

This study explore the impact of learning Organization on Organizational Performance and moderating role of Knowledge Sharing. Research Questions of the study are: What is learning level of learning in Telecommunication companies in Pakistan? What is the impact of Learning Organization on organization Performance in Telecom companies of Pakistan and what is the Moderating Role of knowledge sharing is? Hypothesis explores positive relationships of basic building blocks of learning organization, with Organizational Performance. There is positive relationship between Supportive learning environment have with organizational performance, concrete learning process and practices with Organizational Performance and leadership that reinforce learning with Organizational Performance. Study explores moderation effect of knowledge sharing on learning organization and organizational performance.

In study, quantitative research design is used. Instrument is integrated 73 items. Instrument contains three parts, (1) Learning Organization (Garvin, Edmondson, & Gino, 2008), (2) organizational Performance (Li & Lu, 2007) and (3) knowledge sharing (S. Kim & Lee, 2006). Correlation Analysis of each items of major variable confirms the moderate relationships between them. Data is collected from population of 600 front and middle managers of telecommunication companies in Faisalabad, Pakistan. 245 valid responses are entered in statistical program tool (SPSS 20) to perform data analysis. Results and discussion of the study discuss that research fulfill the objectives of the study. In Pakistan, companies are at initial stage of learning which means all companies need to focus on all building blocks of learning organization to achieve competitive edge. Companies can use these findings in future to analyze themselves from wider perspectives.

This research can help R&D departments to work on these areas for better performance of companies. Due to some limitations of study, this research suggests some future recommendations. Due to limited time and other resources, research was limited to small population and sample size. In future, research can be conducted for large population. In future, other companies can use this research for their better performance.