

# Tech appendix

Include all the libraries here:

```
if (!require("pacman")) install.packages("pacman")
```

```
## Loading required package: pacman
```

```
pacman::p_load(adabag)  
library(leaps)  
library(data.table)  
library(dplyr)
```

```
##  
## Attaching package: 'dplyr'
```

```
## The following objects are masked from 'package:data.table':  
##  
##      between, first, last
```

```
## The following objects are masked from 'package:stats':  
##  
##      filter, lag
```

```
## The following objects are masked from 'package:base':  
##  
##      intersect, setdiff, setequal, union
```

```
library(randomForest)
```

```
## randomForest 4.6-12
```

```
## Type rfNews() to see new features/changes/bug fixes.
```

```
##  
## Attaching package: 'randomForest'
```

```
## The following object is masked from 'package:dplyr':  
##  
##      combine
```

```
## The following object is masked from 'package:ggplot2':  
##  
##      margin
```

```
library(ggplot2)  
library(adabag)  
library(corrplot)
```

```
## Warning: package 'corrplot' was built under R version 3.4.2
```

```
## corrplot 0.84 loaded
```

```
library(caret)  
library(pROC)
```

```
## Type 'citation("pROC")' for a citation.
```

```
##  
## Attaching package: 'pROC'
```

```
## The following objects are masked from 'package:stats':  
##  
##      cov, smooth, var
```

```
library(tree)  
library(car)
```

```
##  
## Attaching package: 'car'
```

```
## The following object is masked from 'package:dplyr':  
##  
##      recode
```

```
library(rpart)
library(glmnet)
```

```
## Warning: package 'glmnet' was built under R version 3.4.2
```

```
## Loading required package: Matrix
```

```
## Loading required package: foreach
```

```
## Loaded glmnet 2.0-13
```

```
##
## Attaching package: 'glmnet'
```

```
## The following object is masked from 'package:PROC':
##
##      auc
```

```
library(plotly)
```

```
##
## Attaching package: 'plotly'
```

```
## The following object is masked from 'package:ggplot2':
##
##      last_plot
```

```
## The following object is masked from 'package:stats':
##
##      filter
```

```
## The following object is masked from 'package:graphics':
##
##      layout
```

```
library(corrplot)
```

# Exploratory Data Analysis:

Let us first read and understand the data:

```
datahealth <- read.csv("survey.csv", header=T)
```

```
summary(datahealth)
```

```
##          Timestamp          Age          Gender
## 2014-08-27 12:31:41:    2    Min.    :-1.726e+03    Male    :615
## 2014-08-27 12:37:50:    2    1st Qu.: 2.700e+01    male    :206
## 2014-08-27 12:43:28:    2    Median  : 3.100e+01    Female   :121
## 2014-08-27 12:44:51:    2    Mean    : 7.943e+07    M        :116
## 2014-08-27 12:54:11:    2    3rd Qu.: 3.600e+01    female   : 62
## 2014-08-27 14:22:43:    2    Max.    : 1.000e+11    F        : 38
## (Other)          :1247          (Other):101
##          Country          state    self_employed family_history treatment
## United States :751    CA          :138    No :1095    No :767    No :622
## United Kingdom:185    WA          : 70    Yes : 146    Yes:492    Yes:637
## Canada          : 72    NY          : 57    NA's: 18
## Germany          : 45    TN          : 45
## Ireland          : 27    TX          : 44
## Netherlands     : 27    (Other):390
## (Other)          :152    NA's     :515
##    work_interfere          no_employees remote_work tech_company
## Never      :213    1-5          :162    No :883    No : 228
## Often      :144    100-500      :176    Yes:376    Yes:1031
## Rarely     :173    26-100      :289
## Sometimes:465    500-1000      : 60
## NA's       :264    6-25          :290
##          More than 1000:282
##
##          benefits          care_options    wellness_program    seek_help
## Don't know:408    No          :501    Don't know:188    Don't know:363
## No          :374    Not sure:314    No          :842    No          :646
## Yes         :477    Yes          :444    Yes          :229    Yes          :250
##
##
##
##          anonymity          leave          mental_health_consequence
## Don't know:819    Don't know          :563    Maybe:477
## No          : 65    Somewhat difficult:126    No          :490
## Yes         :375    Somewhat easy          :266    Yes         :292
##          Very difficult          : 98
```

file:///Users/urjanadibail/Desktop/Mental-illness-tech/mental\_health.html Page 5 of 29

```
data1 <- datahealth
dim(datahealth)
```

```
## [1] 1259 27
```

```
names(data1)
```

```
## [1] "Timestamp" "Age"
## [3] "Gender" "Country"
## [5] "state" "self_employed"
## [7] "family_history" "treatment"
## [9] "work_interfere" "no_employees"
## [11] "remote_work" "tech_company"
## [13] "benefits" "care_options"
## [15] "wellness_program" "seek_help"
## [17] "anonymity" "leave"
## [19] "mental_health_consequence" "phys_health_consequence"
## [21] "coworkers" "supervisor"
## [23] "mental_health_interview" "phys_health_interview"
## [25] "mental_vs_physical" "obs_consequence"
## [27] "comments"
```

```
male <- c( "Cis Male", "Cis Man", "m","cis male", "M", "maile", "Make", "Mal", "Mail"
, "male", "Male", "Male ", "Male (CIS)", "Malr", "Man", "msle")
female <- c( "Cis Female", "f", "F", "femail", "Femake", "female", "Female", "Female
", "Female (cis)", "Female (trans)", "Trans-female", "Trans woman", "woman","cis-fema
le/femme", "Woman")
```

```
# Assigning the entries according to "categories"
```

```
data1$newgender <-
```

```
  ifelse((data1$Gender %in% male), "Male", # Assigning "Male" to those who entered a
string contained in male
```

```
  ifelse((data1$Gender %in% female), "Female", "Non-M/F")) %>% # Assigning "Female" t
o those who entered a string contained in female
  as.factor()
```

```
# Observing cleaned table
```

```
table(data1$newgender)
```

```
##
## Female Male Non-M/F
## 251 990 18
```

```
#Clean the age column to eliminate spurious values like negatives and ages above 120
data1 = data1[(data1$Age > 15) & (data1$Age < 120),]
dim(data1)
```

```
## [1] 1251 28
```

```
data1 = subset(data1, select=-c(Gender, Timestamp, comments))
data1 <- data1 %>% rename(Gender = newgender )
names(data1)
```

```
## [1] "Age" "Country"
## [3] "state" "self_employed"
## [5] "family_history" "treatment"
## [7] "work_interfere" "no_employees"
## [9] "remote_work" "tech_company"
## [11] "benefits" "care_options"
## [13] "wellness_program" "seek_help"
## [15] "anonymity" "leave"
## [17] "mental_health_consequence" "phys_health_consequence"
## [19] "coworkers" "supervisor"
## [21] "mental_health_interview" "phys_health_interview"
## [23] "mental_vs_physical" "obs_consequence"
## [25] "Gender"
```

```
#na.omit(data1)
dim(data1)
```

```
## [1] 1251 25
```

```
sapply(data1, class)
```

```
##           Age           Country
##           "numeric"        "factor"
##           state          self_employed
##           "factor"        "factor"
##           family_history    treatment
##           "factor"        "factor"
##           work_interfere    no_employees
##           "factor"        "factor"
##           remote_work      tech_company
##           "factor"        "factor"
##           benefits         care_options
##           "factor"        "factor"
##           wellness_program  seek_help
##           "factor"        "factor"
##           anonymity        leave
##           "factor"        "factor"
## mental_health_consequence  phys_health_consequence
##           "factor"        "factor"
##           coworkers        supervisor
##           "factor"        "factor"
## mental_health_interview    phys_health_interview
##           "factor"        "factor"
##           mental_vs_physical  obs_consequence
##           "factor"        "factor"
##           Gender
##           "factor"
```

```
names(data1)
```

```
## [1] "Age"           "Country"
## [3] "state"         "self_employed"
## [5] "family_history" "treatment"
## [7] "work_interfere" "no_employees"
## [9] "remote_work"    "tech_company"
## [11] "benefits"       "care_options"
## [13] "wellness_program" "seek_help"
## [15] "anonymity"      "leave"
## [17] "mental_health_consequence" "phys_health_consequence"
## [19] "coworkers"      "supervisor"
## [21] "mental_health_interview" "phys_health_interview"
## [23] "mental_vs_physical" "obs_consequence"
## [25] "Gender"
```

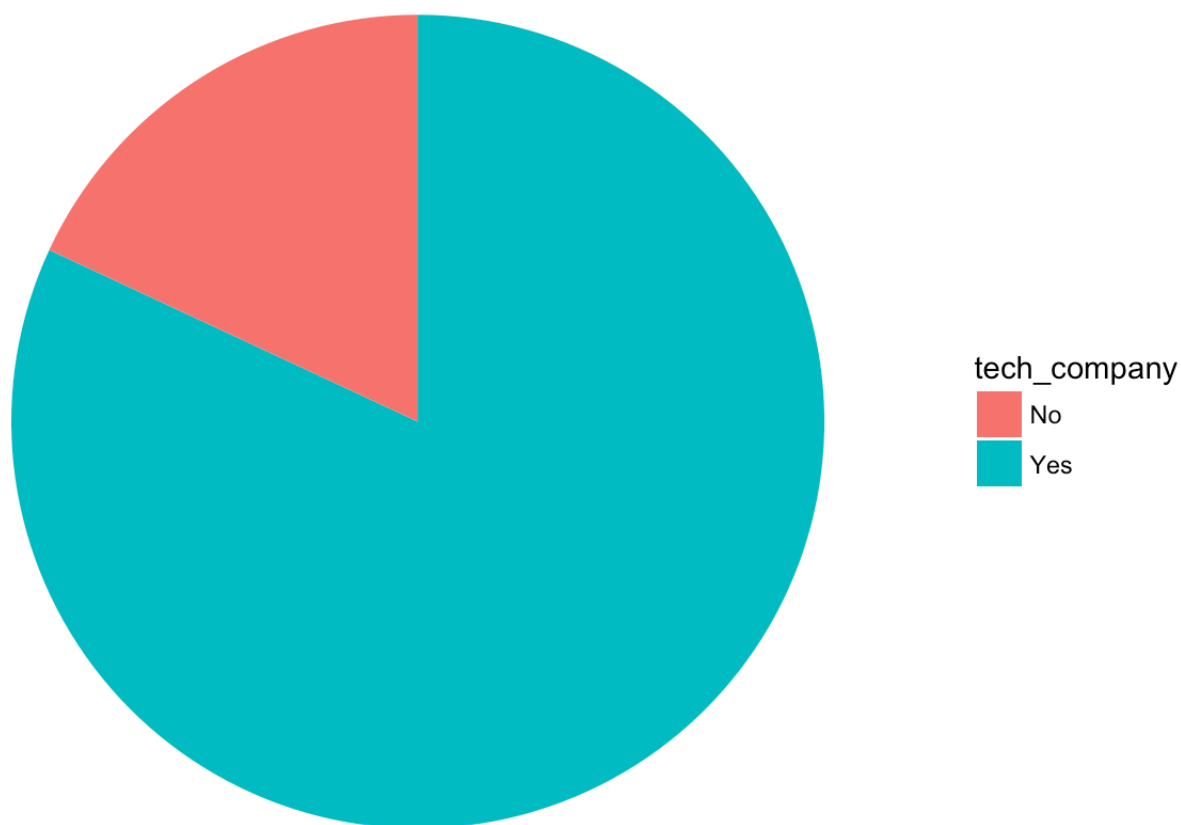


```
data1$work_interfere <- as.character(data1$work_interfere)
data1$work_interfere[is.na(data1$work_interfere)] <- "Never"
data1$work_interfere <- as.factor(data1$work_interfere)
summary(data1$work_interfere)
```

```
##      Never      Often      Rarely Sometimes
##      474       140       173       464
```

Let us see the distribution of data with respect to tech and non-tech companies:

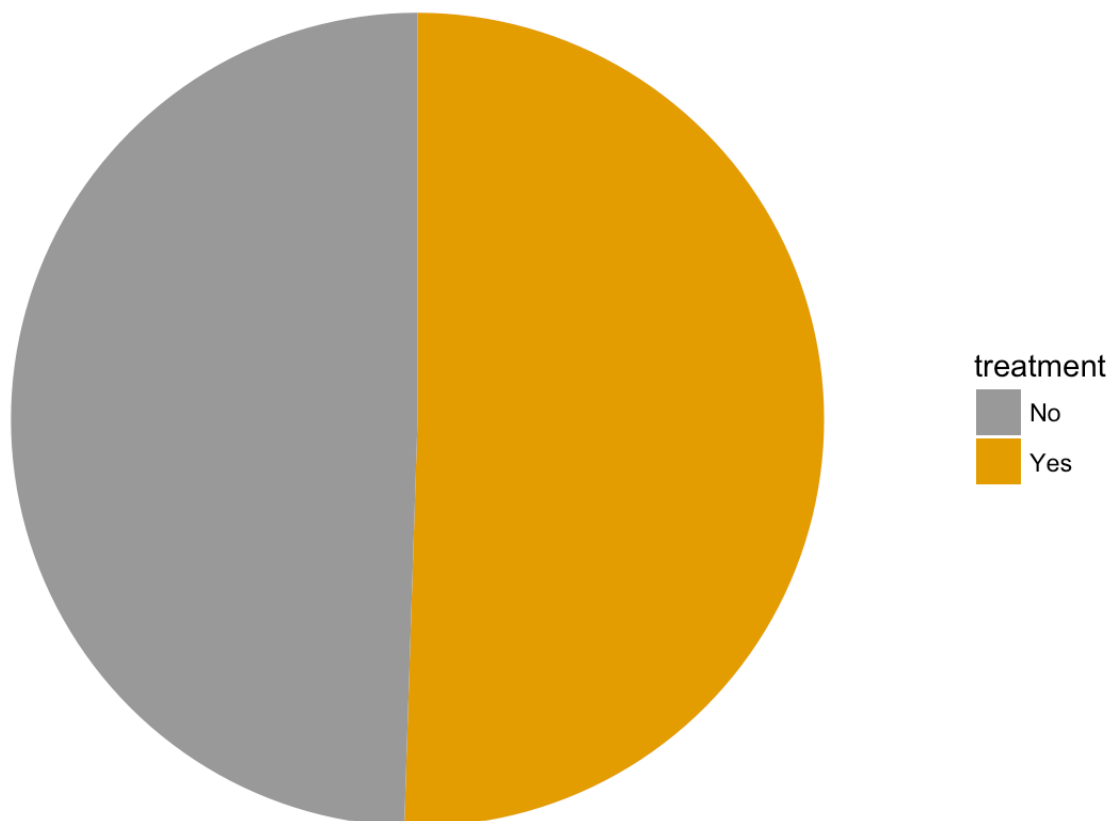
```
bar <- ggplot(data=data1, aes(x = sum(tech_company == "Yes"), fill = tech_company)) +
  geom_bar(width = 0.2) + coord_fixed(ratio = 0.2)
pie <- bar + coord_polar("y", start=0) + theme_void()
pie
```



Clearly, our data is skewed in favor of the tech companies.

Let us see the distribution of data with respect to the number of individuals seeking treatment for mental illnesses:

```
bar <- ggplot(data=data1, aes(x = sum(treatment == "Yes"), fill = treatment)) + geom_bar(width = 0.2) + coord_fixed(ratio = 0.2)
pie <- bar + coord_polar("y", start=0) + theme_void() + scale_fill_manual(values=c("#999999", "#E69F00"))
pie
```

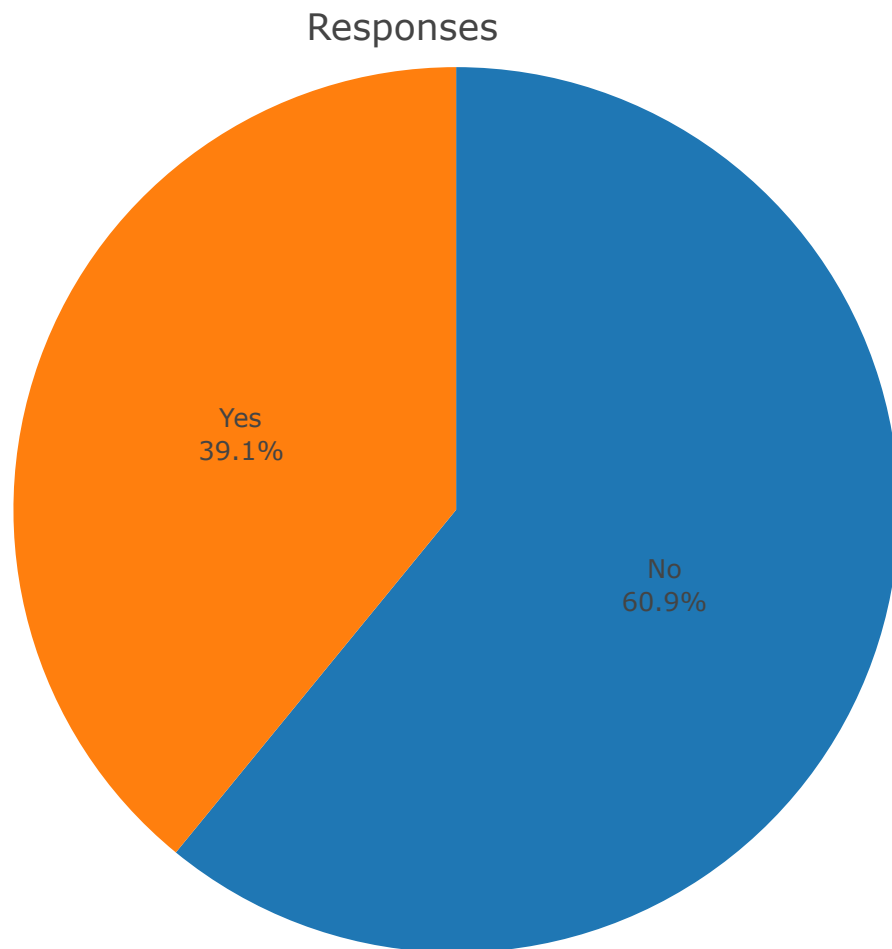


We have close to an even distribution of data with respect to the individuals seeking treatment.

What is the percentage of folks with a family history of mental illnesses?

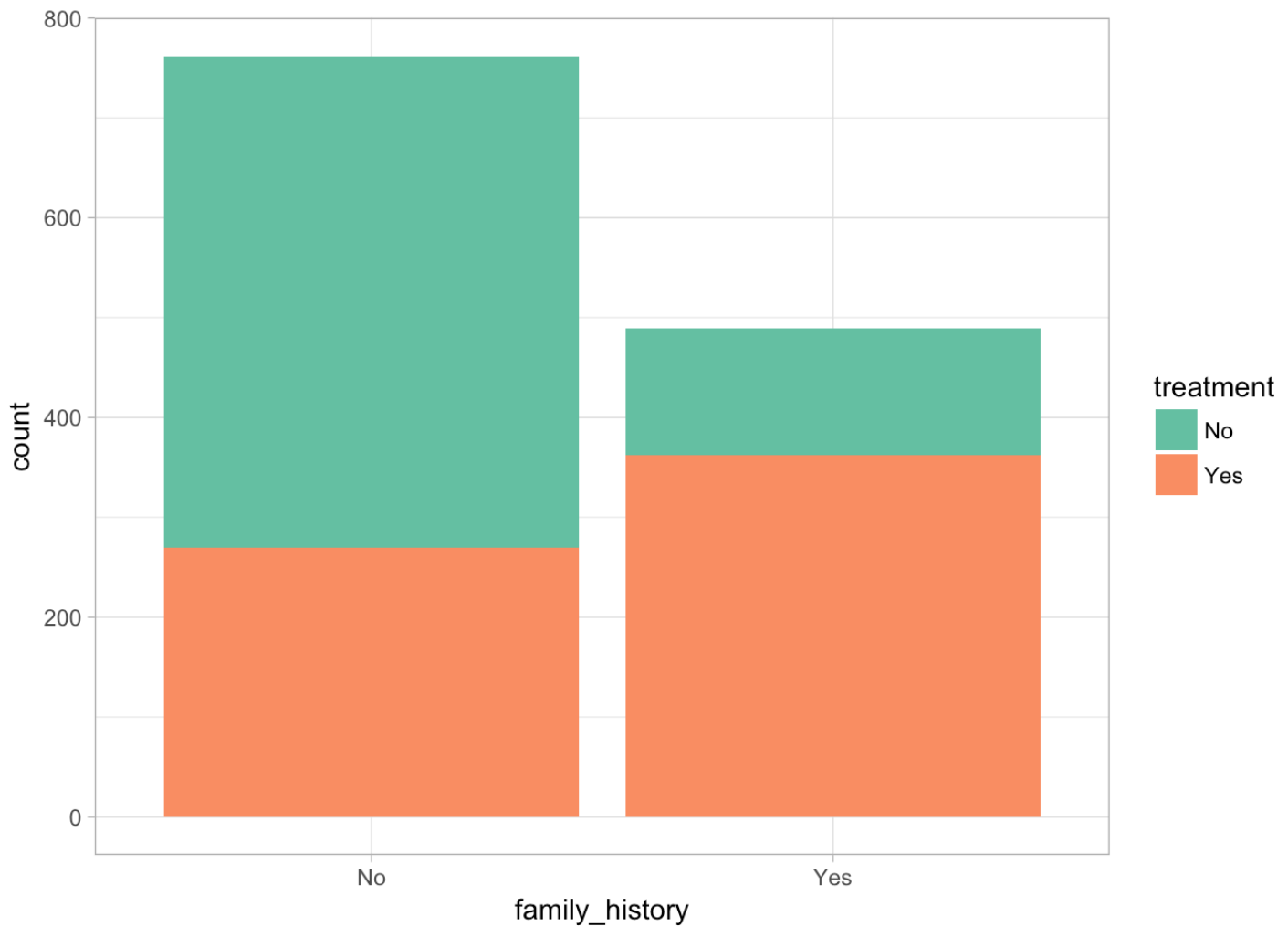
```
colors1 <- c("No" = "#ffffff", "Yes" = "qqqqq", "Maybe" = "#11111", "Not sure" = "#11111", "Don't know" = "#11111")

data1 %>%
  count(family_history) %>%
  plot_ly(
    labels = ~family_history,
    values = ~n,
    type = "pie",
    textposition = 'inside',
    textinfo = 'label+percent',
    hoverinfo = 'text', # Setting text on hover (see text variable on next line)
    text = ~paste(n, "Respondents"), # Setting text on hover
    marker = list(colors = colors1) %>% # Setting up colors for clarity
  layout(title = "Responses")
```



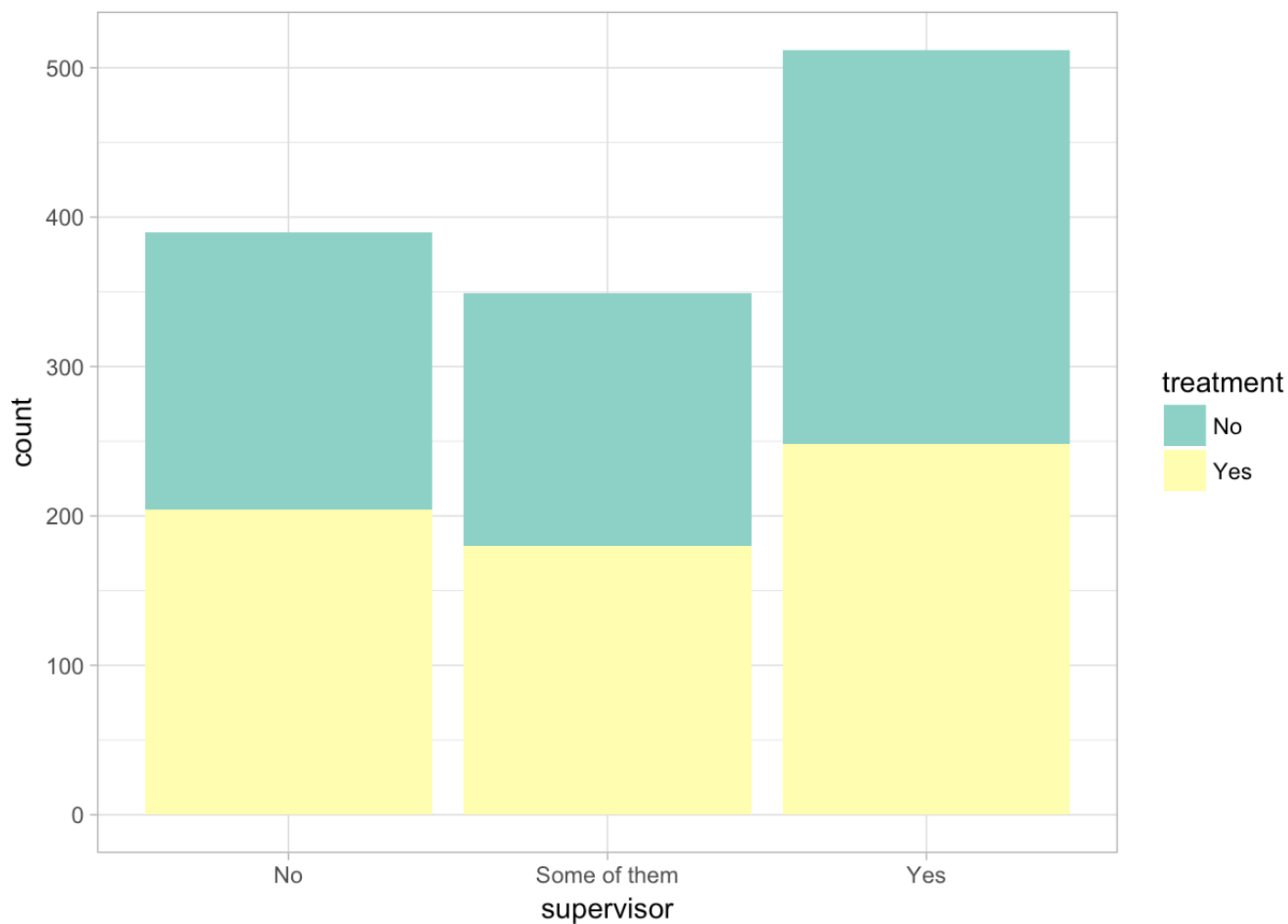
Do the ones with a family history of mental illness seek treatment?

```
ggplot(data=data1, aes(x=family_history, fill = treatment)) +geom_bar() +theme_light(  
) +scale_fill_brewer(palette="Set2")
```



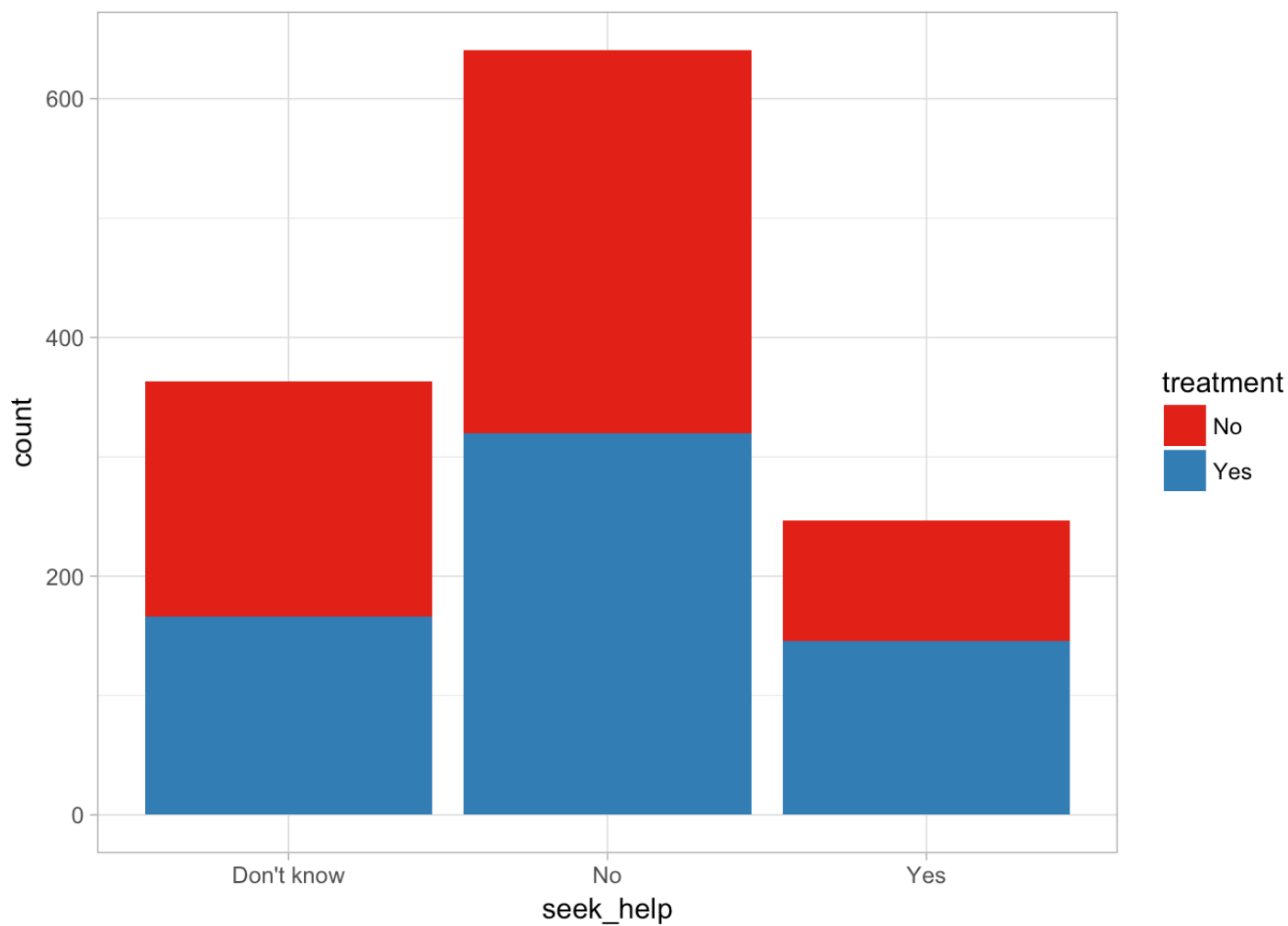
If the worker is willing to discuss the mental health issue with the supervisor, is he or she more probable to seek treatment?

```
ggplot(data=data1, aes(x=supervisor, fill = treatment)) +geom_bar() +theme_light() +  
scale_fill_brewer(palette="Set3")
```



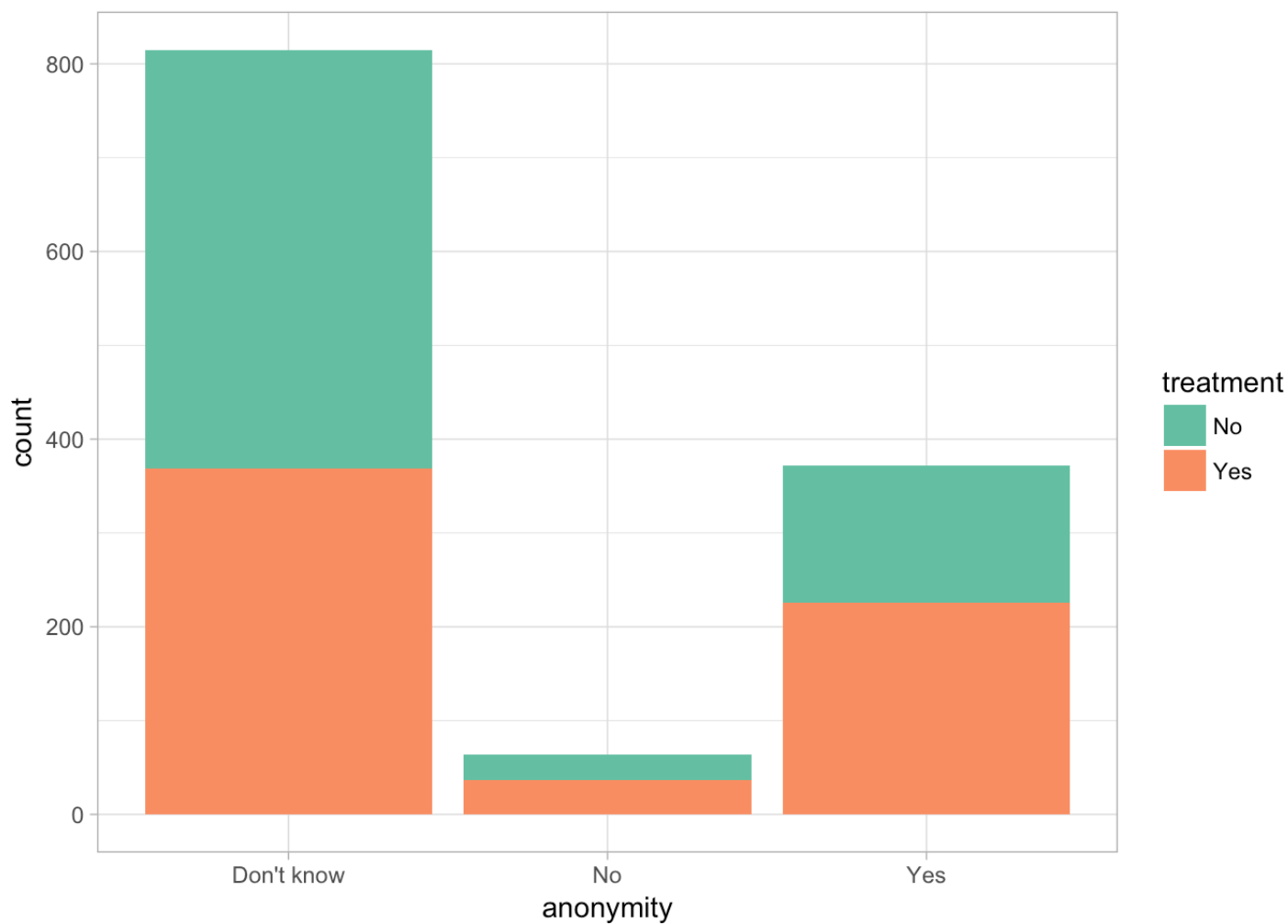
How does the employer providing resources for mental health affect an individual actually seeking treatment?

```
ggplot(data=data1, aes(x=seek_help, fill = treatment)) +geom_bar() +theme_light() +scale_fill_brewer(palette="Set1")
```



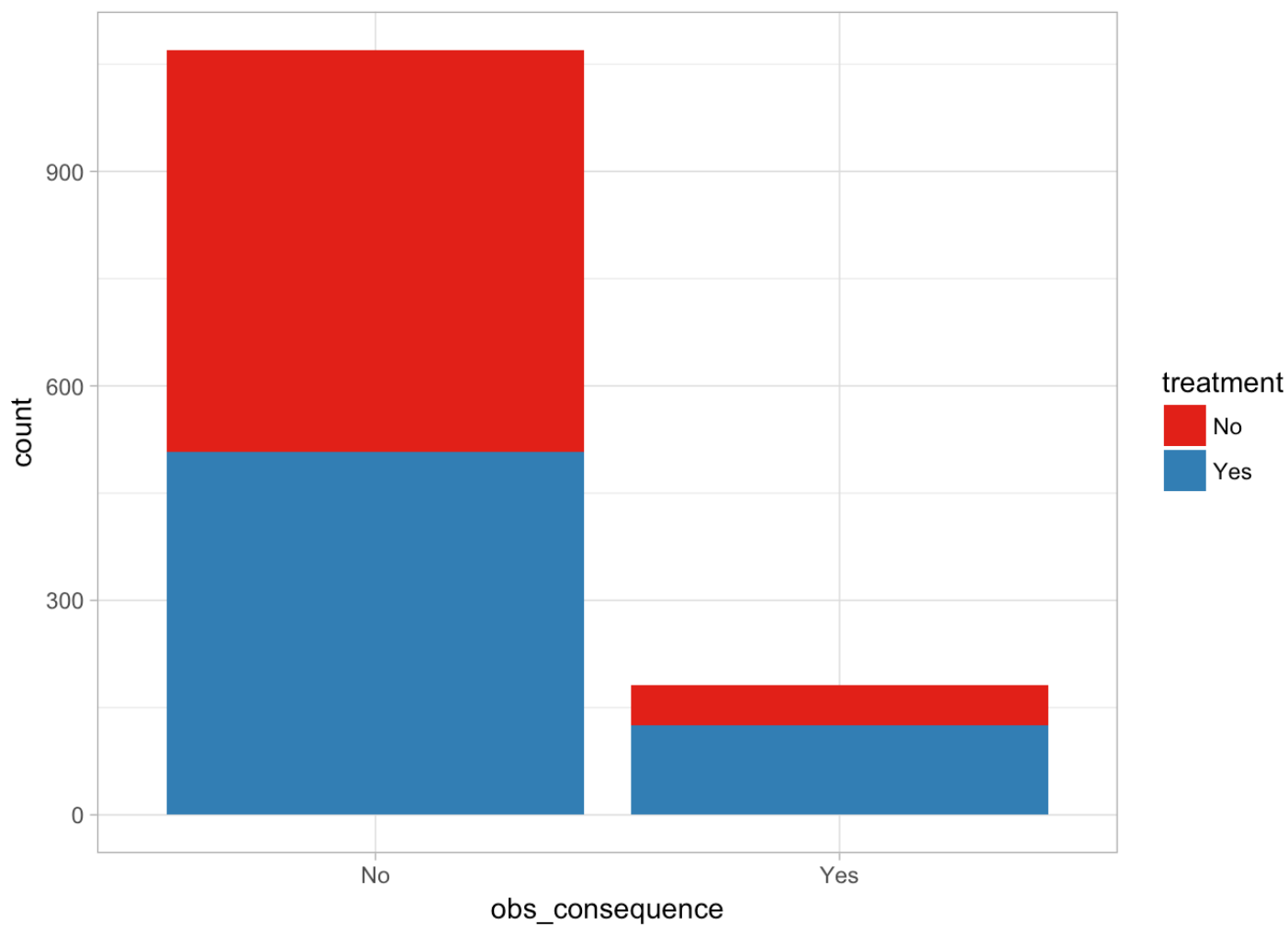
Does the anonymity of the worker affect the individual seeking treatment?

```
ggplot(data=data1, aes(x=anonymity, fill = treatment)) +geom_bar() +theme_light() +scale_fill_brewer(palette="Set2")
```



Do the consequences of seeking mental help affect the worker seeking treatment?

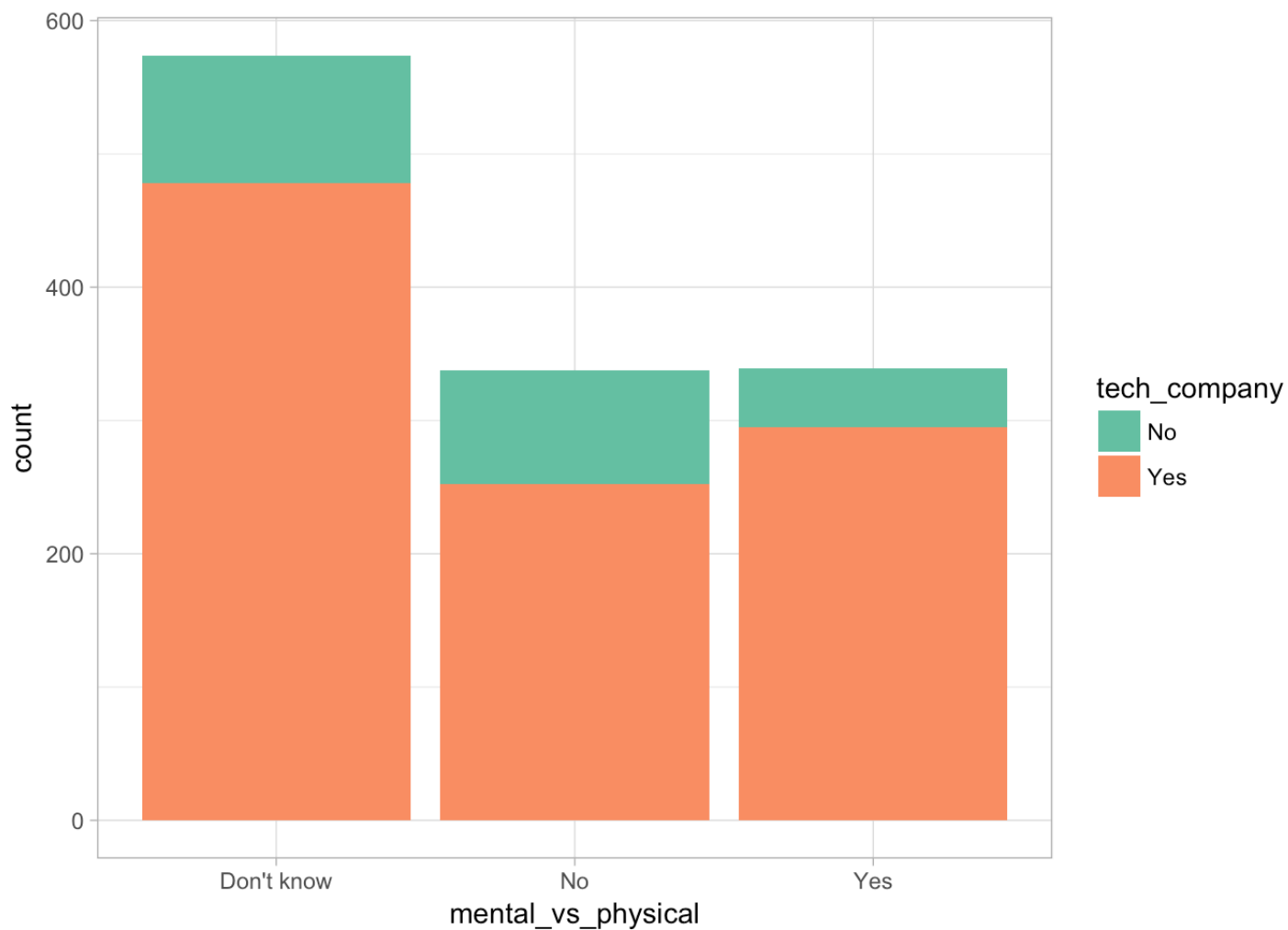
```
ggplot(data=data1, aes(x=obs_consequence, fill = treatment)) +geom_bar() +theme_light()  
() +scale_fill_brewer(palette="Set1")
```



How seriously are issues related to mental health taken in comparison to physical health, in tech and non-tech companies:

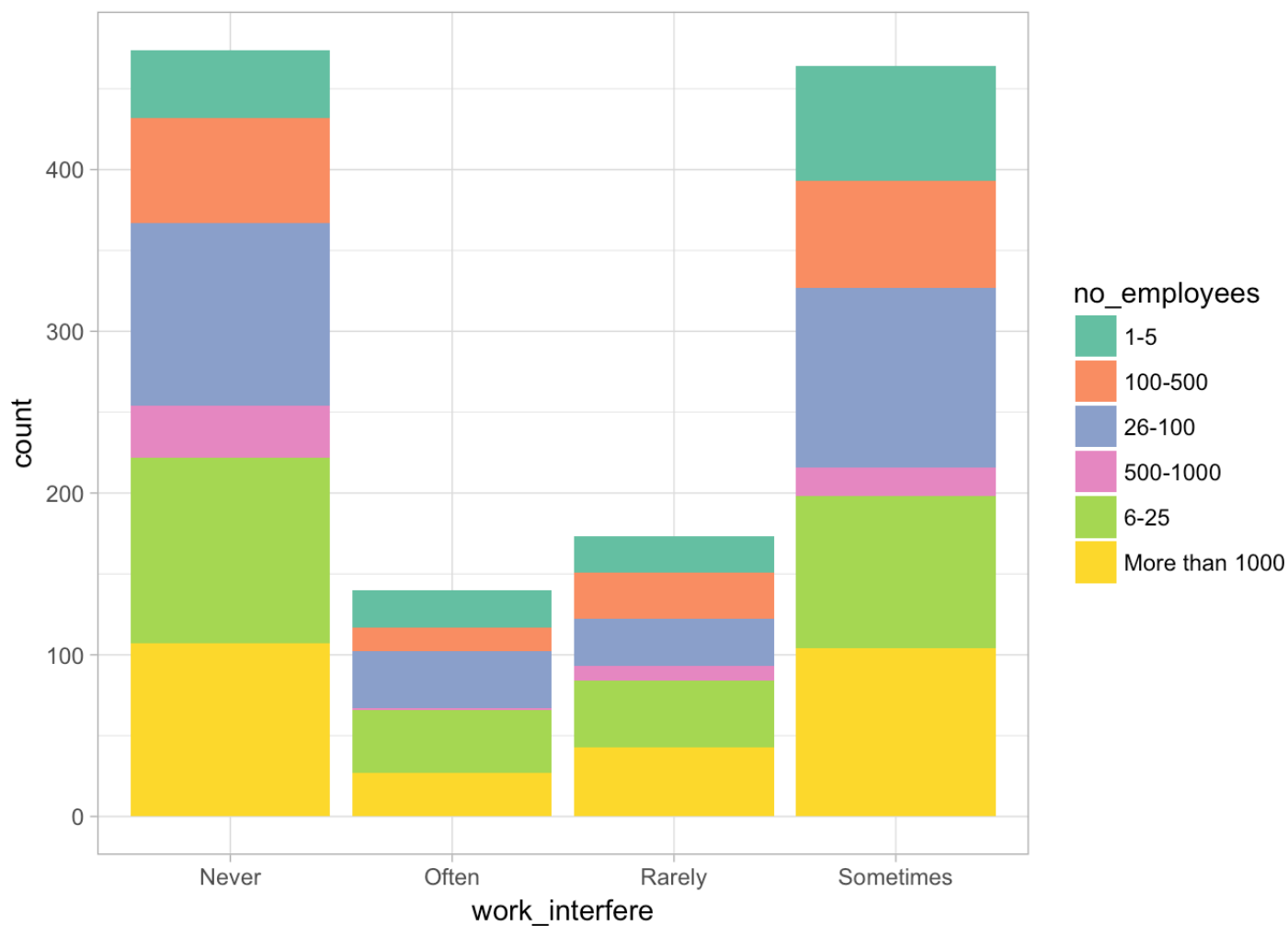
```
ggplot(data=data1, aes(x=mental_vs_physical, fill = tech_company)) +geom_bar() +them  
e_light() +scale_fill_brewer(palette="Set2")
```





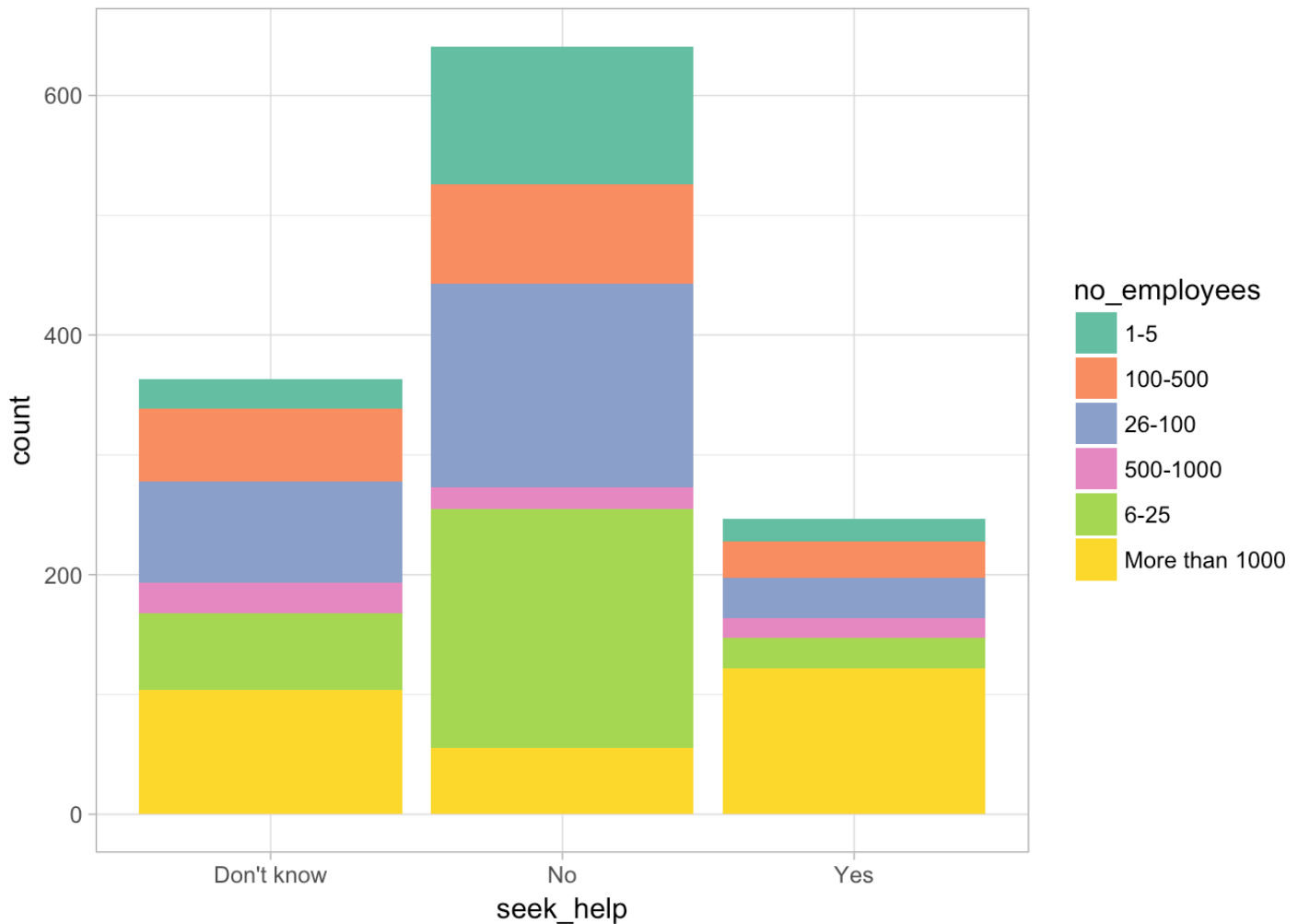
Does the compnay size affect the employees being affected with mental health issues?

```
ggplot(data=data1, aes(x=work_interfere, fill = no_employees)) +geom_bar() +theme_li  
ght() +scale_fill_brewer(palette="Set2")
```



Does the size of the company affect the awareness created about mental health in the organization?

```
ggplot(data=data1, aes(x=seek_help, fill = no_employees)) +geom_bar() +theme_light()  
+scale_fill_brewer(palette="Set2")
```



## Model building:

Out of the 1251 samples, we are reserving 875(70%) samples for training and 376(30%) samples for testing.

```
set.seed(1)
n <- nrow(data1)

train.index <- sample(n,875)
health.train <- data1[train.index,]
health.test <- data1[-train.index,]

x.train <- health.train[,-6]
y.train <- health.train$treatment

x.test <- health.test[,-6]
y.test <- health.test$treatment
```

```
#Creating a dataframe to save results of each method in order to plot a graph
success <- data.frame(methods=c("Logistic Regression", "Single Tree", "Random Forest",
"Bagging", "Neural Nets"), percentages=c(0,0,0,0,0))
```

Logistic regression:

```
fit0 <- glm(treatment~ ., data = health.train, family=binomial(logit))
Anova(fit0) #Perform Anova to get significant variables
```

```
## Analysis of Deviance Table (Type II tests)
##
## Response: treatment
##
## LR Chisq Df Pr(>Chisq)
## Age 0.439 1 0.507708
## Country 0.604 3 0.895474
## state 50.353 42 0.176483
## self_employed 1.403 1 0.236289
## family_history 9.128 1 0.002517 **
## work_interfere 193.386 3 < 2.2e-16 ***
## no_employees 5.397 5 0.369401
## remote_work 0.054 1 0.816271
## tech_company 2.221 1 0.136152
## benefits 8.672 2 0.013091 *
## care_options 7.555 2 0.022875 *
## wellness_program 0.464 2 0.792763
## seek_help 10.207 2 0.006075 **
## anonymity 10.158 2 0.006227 **
## leave 1.977 4 0.740053
## mental_health_consequence 4.768 2 0.092172 .
## phys_health_consequence 1.882 2 0.390219
## coworkers 3.620 2 0.163635
## supervisor 1.597 2 0.449947
## mental_health_interview 1.825 2 0.401619
## phys_health_interview 1.714 2 0.424527
## mental_vs_physical 2.262 2 0.322723
## obs_consequence 0.021 1 0.884024
## Gender 3.813 2 0.148583
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
```

Since state and self\_employed have NA values but are not significant at the 0.05 level, we can remove these columns from our data.

```
data1 <- data1[, -c(3,4)]
health.train <- health.train[, -c(3,4)]
health.test <- health.test[, -c(3,4)]
x.train <- x.train[, -c(3,4)]
x.test <- x.test[, -c(3,4)]
```

Picking out only the significant variables, we get a better model with the variables - family\_history, work\_interfere, benefits, care\_options, seek\_help, anonymity.

```
fit1 <- glm(treatment ~ family_history + work_interfere + benefits + care_options + s
seek_help + anonymity, data = health.train, family=binomial(logit))
Anova(fit1) #Anonymity is not significant. Remove it.
```

```
## Analysis of Deviance Table (Type II tests)
##
## Response: treatment
##
##          LR Chisq Df Pr(>Chisq)
## family_history    25.87  1  3.643e-07 ***
## work_interfere   337.09  3  < 2.2e-16 ***
## benefits         13.73  2   0.001043 **
## care_options      7.48  2   0.023774 *
## seek_help         6.26  2   0.043718 *
## anonymity         3.32  2   0.190137
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
```

```
fit2 <- glm(treatment ~ family_history + work_interfere + benefits + care_options + s
seek_help , data = health.train, family=binomial(logit))
Anova(fit2) #seek_help is not significant. Remove it.
```

```
## Analysis of Deviance Table (Type II tests)
##
## Response: treatment
##
##          LR Chisq Df Pr(>Chisq)
## family_history    26.83  1  2.217e-07 ***
## work_interfere   335.97  3  < 2.2e-16 ***
## benefits         15.87  2   0.0003582 ***
## care_options     10.44  2   0.0053989 **
## seek_help         5.05  2   0.0801450 .
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
```

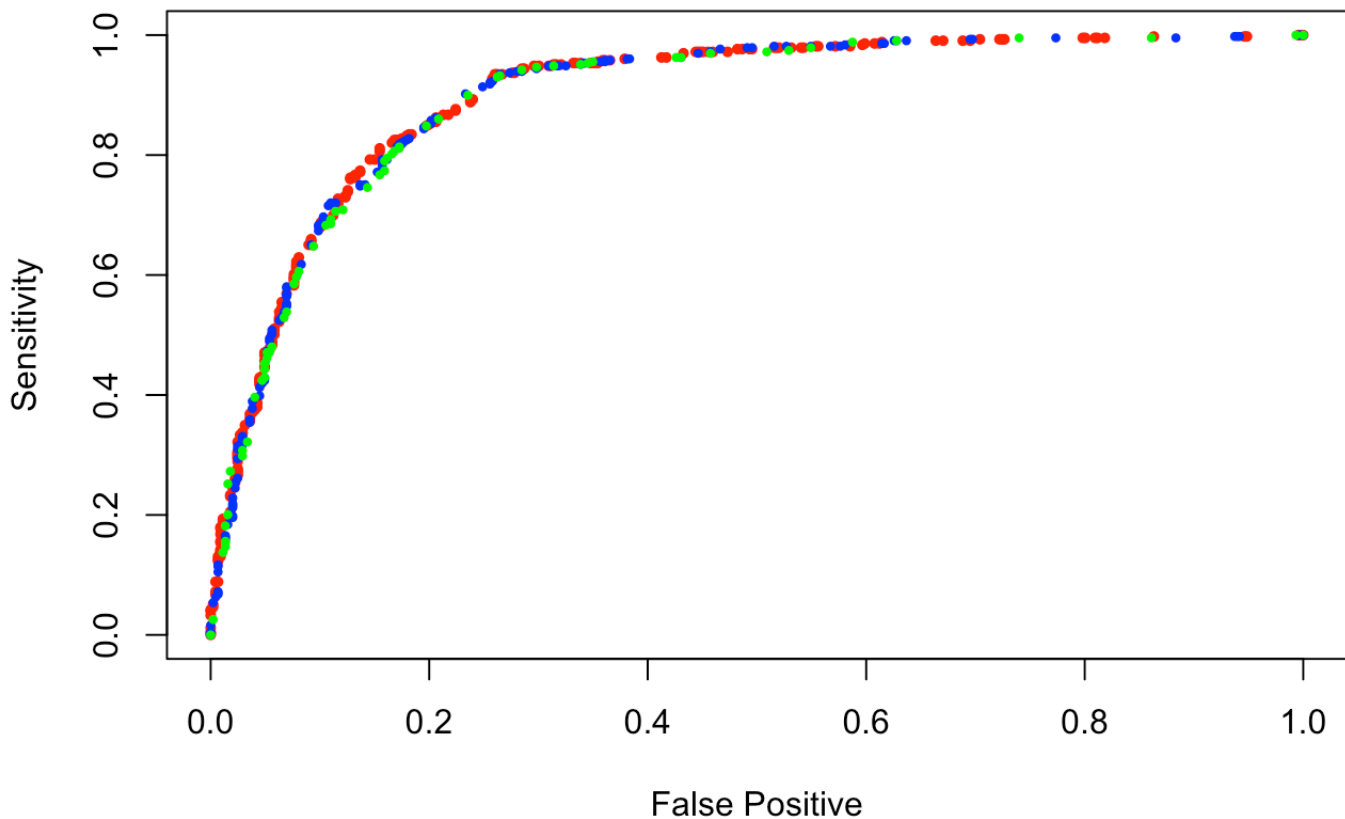
```
fit3 <- glm(treatment ~ family_history + work_interfere + benefits + care_options ,
data = health.train, family=binomial(logit))
Anova(fit3) #All variables significant at 0.05 level
```

```
## Analysis of Deviance Table (Type II tests)
##
## Response: treatment
##              LR Chisq Df Pr(>Chisq)
## family_history    27.58  1  1.508e-07 ***
## work_interfere   331.81  3  < 2.2e-16 ***
## benefits         18.03  2  0.0001213 ***
## care_options      8.78  2  0.0124290 *
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
```

```
fit1.roc <- roc(health.train$treatment, fit1$fitted, plot=F)
fit2.roc <- roc(health.train$treatment, fit2$fitted, plot=F)
fit3.roc <- roc(health.train$treatment, fit3$fitted, plot=F)
#Not much difference between the 3 fits.
plot(1-fit1.roc$specificities, fit1.roc$sensitivities, col="red", pch=16, cex=.7,
      xlab="False Positive",
      ylab="Sensitivity")
points(1-fit2.roc$specificities, fit2.roc$sensitivities, col="blue", pch=16, cex=.6)
points(1-fit3.roc$specificities, fit3.roc$sensitivities, col="green", pch=16, cex=.6)

title("Red is for fit1, blue is for fit2, and green is for fit3")
```

Red is for fit1, blue is for fit2, and green is for fit3



```
# roccurve <- roc(health.test$treatment ~ predict(fit3, health.test))
# plot(roccurve)

fit.pred <- rep("No", 1000)
fit.pred[fit3$fitted > 2/3]="Yes"
MCE = (sum((fit.pred[health.train$treatment == "Yes"] != "Yes"))
      + sum((fit.pred[health.train$treatment == "No"] != "No")))/length(health.train$treatment)
MCE #0.191
```

```
## [1] 0.2308571
```

```
success$percentages[success$methods == "Logistic Regression"] <- (100 - MCE*100)
```

Single tree:

```
set.seed(1)
fit.single <- randomForest(treatment~., health.train, mtry=2, ntree=1)
```

```
names(fit.single)
```

```
## [1] "call"           "type"           "predicted"
## [4] "err.rate"       "confusion"      "votes"
## [7] "oob.times"      "classes"        "importance"
## [10] "importanceSD"   "localImportance" "proximity"
## [13] "ntree"          "mtry"           "forest"
## [16] "y"             "test"           "inbag"
## [19] "terms"
```

```
fit.single$mtry
```

```
## [1] 2
```

```
fit.single$votes[1:20, ] # prob of 0 and 1 using oob's
```

```
##      No Yes
## 334    1  0
## 469  NaN NaN
## 720    1  0
## 1142   1  0
## 253  NaN NaN
## 1127   0  1
## 1185   1  0
## 828  NaN NaN
## 787    1  0
## 77   NaN NaN
## 257  NaN NaN
## 220  NaN NaN
## 857    1  0
## 479    1  0
## 958  NaN NaN
## 619    0  1
## 892    0  1
## 1233   1  0
## 472  NaN NaN
## 963  NaN NaN
```



```
fit.single$predicted[1:20] # lables using oob's and majority vote. Notice those with
NA because they are not in any OOB's
```

```
## 334 469 720 1142 253 1127 1185 828 787 77 257 220 857 479 958
## No <NA> No No <NA> Yes No <NA> No <NA> <NA> <NA> No No <NA>
## 619 892 1233 472 963
## Yes Yes No <NA> <NA>
## Levels: No Yes
```

```
fit.single$err.rate[1,]["OOB"] # mis-classification errors of oob's/0/1
```

```
## OOB
## 0.3824451
```

```
predict(fit.single, health.test)[1:20] # prediction by using the RF based on all the
training data.
```

```
## 1 4 5 6 11 12 13 20 23 26 28 33 36 38 39 41 46 50
## Yes No No Yes No No Yes Yes No No Yes No No No No No No
## 51 53
## No No
## Levels: No Yes
```

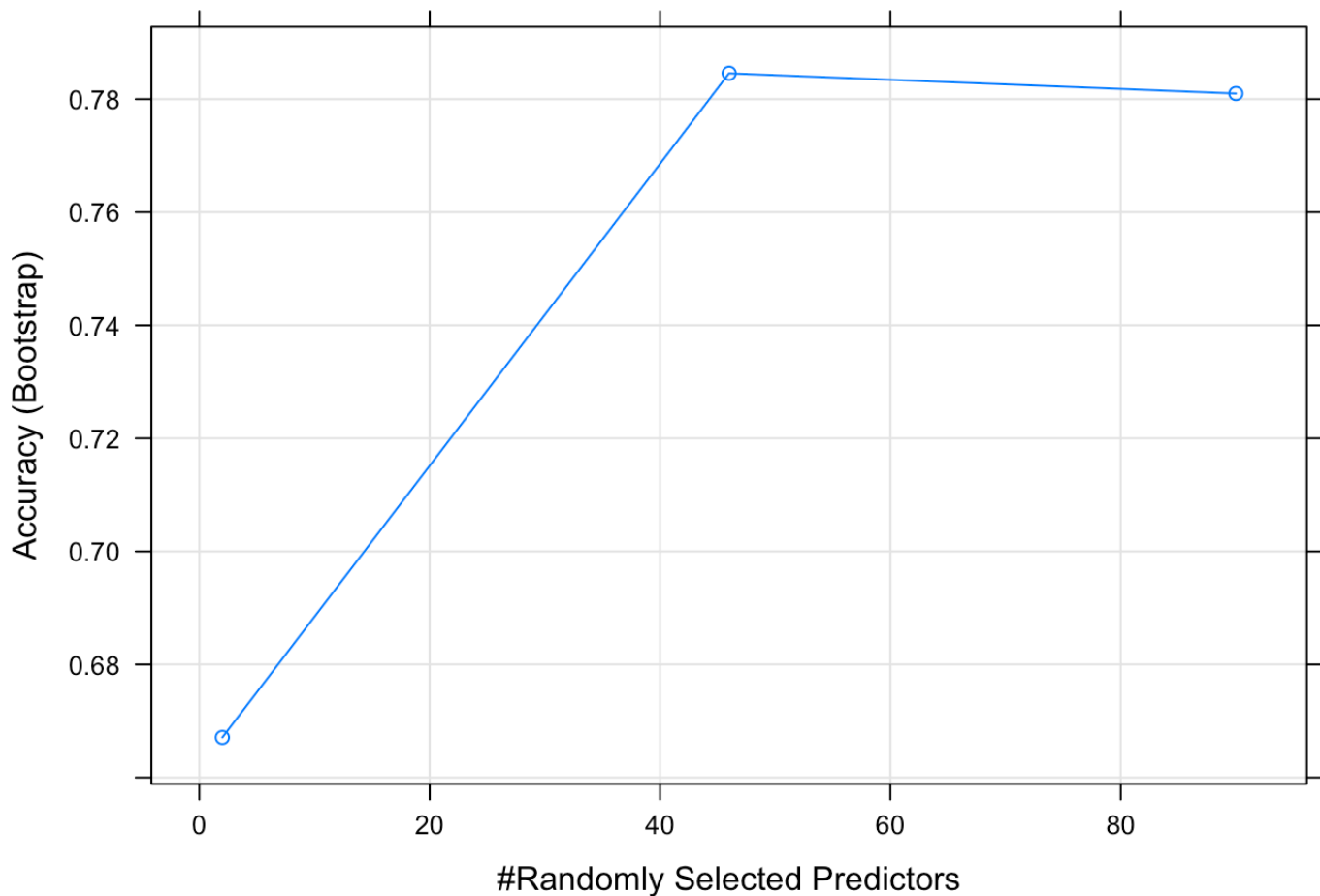
```
data.frame(fit.single$votes[1:20, ], fit.single$predicted[1:20], predict(fit.single,
health.test)[1:20] )
```

```
##      No Yes fit.single.predicted.1.20.
## 334    1  0                      No
## 469   NaN NaN                      <NA>
## 720    1  0                      No
## 1142   1  0                      No
## 253   NaN NaN                      <NA>
## 1127    0  1                      Yes
## 1185    1  0                      No
## 828   NaN NaN                      <NA>
## 787    1  0                      No
## 77    NaN NaN                      <NA>
## 257   NaN NaN                      <NA>
## 220   NaN NaN                      <NA>
## 857    1  0                      No
## 479    1  0                      No
## 958   NaN NaN                      <NA>
## 619    0  1                      Yes
## 892    0  1                      Yes
## 1233   1  0                      No
## 472   NaN NaN                      <NA>
## 963   NaN NaN                      <NA>
##      predict.fit.single..health.test..1.20.
## 334                                     Yes
## 469                                     No
## 720                                     No
## 1142                                    Yes
## 253                                     No
## 1127                                    No
## 1185                                    Yes
## 828                                     Yes
## 787                                     No
## 77                                     No
## 257                                    Yes
## 220                                     No
## 857                                     No
## 479                                     No
## 958                                     No
## 619                                     No
## 892                                     No
## 1233                                    No
## 472                                     No
## 963                                     No
```

```
success$percentages[success$methods == "Single Tree"] <- (100 - 100*fit.single$serr.rate[1,]["OOB"])
```

## Random forests:

```
health.rf <- train(treatment~., data=health.train, method="rf", metric="Accuracy", ntree=20)
plot(health.rf)
```



```
predict.rf <- predict(health.rf, health.test)
#Accuracy
confusionMatrix(predict.rf, health.test$treatment)$overall[1]
```

```
## Accuracy
## 0.8164894
```

```
success$percentages[success$methods == "Random Forest"] <- confusionMatrix(predict.rf,
, health.test$treatment)$overall[1]*100
```

## Neural nets:

```
# Let us first calculate the number of hidden layers/nodes and the decay parameters
# size: number of intermediate hidden nodes
# decay: parameter to avoid overfitting
parameter <- train( treatment ~ . , data=health.train, method="nnet", trace=F)
size <- parameter$bestTune$size
decay <- parameter$bestTune$decay

# Neural net model:
model.nn <- nnet(treatment ~ ., size=size, decay=decay, trace=F, data=health.train)
predict.nn <- predict(model.nn, health.test, type = "class")
sum(predict.nn==y.test)/length(predict.nn) #Accuracy
```

```
## [1] 0.8244681
```

```
success$percentages[success$methods == "Neural Nets"] <- confusionMatrix(predict.nn,health.test$treatment)$overall[1]*100
```

Bagging:

```
bag.model <- bagging(treatment ~ ., data=health.train)
predict.bag <- predict(bag.model, health.test, type="class")
confusionMatrix(predict.bag$class, health.test$treatment)$overall[1]
```

```
## Accuracy
## 0.8590426
```

```
success$percentages[success$methods == "Bagging"] <- confusionMatrix(predict.bag$class, health.test$treatment)$overall[1]*100
```

Lets plot our success rates for different methods:

```
success
```

```
##           methods percentages
## 1 Logistic Regression    76.91429
## 2           Single Tree    61.75549
## 3           Random Forest    81.64894
## 4              Bagging    85.90426
## 5           Neural Nets    82.44681
```

```
ggplot(success, aes(x=methods, y=percentages)) + geom_bar(stat="identity", fill=c("yellowgreen", "hotpink2", "dodgerblue3", "orange2", "Red"), width = 0.2) + coord_flip() + theme(legend.position = "none") + geom_text(aes(label = format(round(percentages, 2)), nsmall = 2)), size = 3, hjust = 3, vjust = 3)
```

