

*This study was aimed at investigating the antecedents and predictors of employee quit decision process during organizational restructuring. This was done by examining the nature of relationships between Organizational restructuring, employee dissatisfaction and quit decisions. The literature review revealed that a number of studies have been conducted on the predictors and antecedents of employee quit decisions. However, these studies did not examine any integration between them. The objective of this study was to explore the integrated relationship amongst organizational restructuring, employee quit decisions and dissatisfaction. A sample size of 375 was selected from a total population of 15,017 employees from commercial banks in Kenya. A structured questionnaire with Likert-type statements anchored on a five-point scale ranging from "Not at all (1)" to "To a great extent (5)" was used to collect data. The study employed Pearson's Product Moment Correlation and hierarchical Regression analysis to test the hypotheses. The findings showed a significance relationship between organizational restructuring and employee quit decisions. Further, the findings revealed that the effect of organizational restructuring on employee quit decisions is mediated by employee dissatisfaction.*