

**THE IMPACT OF ORGANIZATIONAL LEARNING ON COMPETITIVE  
ADVANTAGE, ORGANIZATIONAL CULTURE AS MEDIATOR – AN  
EMPERICAL STUDY IN TELECOM SECTOR OF PAKISTAN**

**By**

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## **ABSTRACT**

This study attempted to find the relationship between organizational learning and competitive advantage and also to identify the variable which play the mediating role in that relationship.

Using standard Questionnaire, data was collected from 300 employees from the telecom sector of

Pakistan to find out the impact of organizational learning on employee's performance. The hypotheses were tested by applying quantitative analysis and results showed that organizational learning has a significant positive impact on company's competitive advantage in the telecom sector of Pakistan. Additionally this study also found that organizational culture mediates the relationship between organizational learning and competitive advantage.