**Workplace Impact on Mental Health**

The dataset I have selected is from a 2014 survey that measures attitudes towards mental health and frequency of mental health disorders in the tech workplace.

My target variable here is 'treatment'. Workplaces which promote mental health and support their employees through different benefits and wellness programs will see more people opting for treatments and other kind of help if needed.

Also, such companies will benefit as well if the employees feel cared for, feel happy as that will improve their work quality and their likelihood to stay with the employer.

By initial exploration of the dataset, I selected below listed variables which I thought will be useful and influence the target variable ‘Treatment’:

Age, Gender, family\_history, benefits, wellness\_program and seek\_help

But, after further analysis I found only ‘family\_history’ variable has influence over employees who wants to get treatment. For all the remaining variables, there is not much contribution.

I see ‘benefits’ provided by the employer has some influence over employees opting for treatment and other medical help but was surprised to see that ‘wellness\_program’ contribution is very insignificant.

My assumption that ‘Age’ may play a significant part was not correct.

I picked up the exploratory variables based on sample population. Due to this I overlooked few of the key variables like ‘Work interfere’ and ‘care\_options’.

Later running some statistics, I noticed that ‘work interfere’ has the highest influence over employees opting for any medical care. Whether the employee's mental health issues interfering with the work is the thing that the company should ask for its employees.

Analytical distribution I didn’t understand and was not clear if my dataset needed further transformations from string to numeric or anything else to handle this distribution.

To conclude, I believe ‘work\_interfere’, ‘family\_history’, ‘care\_options’ and ‘benefits’ are the key variables to influence employees opting for treatment.