



# Mental Health in the Tech Field

By Nina Rice

# Questions

## **The aim of my investigation:**

Which workplace factors seem to have the strongest relationship with mental health among employees in the tech industry?

What are the negative implications on one's career when dealing with mental health conditions?

# Background

## **Why do I care?**

Having studied Clinical Psychology in undergrad, I'm interested in the role that mental health has on the wellbeing of our world.

It's important that we can sustainably make our mental wellbeing a daily priority.

This may affect us in our future careers!

# Data

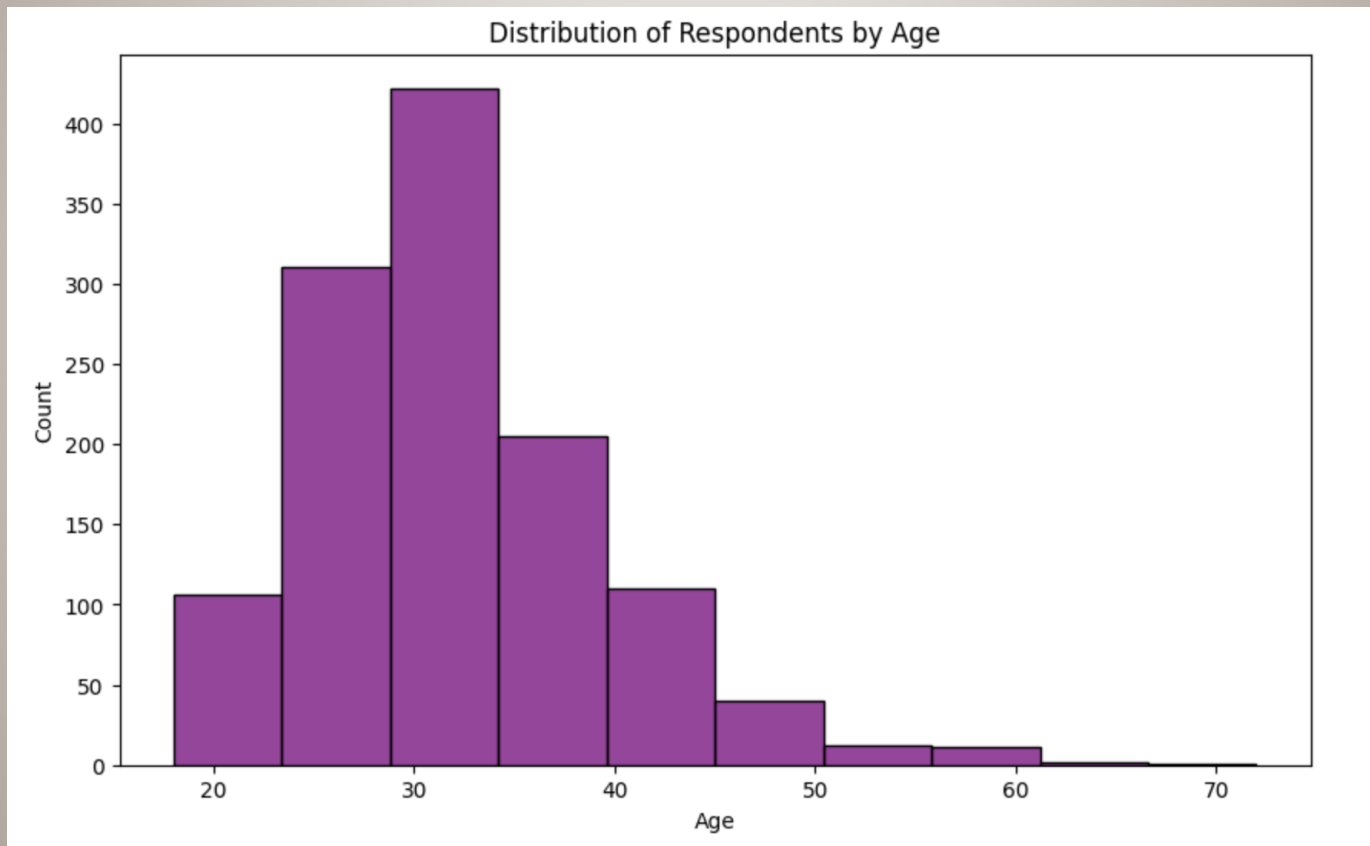
Survey data collected by Open Sourcing Mental Health in 2014 <https://www.kaggle.com/datasets/osmi/mental-health-in-tech-survey>

Measures attitudes towards mental health and frequency of mental health conditions in the tech workplace (n = 1259)

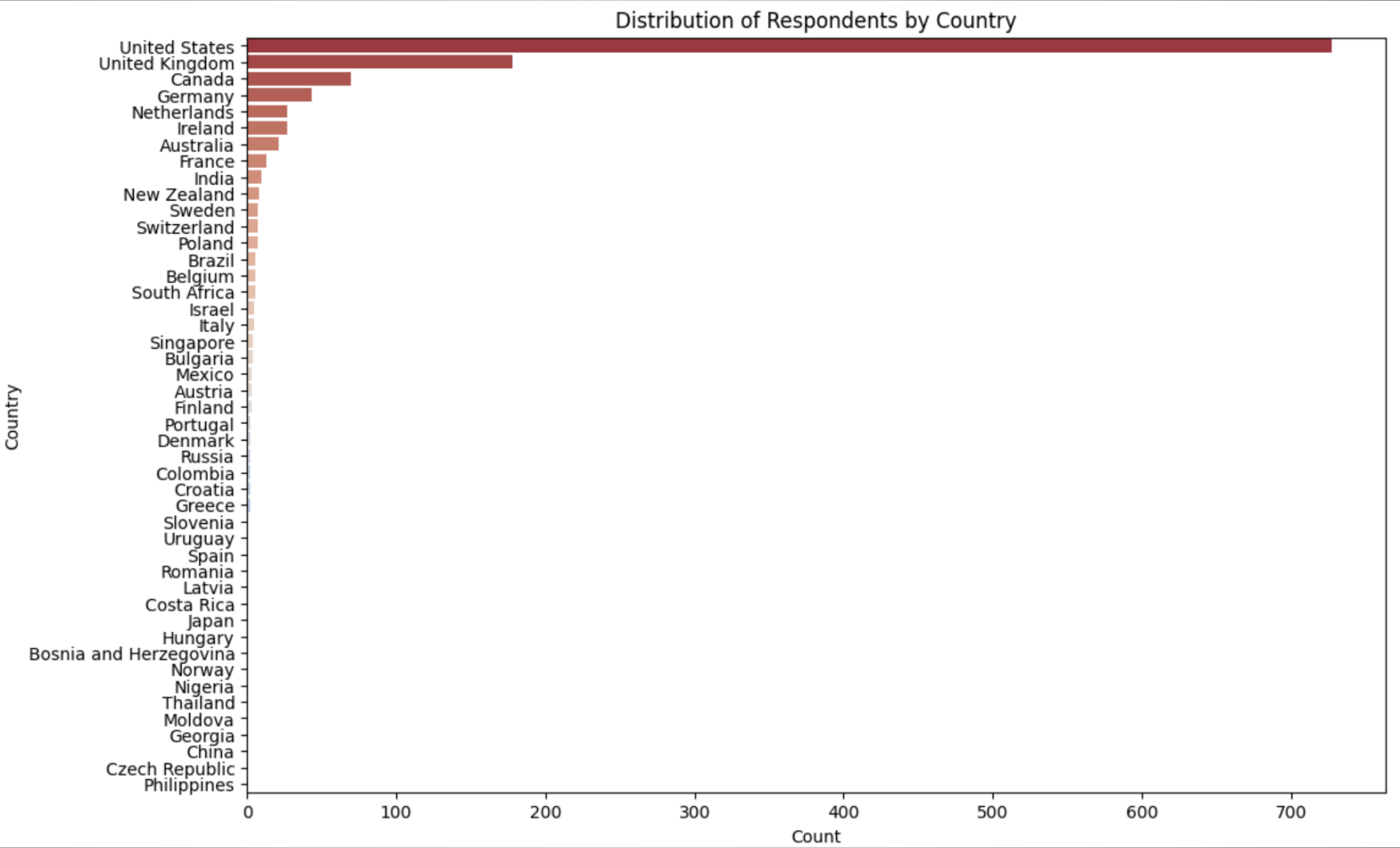
## Example items

```
# work_interfere: If you have a mental health condition, do you feel that it interferes with your work?  
# no_employees: How many employees does your company or organization have?  
# remote_work: Do you work remotely (outside of an office) at least 50% of the time?  
# tech_company: Is your employer primarily a tech company/organization?  
# benefits: Does your employer provide mental health benefits?  
# care_options: Do you know the options for mental health care your employer provides?  
# wellness_program: Has your employer ever discussed mental health as part of an employee wellness program?  
# seek_help: Does your employer provide resources to learn more about mental health issues and how to seek help?
```

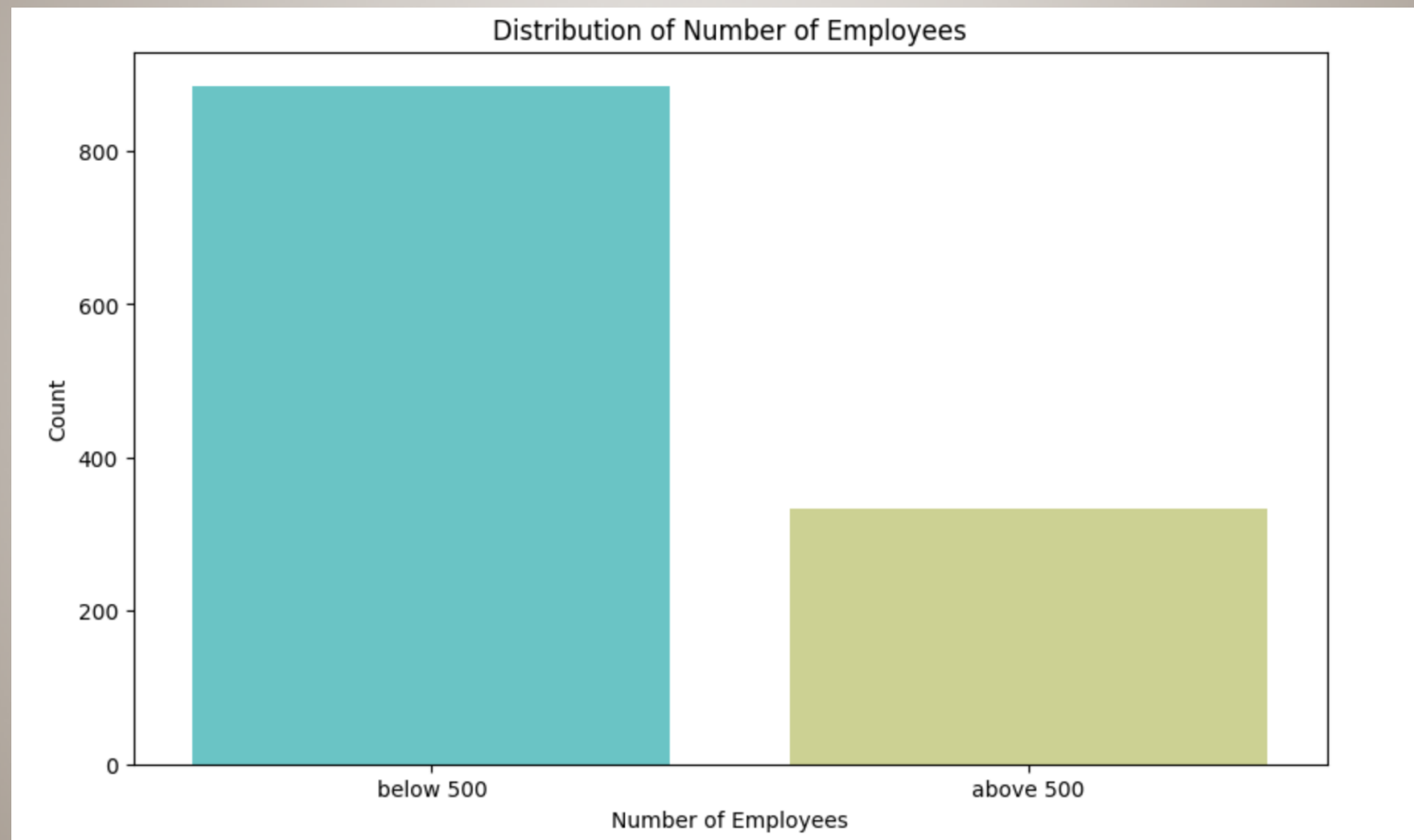
# Data



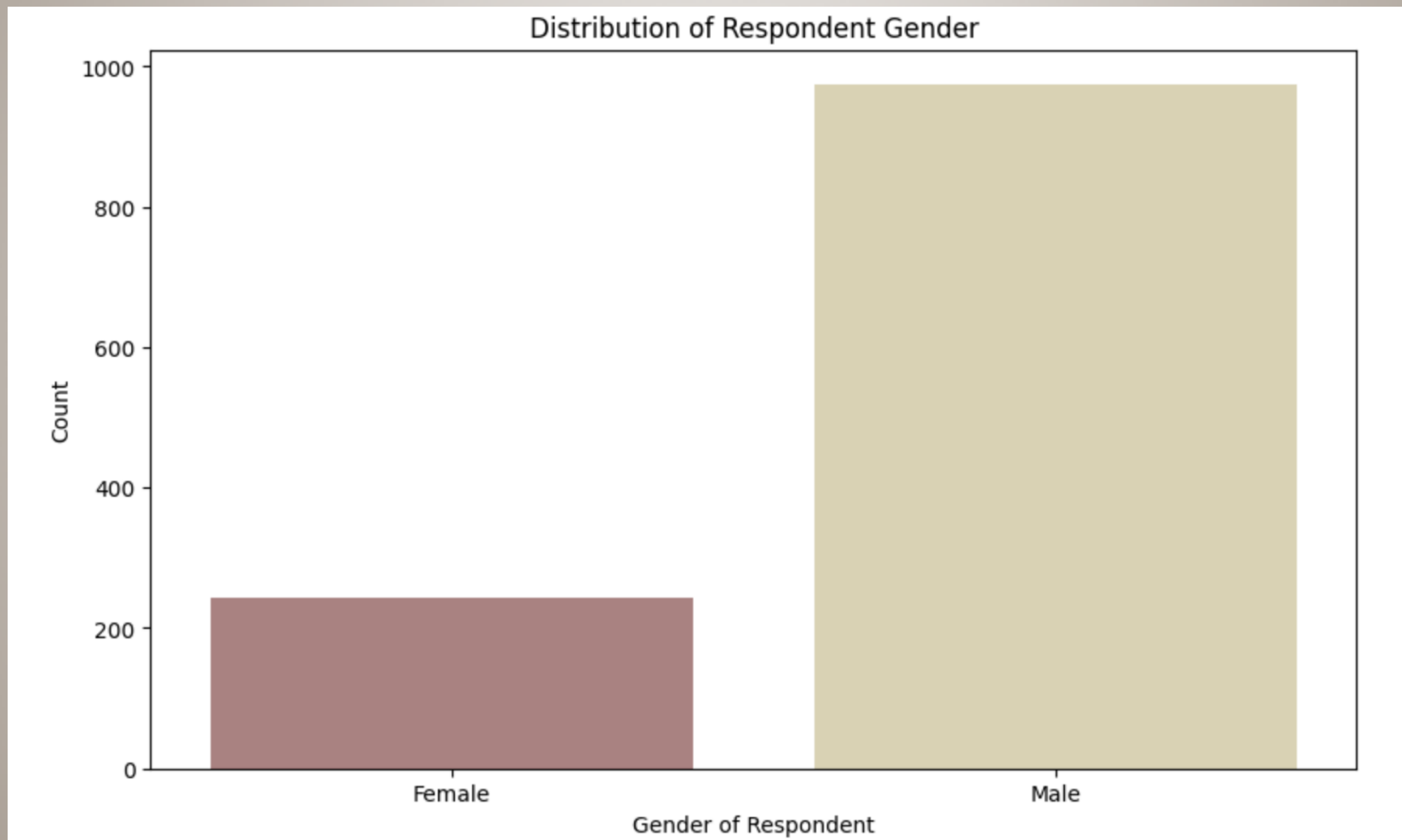
# Data



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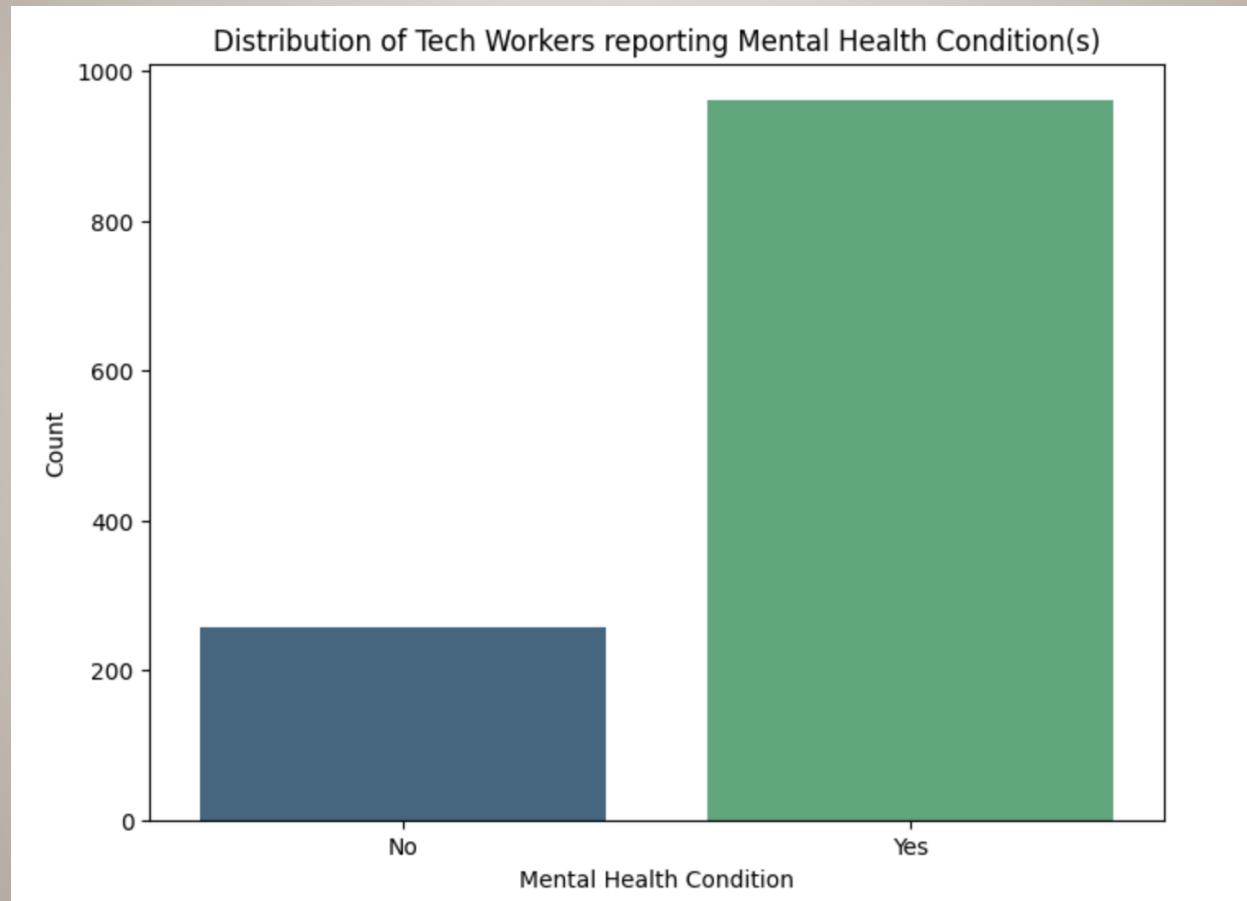


# Data





# Data



# Process

**Two logistic regressions:** Presence of mental health condition (mh\_cond) & Observance of negative consequences for those with mental health conditions in workplace (obs\_consequence)

**Independent variables included:** Family history, Treatment status, Remote work status, Type of company, Option to take MH leave, Availability of wellness program, Willingness to disclose MH during interview, Knowledge of care options available, Availability of MH related benefits, Employer provided resources

# Results

Dependent variable: mental health condition

## Logit Regression Results

Dep. Variable:	mh_cond	No. Observations:	1219			
Model:	Logit	Df Residuals:	1208			
Method:	MLE	Df Model:	10			
Date:	Thu, 05 Sep 2024	Pseudo R-squ.:	0.3175			
Time:	00:24:17	Log-Likelihood:	-428.52			
converged:	True	LL-Null:	-627.85			
Covariance Type:	nonrobust	LLR p-value:	1.813e-79			
	coef	std err	z	P> z	[0.025	0.975]
const	-0.4040	0.304	-1.328	0.184	-1.000	0.192
family_history	0.4309	0.210	2.048	0.041	0.019	0.843
treatment	4.4800	0.515	8.703	0.000	3.471	5.489
remote_work	0.0955	0.187	0.511	0.609	-0.271	0.462
tech_company	0.2075	0.220	0.941	0.347	-0.225	0.640
leave	0.3783	0.135	2.796	0.005	0.113	0.643
wellness_program	0.1869	0.292	0.640	0.522	-0.386	0.759
mental_health_interview	-0.1267	0.489	-0.259	0.796	-1.086	0.833
care_options	0.0757	0.227	0.333	0.739	-0.369	0.521
benefits	0.0136	0.194	0.070	0.944	-0.367	0.394
seek_help	0.2268	0.289	0.786	0.432	-0.339	0.792

# Results

Dependent variable: mental health condition

**Family History** (Coefficient = 0.431,  $P = 0.041$ )

- Having a family history of mental health conditions correlates with increased likelihood of having a mental health condition.

**Leave** (Coefficient = 0.378,  $P = 0.005$ )

- Taking leave for mental health conditions is correlated with having a mental health condition.

**Wellness Program** (Coefficient = 0.187,  $P = 0.005$ )

- Having a wellness program correlates with the likelihood of employees' having mental health conditions.

**Insignificant correlations**

- Remote work, Type of company, Availability of wellness programs, Willingness to disclose MH during interview, Knowledge of care options, Availability of MH related benefits, Employer provided resources

# Results

Dependent variable: observance of negative consequences

## Logit Regression Results

Dep. Variable:	obs_consequence	No. Observations:	1219			
Model:	Logit	Df Residuals:	1208			
Method:	MLE	Df Model:	10			
Date:	Thu, 05 Sep 2024	Pseudo R-squ.:	0.1050			
Time:	17:43:35	Log-Likelihood:	-448.83			
converged:	True	LL-Null:	-501.47			
Covariance Type:	nonrobust	LLR p-value:	4.782e-18			
	coef	std err	z	P> z	[0.025	0.975]
const	-2.7695	0.315	-8.806	0.000	-3.386	-2.153
family_history	0.4759	0.185	2.576	0.010	0.114	0.838
treatment	0.5680	0.197	2.881	0.004	0.182	0.954
remote_work	-0.3368	0.201	-1.678	0.093	-0.730	0.057
tech_company	-0.2168	0.212	-1.023	0.306	-0.632	0.199
leave	0.6846	0.106	6.476	0.000	0.477	0.892
wellness_program	0.3170	0.271	1.171	0.242	-0.214	0.848
mental_health_interview	-0.6818	0.638	-1.068	0.286	-1.933	0.569
care_options	0.1395	0.192	0.725	0.469	-0.238	0.517
benefits	-0.5033	0.198	-2.542	0.011	-0.891	-0.115
seek_help	0.3847	0.264	1.458	0.145	-0.132	0.902

# Results

Dependent variable: observance of negative consequences

## **Family History** (Coefficient = 0.476, $P = 0.010$ )

- Having a family history of mental health conditions correlates with a person observing consequences for mental health conditions within their workplace.

## **Treatment** (Coefficient = 0.568, $P = 0.004$ )

- Receiving treatment for mental health conditions significantly correlates with the likelihood of a person observing consequences for mental health conditions within their workplace.

## **Leave** (Coefficient = 0.685, $P < 0.001$ )

- Taking mental health leave is strongly associated with an increased likelihood of a person observing consequences for mental health conditions within their workplace, and this effect is highly statistically significant.

## **Benefits** (Coefficient = -0.503, $P = 0.011$ )

- Availability of benefits is negatively correlated with the likelihood of a person observing consequences for mental health conditions within their workplace, and this effect is statistically significant.

# Results

Dependent variable: observance of negative consequences

## **Insignificant correlations**

- Remote work, Type of company, Availability of wellness programs, Willingness to disclose MH during interview, Knowledge of care options, Employer provided resources

# Conclusions

Workplaces with non-supportive leave policies and insufficient mental health benefits are more likely to exhibit negative consequences for employees dealing with mental health issues.

There are mixed interactions between employees' mental health status and workplace benefits/care options/resources, maybe indicating that this is not typically a high priority for people when choosing a place of work despite their experiences with mental health conditions



## Limitations & Future Research

Limited to pre-existing data with underrepresented subgroups

There are other factors involved in mental health and worklife that may have been looked over

Could be beneficial to build a model that demonstrates estimated changes in mental health based on implementation of wellness programs or other factors

More resources, social support, and education