ABSTRACT
Overcoming human resource turnover intention is essential for HR managers. This paper is going to investigate the reason for quitting jobs by students studying in private or public Malaysian universities who are working in travel agencies and the factors have influence in their retention. Problems in the areas can be seen may be due of labor shortage, student’s perceptions, the use of temporary workers and competitiveness, developing new skills, job security, wages and compensation, payment or processing and supervisor support. Therefore, this paper describes in detail the impact of HR practices that can alter the negative effects on travel agents for high student turnover. A quantitative research method will use for this research, investigating the factors preventing students workers for continuing their job, survey will be conducted using questionnaire to identify the reasons for students to remain in travel agencies in Kuala Lumpur.