Human resource analytics (HR analytics) is a subfield that refers to applying analytic processes to an organization's human resource department to improve employee performance and obtain a better return on investment. HR analytics is more than just collecting data on employee productivity. Instead, it seeks to provide insight into each process by collecting data and then analyzing it to make appropriate decisions about improving these processes. Human resource attrition refers to the gradual loss of employees over time. In general, relatively high attrition is a problem for businesses. HR professionals frequently take the lead in developing company compensation programs, work cultures, and motivation systems that aid in the retention of top employees.

The cost of high employee attrition to an organization is a significant issue. The most common costs of losing and replacing employees are job postings, hiring processes, paperwork, and new hire training. Furthermore, high employee turnover prevents the company from expanding its collective knowledge and experience, especially concerning if the company serves customers, as customers prefer to interact with familiar faces. If the company constantly hires new employees, errors and problems are more likely.

Employee attrition is the percentage of employees who leave a company. They are either replaced by new employees, or the position may remain vacant or be closed entirely. Employee retention is critical and cannot be overstated. Indeed, the financial cost of losing top performers is enormous. According to the Work Institute's Retention Report, the replacement cost for a $50,000-a-year employee is a whopping $16,500. With so much on the line, it is no surprise that employers are devoting more resources and time to retaining top talent. This is especially true in technology firms, where cutting-edge innovation is frequently driven by talented individuals working alone or in small groups.