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Abstract

Mental health is a topic that has garnered a lot of attention. Specifically, companies and organizations have been working to implement organization level interventions while simultaneously aiming to provide a healthy working environment (Leka & Nicholson, 2019). These interventions seek to prevent mental health related issues but often have many implementation issues (Leka & Nicholson, 2019). Research has shown that, in recent years, approximately 20% of the adult population has a mental health problem (International Labour Organization, 2000). Consequently, the COVID-19 Pandemic has exacerbated mental health problems (Hossain et. al., 2020). Mental health can also affect an individual's performance within the workplace (International Labour Organization, 2000). This can result in negative workplace behaviours such as absenteeism, greater sick leave requirements, and reduced productivity (International Labour Organization, 2000). However, this is not a problem that employees need to solve on their own. Workplace stress is one of the major sources of workplace related mental health issues globally (Wang et. al., 2020). A study conducted showed that a toxic work environment has a negative correlation with project success (Wang et. al., 2020). This study also showed that organizational support can help overcome the many issues that employees may face in a toxic work environment (Wang et. al., 2020). In other words, although many workplaces are stressful and expect high output from employees providing adequate and thorough support for their employees can effectively negate a large amount of the workplace stress that may arise. The purpose of this paper is to explore how an organization, specifically in the technology sector, response to mental health affects their employees. This paper will explore the relationship between mental health/illnesses and employee performance in the workplace, whether treatment of mental health issues and/or remote work influences employee performance. Additionally, it will explore if the size or location, within the USA, of a company/organization

correlates with how comfortable employees are about speaking about their mental health. For example, disclosing it in interviews, talking to co-workers or supervisors, taking time off, and utilizing company benefits. The data used is part of an annual survey conducted by the Open Sourcing Mental Illness. This non-profit organization is dedicated to raising awareness, educating, and providing resources surrounding mental health/wellness in the tech communities (OSMI, 2015). The survey has been conducted yearly since 2014; the data used in this research paper will be from 2016. This year was chosen as it had the greatest number of responses. This paper will use data mining and knowledge discovery techniques, such as decision trees, Bayesian classification and more, to extract patterns and predict outcomes using the survey data.

References

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