

# 6BUIS020C – Final Project Report

***Mind+: A solution to assess the effects  
of hybrid work culture on the IT sector employees and a guide  
to improve quality of life.***

Student: Umeshaa Sivakumar  
IID Number: 2019226 | UoW ID: W1761003  
Supervisor: Ms. Janice Abeykoon

This report is submitted in partial fulfillment of the requirements  
for the  
BSc (Hons) Business Information Systems

Business School  
Informatics Institute of Technology, Sri Lanka  
in collaboration with  
University of Westminster, UK

Date: 6<sup>th</sup> July 2023

## Abstract

This project offers an opportunity for the development of a mental health application tailored to IT sector professionals in order to track and improve their quality of life depending on their mental health. The catalyst for this study was the reported increase in stress, anxiety, and depression among IT professionals, particularly during the shift to remote work and the subsequent adoption of a hybrid work culture.

Mind+ endeavors to offer a personalized approach to improving mental health – allowing employees to track their mental health status using a comprehensive quality of life index through the Kessler Psychological Distress Scale (K10) that considers a variety of factors such as emotional well-being, work-life balance, social relationships, and physical health. Employees can acquire significant insights into their overall mental well-being and find areas for growth by analyzing their quality of life on a regular basis. Furthermore, the application provides personalized activities that are adapted to the individual needs and preferences of each employee. These activities include a variety of evidence-based mental health interventions, such as mindfulness exercises, relaxation techniques, physical exercises, cognitive-behavioral therapy exercises, and other management tactics. Employees can actively engage in self-care practices and work to improve their mental well-being by implementing these actions.

The app also includes useful tools and content on mental health, stress management, resilience building, and keeping a healthy work-life balance. It also includes elements like mood tracking, goal planning, and progress monitoring to help employees on their mental health journey. Overall, this mental health tool for IT workers serves as a digital companion to help them cope with the problems of remote work and hybrid work culture. The application intends to enable employees to take proactive actions towards improving their mental health by improving their quality of life by promoting self-awareness and providing access to educational materials as well as allowing companies to foster a healthier work culture.

**Key Words:** Hybrid work culture, QOL Assessment, K10 Analysis, Stress, Anxiety, Depression, Work place productivity