**ABSTRACT**

Polish national culture is explored from the perspective of its capacity to absorb recommendations and requirements of organizational culture in knowledge-based, learning organizations. The issue is important because more and more Polish firms are starting to operate in the so-called high-tech sectors. It is noticeable that, mainly due to a tradition of using highly centralized mechanistic structures, high Uncertainty Avoidance and high Power Distance, the development of the organizational culture characteristic of knowledge-based companies may be fraught with difficulties. On the other hand, somewhat ambivalent levels of Individualism (a mixture of very high and very low levels) and a comparatively moderate level of Masculinity, may assist in the creation of an organizational culture that fits knowledge-based firms well.