

# **The Impact of Knowledge Management on Organizational Performance due to the moderating role of Organizational Learning (case study: Tobacco Complex guilan province)**

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**Organizations play an important role in our daily lives and therefore, successful organizations are key elements for developing countries. Continuous operation, and the focus of each organization, considered because Only through performance, organizations are able to grow and progress. As a result, organizational performance, is a one of the most important variable in management research and Of course, is a most important indicator in organizational performance. The purpose of this study was investigating the impact of knowledge management on organizational performance with considering the mediating role of organizational learning in the tobacco construction of Guilan Province. The research method was descriptive, and its purpose was practical. Data collection method was, fieldwork, and its tools was a questionnaire. the statistical population of this study was all staff of tobacco construction of Guilan Province which their number was 1829 people. with Considering the total population, and according to Cochran formula, sample size was 293 people. Available non-probability sampling was used in this study. Data were analyzed through SPSS, software version 20, and Lisrel 8.54. the results showed that Knowledge management, effect on organizational, adaptive and productive learning, and organizational adaptive and productive learning, effect on organizational performance, and ultimately, knowledge management, effect on organizational performance in the tobacco construction of Guilan Province. Therefore, five research hypotheses were confirmed.**

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**Keywords : Knowledge management, organizational performance, adaptive learning, productive learning**

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