

The concept of organizational learning is area of attention for academicians and practitioners because of its potential to sustain the organization performance while the SMEs are an emerging business structures in Pakistan. The organizational learning contributes significantly in the value of performance of corporate and as well to small business structures. The empirical purpose of this study was to investigate impact of organizational learning on perceived SMEs performance and further with moderation of leadership role.

The theoretical consideration was empirically tested through research design of cross-sectional, non-contrived and IT base industry of SMEs. The survey was conducted for collection of inductive data and 129 respondents were valid and considered for analysis. The statistical tests were applied for empirical investigation and results reveal that; there is significant contribution of organizational learning in perceived SMEs performance and each dimension of organizational learning is also significant predictor of perceived SMEs performance while shared vision has higher rank among system thinking, personal mastery, mental model and team learning.

The further results depict that leadership role is not significant moderator in relationship of organizational learning and perceived SMEs performance however team leadership may moderate this relationship which is also recommended for future research in IT base SMEs which configuring the organizational learning and performance.