



The Incidence of Depression in Top Global Consulting Firms

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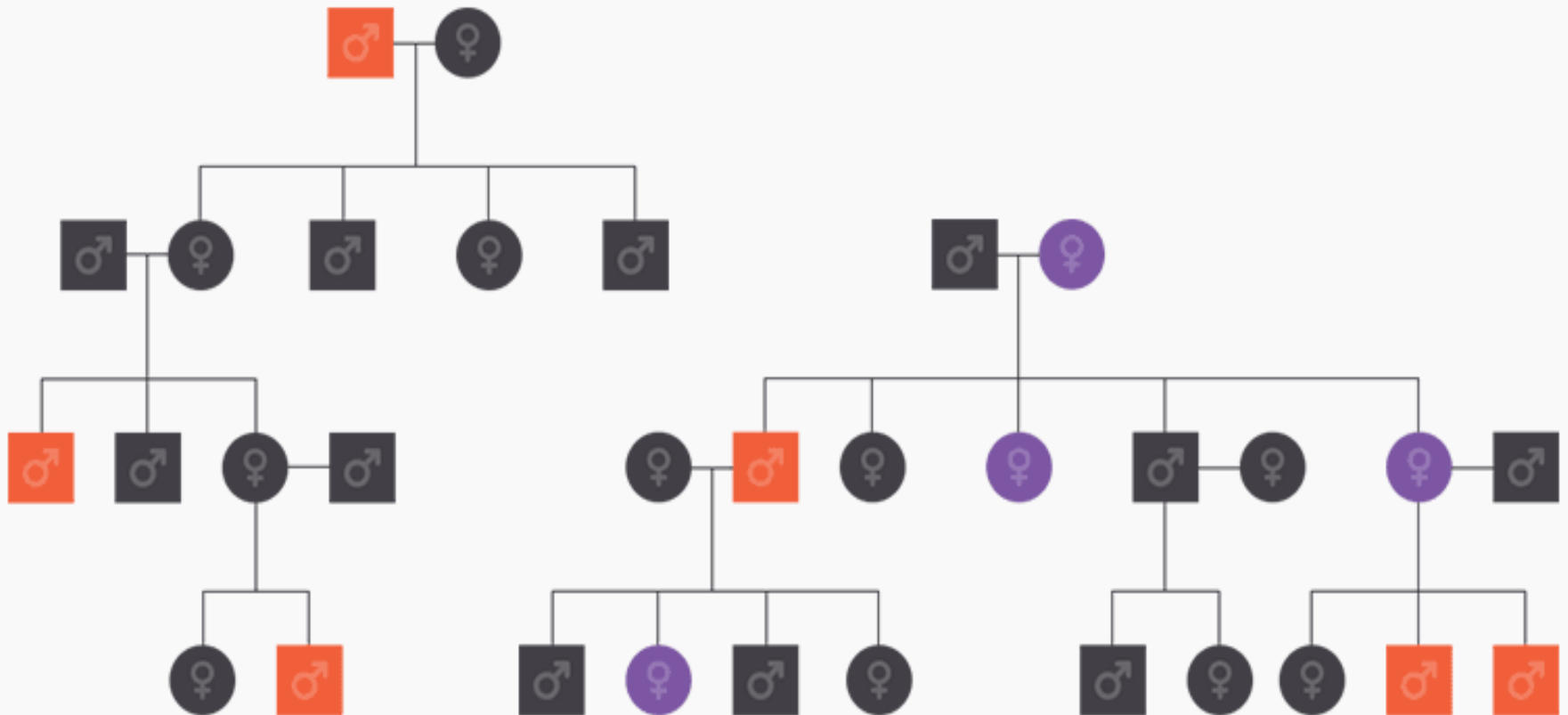
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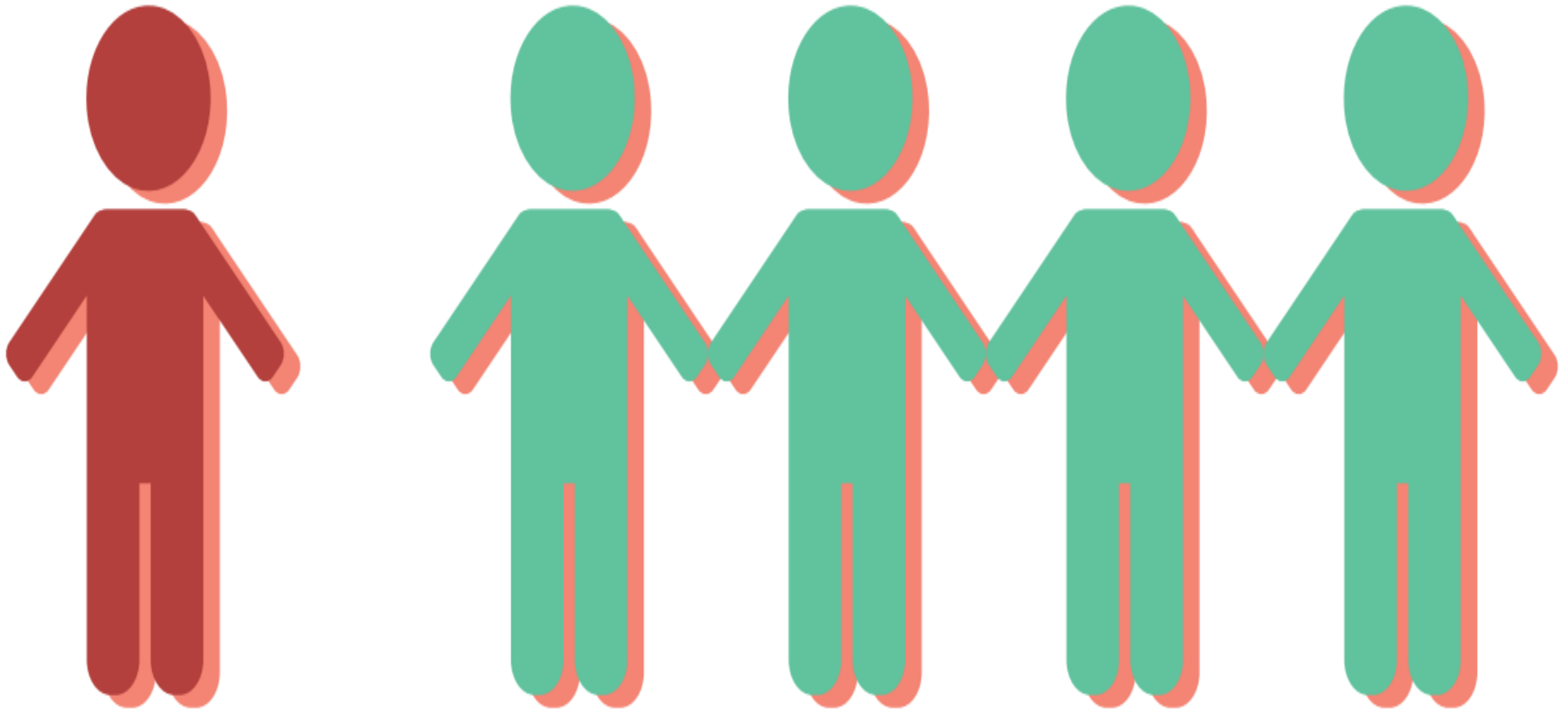
350 Mn

16 Mn
6.9%

Multiple Cause, One Effect







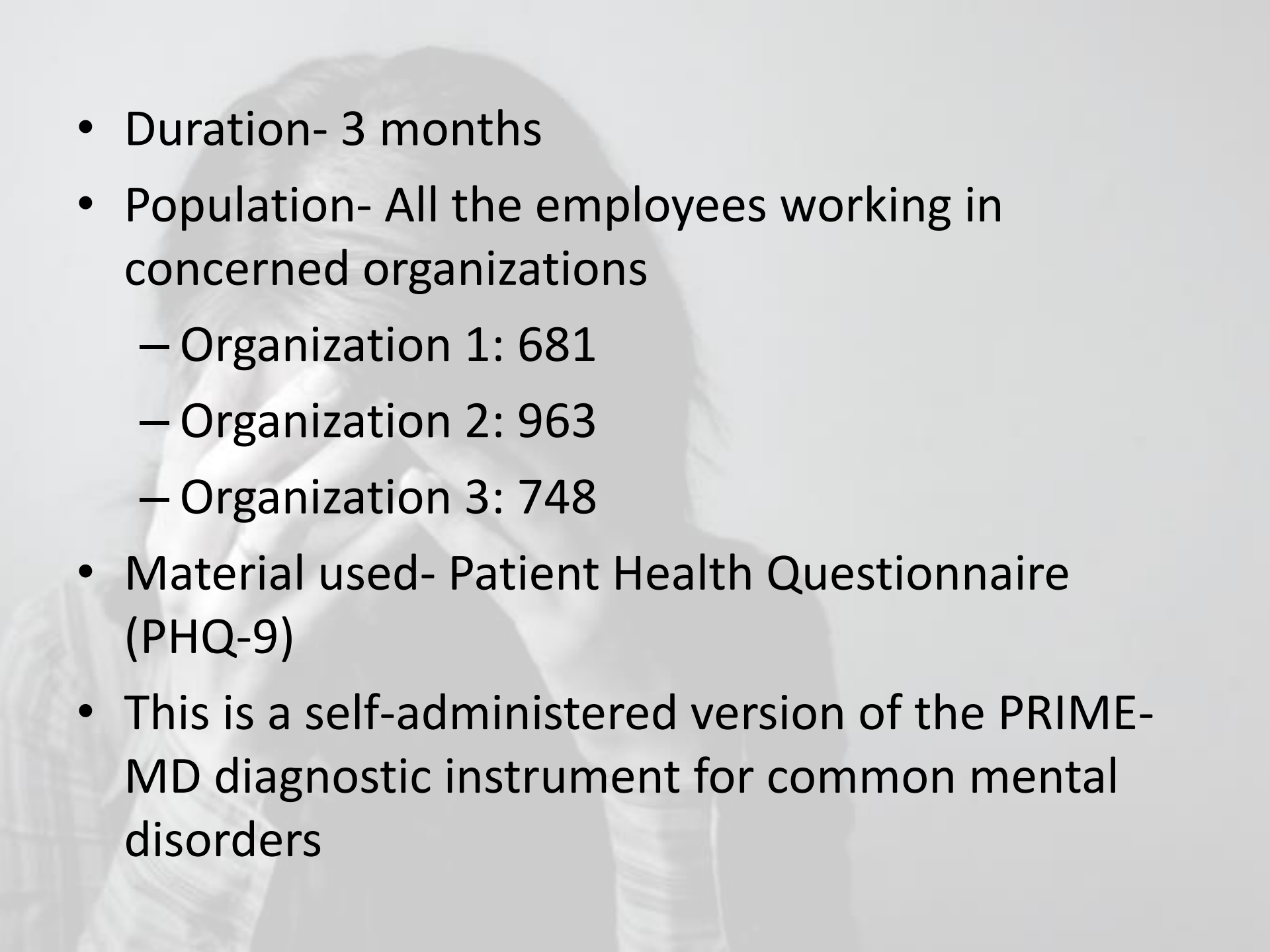
Public Stigma and Workplace Culture influence both, openness and disclosure, and work productivity.

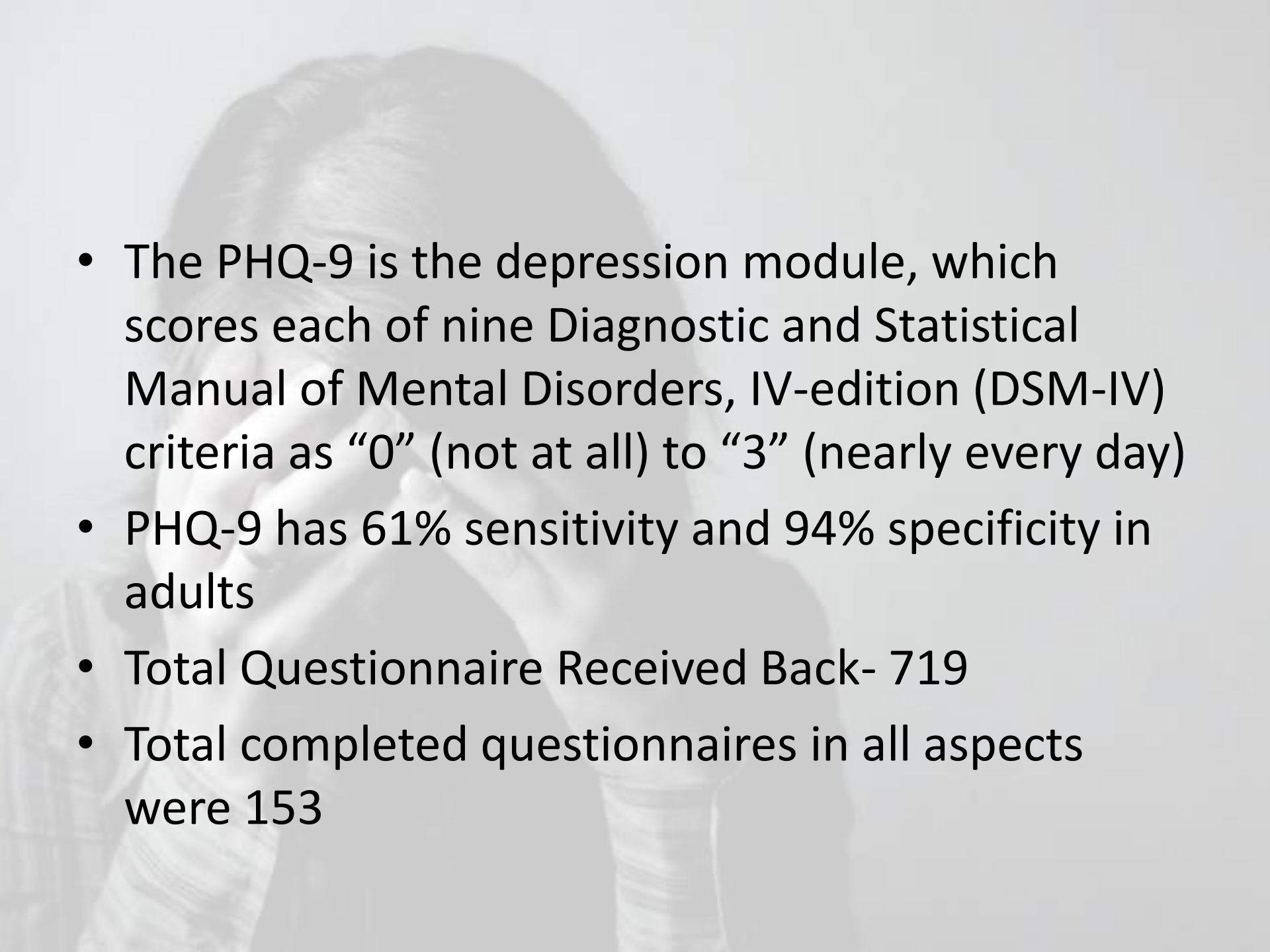
Objectives

- To assess the prevalence of depression among males & females due to work in various departments of different organizations
- To assess the prevalence of depression among various age groups in various departments of different organizations
- To assess the prevalence of depression among employees of varied educational background
- To identify the department in which employees are more happy & satisfied with their work

Material & Methodology

- Organizational based survey for measurement of depression was carried out among various departments of different organizations in Delhi from Feb. 5, 2018 to May 4, 2018
- Data were collected based upon Survey prepared by Pfizer
- For the current study which was conducted in 2018, data were collected and further data processing and analysis were done
- Cross-sectional Study

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- Duration- 3 months
 - Population- All the employees working in concerned organizations
 - Organization 1: 681
 - Organization 2: 963
 - Organization 3: 748
 - Material used- Patient Health Questionnaire (PHQ-9)
 - This is a self-administered version of the PRIME-MD diagnostic instrument for common mental disorders

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- The PHQ-9 is the depression module, which scores each of nine Diagnostic and Statistical Manual of Mental Disorders, IV-edition (DSM-IV) criteria as “0” (not at all) to “3” (nearly every day)
 - PHQ-9 has 61% sensitivity and 94% specificity in adults
 - Total Questionnaire Received Back- 719
 - Total completed questionnaires in all aspects were 153

Review of Literature

- As per a study in 2015, the possible causes of stress and depression were:

Organizational Factors	Personality Factors	Work family interaction Factors
Job it self	Age	Work demands
Poor physical working conditions	Gender	Family demands
Work overload	Headache	Work flexibility
Time pressures	Control & decision making capacity	Pressures at work
Long working hours	Physical agents	Support at work
Job Instability		Work & Family life
Job Clarity		

Review of Literature indicated that lesser the work related depression, more happy and satisfied the employees with their work

Score Interpretation

PHQ-9 Score	Provisional Diagnosis	Likely outcome for organization based on ROL
5-9	Minimal Depression	Employee considers their respective organization as Great Place To Work
10-14	Minor Depression	Employees facing minimal workload, but coping well with it
15-19	Major Depression	Employees facing workload and trying their best to cope up
>20	Severe Major Depression	Employees facing workload, hence, require help and support

Data Collection & Analysis

- Survey link was sent to various Organizations in Delhi via mail, and the purpose of the study was explained
- All important data were identified and extracted from main data of the survey and then checked for completeness, inconsistency and outliers
- Incomplete and inconsistent data were excluded from the analysis
- Data were properly filed and stored in electronic copies with back up

Sample Size - 153

Age Group	Females	Males	Total
21-30	33	36	69
31-40	28	22	50
41-50	15	9	24
51-60	4	5	9
>60	0	1	1
Total	80	73	153

Of the 153 respondents 80 (52%) were females and the rest, 73 (48%) were males with female to male ratio of 1.1:1.

Respondents by Educational Level

Educational Level	Females	Males	Total
Graduate	16	26	42
Post-Graduate	59	39	98
Doctorate	5	8	13

Respondents by Department

Department	Females	Males	Total
Management	11	18	29
Accounts/Finance	9	19	28
Marketing	15	13	28
Sales	16	11	27
Human Resources	23	9	32
Others	6	3	9

Statistical Testing of Association Between Socio-Demographic Characteristics and Depression

Tests of Association between	Null Hypothesis	Alternate Hypothesis	Calculated χ^2	Tabulated χ^2 at 95% Confidence Interval	Null Hypothesis (Accepted/Rejected)	Alternate Hypothesis (Accepted/Rejected)
Age and Depression	There is no association between Age and Depression	There is association between Age and Depression	21.607	26.026	Accepted	Rejected
Gender and Depression	There is no association between Gender and Depression	There is association between Gender and Depression	42.619	7.815	Rejected	Accepted
Educational Level and Depression	There is no association between Educational Level and Depression	There is association between Educational Level and Depression	4.125	12.592	Accepted	Rejected
Department and Depression	There is no association between Department and Depression	There is association between Department and Depression	15.270	24.996	Accepted	Rejected

Prevalence of Depression by Department

PHQ-9 Score	Provisional Diagnosis	Management Respondent Percentage	Accounts/ Finance Respondent Percentage	Marketing Respondent Percentage	Sales Respondent Percentage	Human Resources Respondent Percentage	Others Respondent Percentage
5-9	Minimal Depression	31%	50%	32.1%	33.3%	18.8%	22.2%
10-14	Minor Depression	41.4%	21.4%	39.3%	48.2%	50%	44.4%
15-19	Major Depression	24.1%	28.6%	25%	18.5%	21.9%	33.3%
>20	Severe Major Depression	3.5%	0	3.6%	0	9.4%	0

- On adding the percentages of score 5-9 and 10-14, it was seen that the Sales Department had the highest percentage value
- Thus, it is concluded that the department in which employees are more happy & satisfied with their work is ***Sales Department***

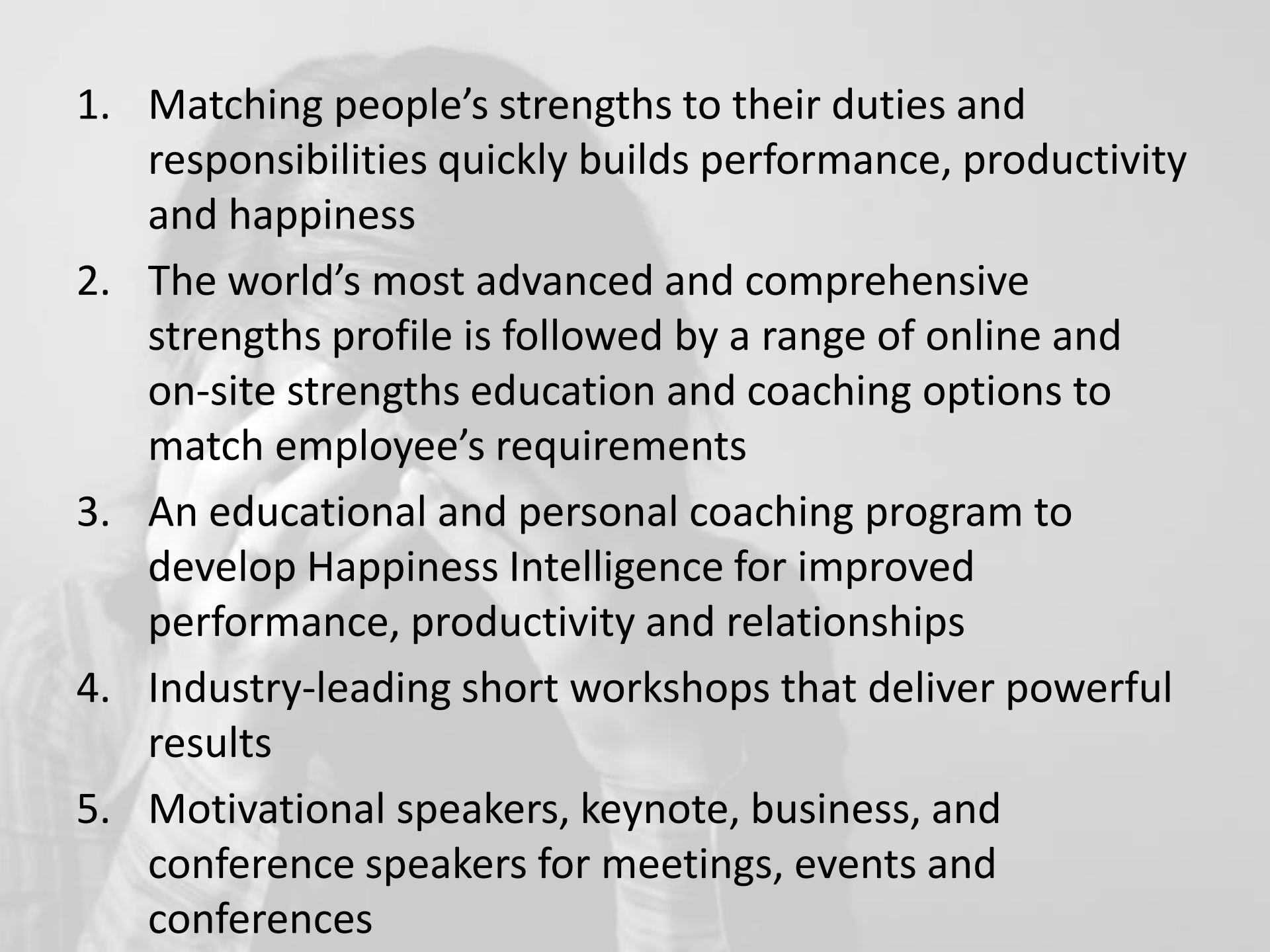
Conclusion

Happiness in a workplace carries with it a return in terms of enhanced productivity, there are enormous implications for firms' promotion policies and for the way they structure their internal labor markets.

- This study demonstrated no statistically significant association between depression and age of participants, depression and educational level of study participants, and, depression and department of participants
- However, it demonstrated statistically significant association between depression and gender of participants

Recommendations

- Primarily, present study did not seek any suggestions regarding reduction of depression from participants because of sensitive nature of study
- An informal discussion with the stakeholders in the company and Review of Literature indicates that following recommendations can positively impact reduction in depression level:

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1. Matching people's strengths to their duties and responsibilities quickly builds performance, productivity and happiness
 2. The world's most advanced and comprehensive strengths profile is followed by a range of online and on-site strengths education and coaching options to match employee's requirements
 3. An educational and personal coaching program to develop Happiness Intelligence for improved performance, productivity and relationships
 4. Industry-leading short workshops that deliver powerful results
 5. Motivational speakers, keynote, business, and conference speakers for meetings, events and conferences



**Thank
You!!!**