Business Problem

Employees are one of the most important resources for a company. Depressed or sad employees are less likely to take care of their clients. Pressures in the workplace – for example fear of redundancy, long hours, dealing with difficult people or situations, or unreasonable targets – can both cause and worsen depression.Often times a depressed employee will not seek treatment because they fear the effect it will have on their job and they are concerned about confidentiality. Hence there is a need to detect sadness/depression among employees and provide a suitable solution to it.

📋 Know the facts

- Depression ranks **among the top three workplace problems** for employee assistance professionals, following only family crisis and stress.
- **7.6%** of sickness absence is attributed to stress, depression and anxiety.
- Nearly **2 out of 3** people with depression do not receive the help they need.

ISSUE

- Medical professionals currently use the Patient Health Questionnaire to diagnose depression. The brief form asks patients about their level of interest in regular activities, appetite and other queries designed to detect depression. Once diagnosed, depression can be treated. But obstacles such as cost, mobility, and motivation may prevent depressed people from seeking the help they need. Thus there is a need to built a context free which can detect depression efficiently.

- Often employees do not talk about their depression at workplace. Thus there is a need to automate the depression detection at their workplace.

- The process of depression detection should not compromise with the privacy of employee.
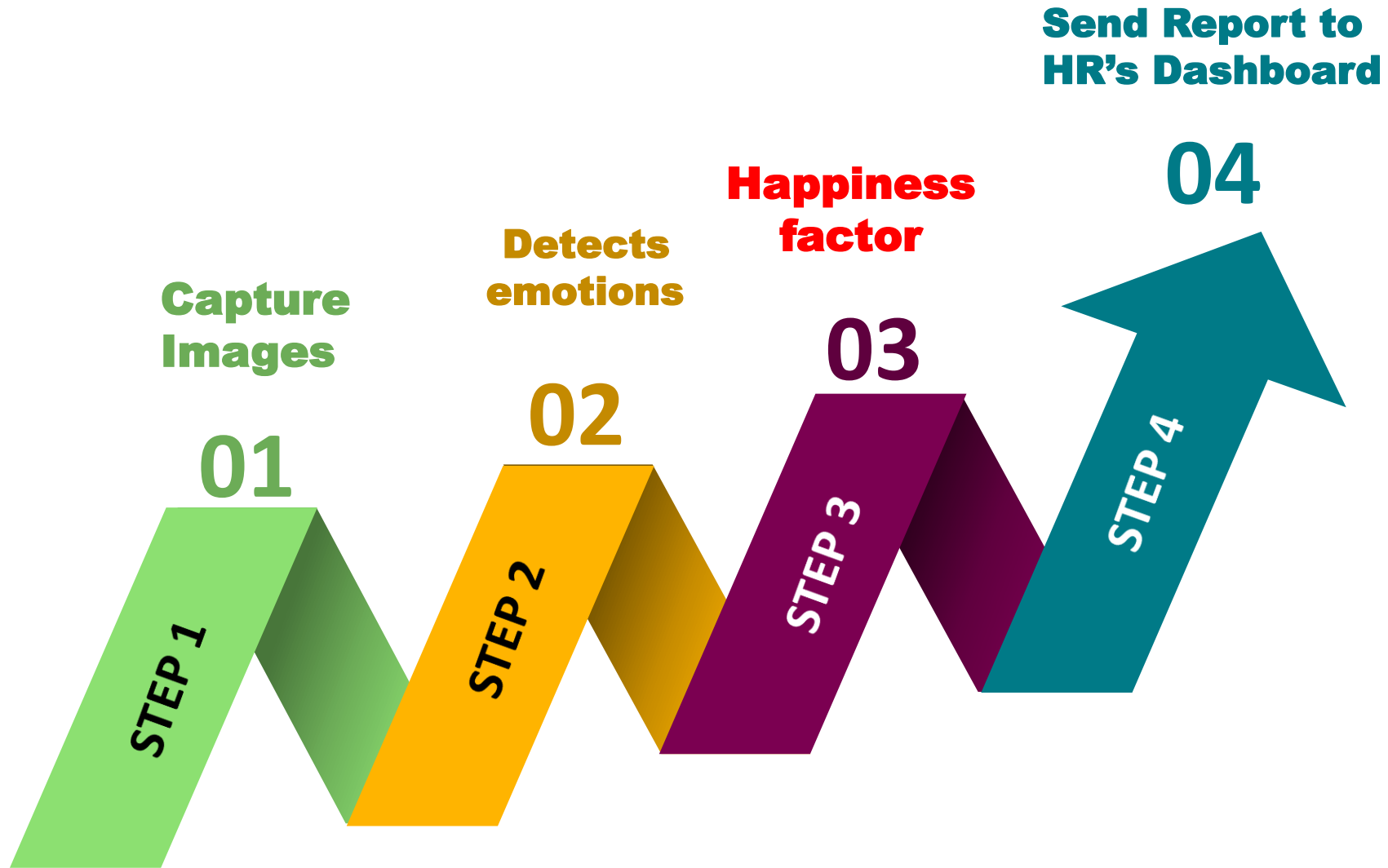
SOLUTION

Every day, 10-15 random images of an employee would be captured. With the help of Machine learning, the emotions would be detected from these images. The data consolidated would be converted to scores and would be combined to form "Happiness factor". A web portal will be developed for HR for continuous monitoring of these scores for each employee. If the scores are falling consistently for an employee, then that employee needs counseling. Once the scores are generated, the images captured would be deleted automatically.

Infographic Timeline

Capture Images

01

STEP 1

Detects emotions

02

STEP 2

Happiness factor

03

STEP 3

Send Report to HR's Dashboard

04

STEP 4

Qualitative Impact

HAPPY EMPLOYEES = BETTER PERFORMANCE

- The happier the employees of a company are, the better they will perform.

- Happy employees tend to be dedicated to their work and company, and are 12% more productive than those lacking motivation.

- When employees feel that the company takes their interest to heart, then the employees will take company interests to heart.

Quantitative Impact

HAPPY EMPLOYEES = BIG PROFIT

- A happy sales team helps in increasing company's sales.

- According to WALL STREET JOURNAL, happy employees achieve their goals 31% more often.

- When it comes to salespeople, happiness has an even greater impact, raising sales by 37%. But the benefits don't end there.

THANKS!