

Exploring Mental Health of Tech Employees

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- Final Exam Report
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Summary Report

Mental health disorders are on the rise, especially in the tech industry. The employees experience high stress due to deadlines and peer pressure. Here we are trying to explore the mental health survey conducted over the years 2014 to 2016 to understand the issue from both employer and employee perspectives.

Key insights for employers:

- Overall, those who sought treatment for a mental health condition are around 51%. It shows that more than half the population of tech employees face mental issues during their careers.
- Females face more mental issues when compared to men.
- Mental issues interfere with the work and productivity at least once for more than half of tech employees.
- Overall, more females have a family history of mental health issues compared to men.
- Most employees either believe that their employers do not take their mental well-being seriously or are not aware of it.

Key insights for employees:

- Overall, only 38% percent responded that their employer provides mental health benefits. When comparing females and males, more females believe this compared to men.
- Most employers have never discussed mental health as a part of any employee wellness program
- Only a third of the employees know the options available for the mental health care provided by their employers
- Two-thirds of the tech employees have never been offered resources to make them aware of mental health and to seek help

From all the observations we can conclude that employers should provide more mental healthcare and benefits to employees. Many employees are not aware of the options available to them. Hence the employees must be made aware of the resources available and should be encouraged to reach out in case of need.