# Employee Stress Level Analysis: Key Insights

* **FINANCE Department has the highest average stress level (≈3.3)** — strongly linked with long average working hours (≈8.48 hrs/day).
* **Employees with <5 hours of sleep are 3× more likely to report stress level 5**, highlighting the impact of rest on stress.
* **Stress levels show an upward trend in the last 3 months**, possibly due to workload spikes or seasonal project deadlines.
* **12 employees flagged as ‘At-Risk’ (Stress=5 & Sleep<5)** — majority belong to the Operations and IT departments.
* **WorkHours and StressLevel show a positive correlation (Corr ≈ 0.45)** — confirming that overtime is a strong driver of stress.