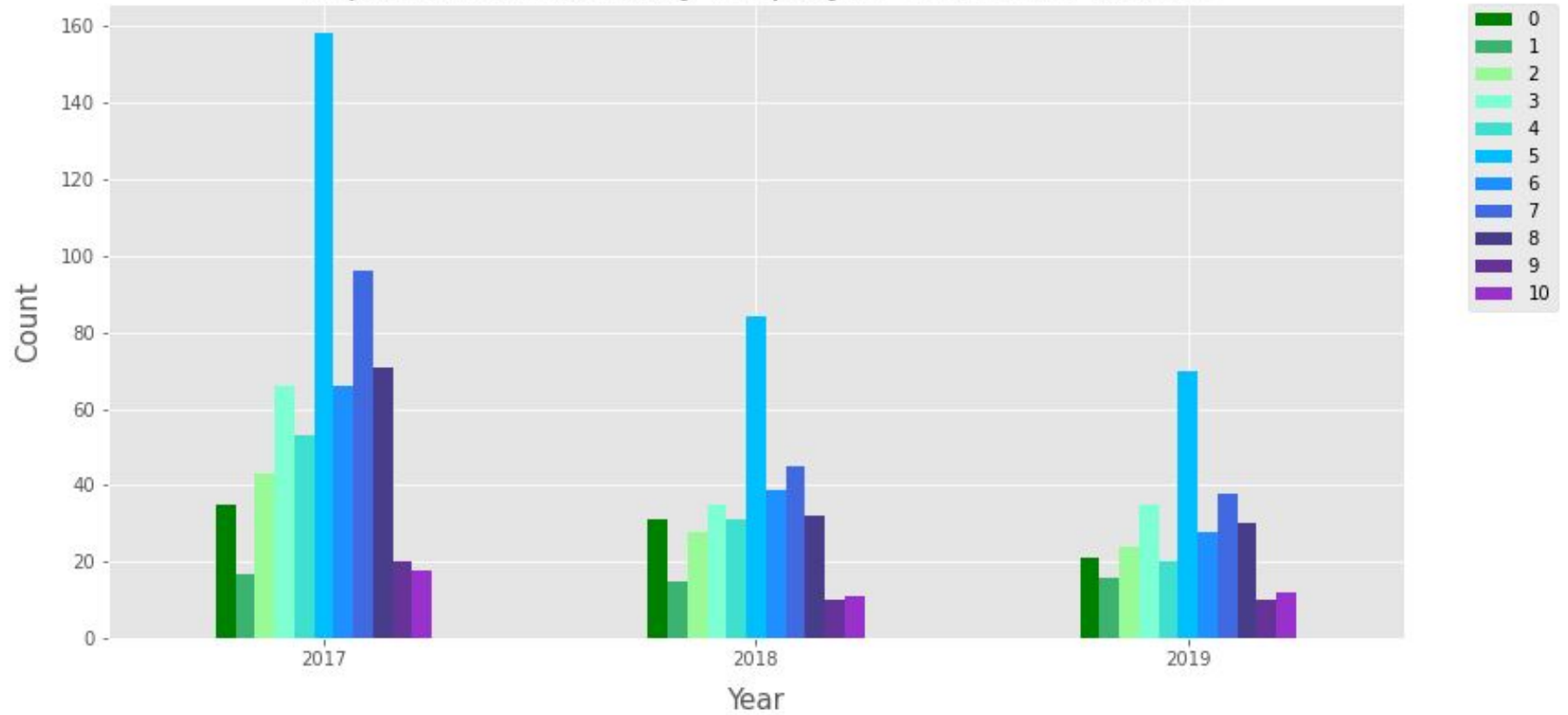
# Supports for Mental Health



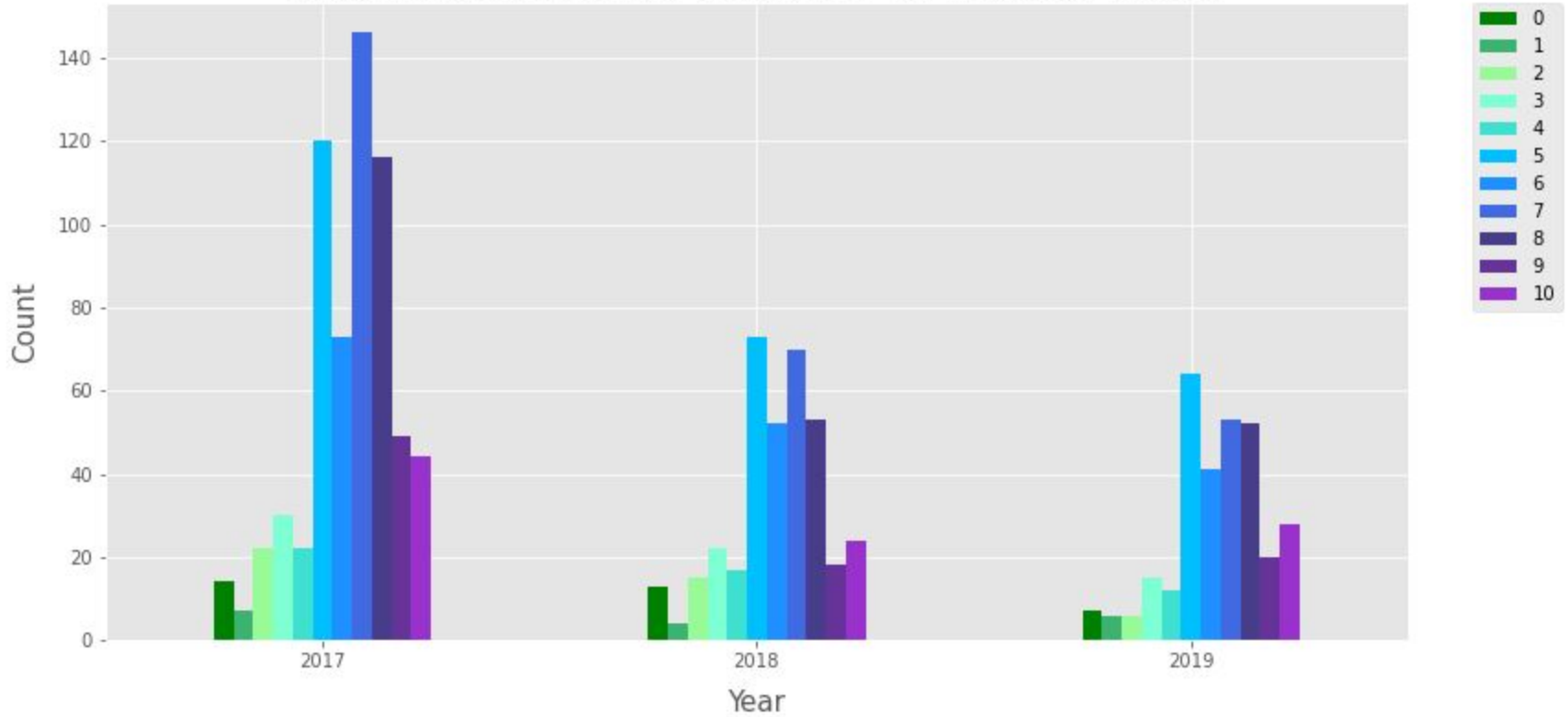
## Rating of Support for Mental Health in Tech



# Importance Placed by Employer on Mental Health

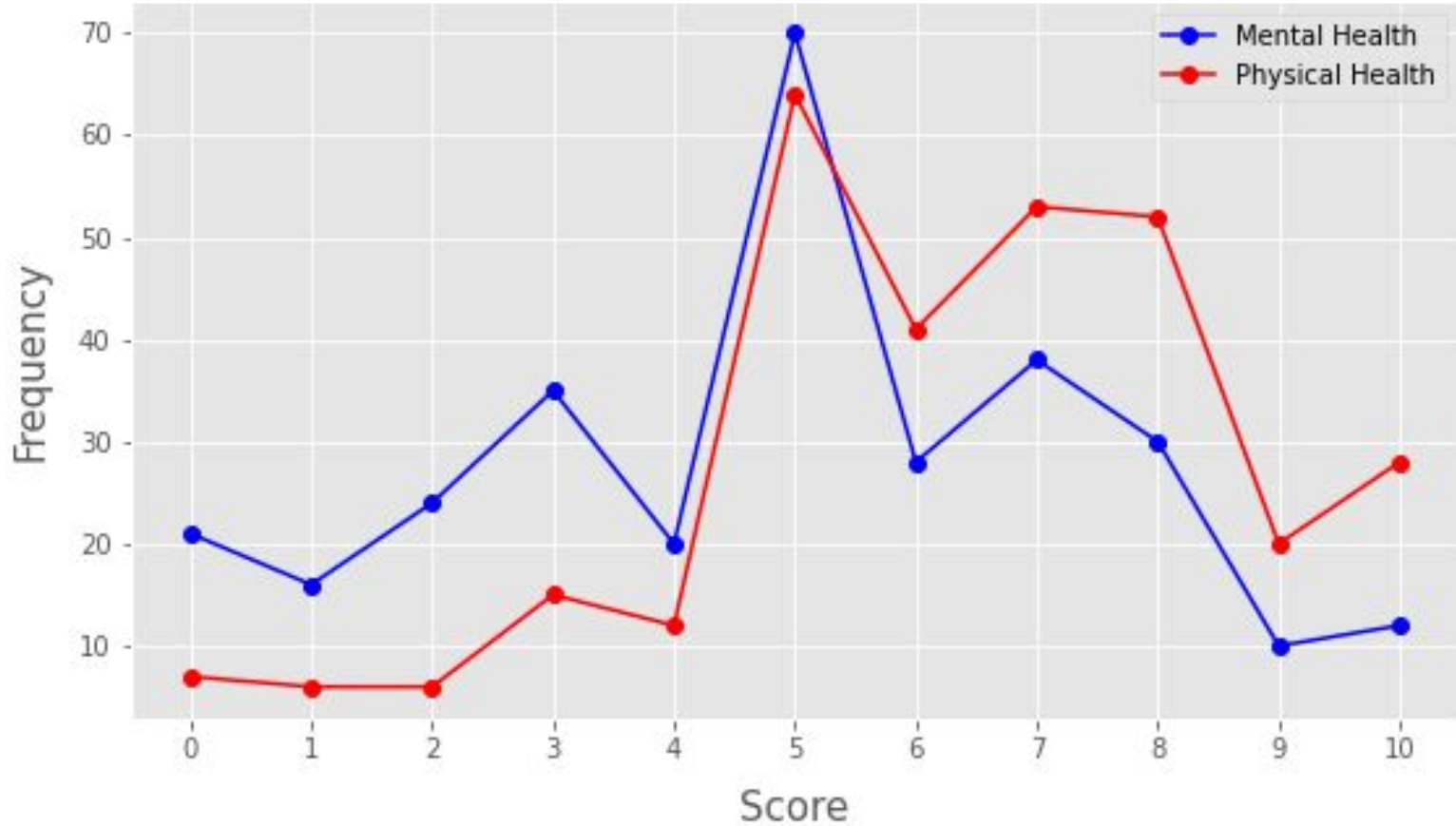


# Importance Placed by Employer on Physical Health





# Importance Placed by Employer in 2019





# Conclusion and Future Study

- Outside of the mean value, the perceived importance of mental health is not as high as physical health.
- In general this dataset brings up more questions than answers.
  - How can we obtain a dataset with limited absence of responses to generate a hypothesis test? There were too many imbalanced classes
  - How can a measurable value be established for burnout?
  - What are action responses that can be implemented with better data?

# Technology Stack



# Contact Information

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