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**How does organizational culture impact RN engagement**

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There is a wide range of literature that focuses on the importance of RN engagement; however, there are few healthcare organizations that have taken the initiative to implement programs that foster RN engagement. In multiple studies, RN engagement correlates directly with patient safety, quality, and patient experiences. Hence the understanding of RN engagement and its drivers must be a intentional goal of an organization. This project focused on the relationship between the levels of RN engagement and their perceptions of their organizational culture. Focusing on a small community hospital in New York, the research question addressed existing levels of RN engagement and their perceptions of their organizational culture. As described by Kolcaba, a humanistic approach to meeting the needs of RN staff will benefit both the RN and the organization. The correlational design included the review of the National Database of Nursing Quality Indicators (NDNQI RN) engagement surveys conducted from 2012 to 2014. The findings noted concerns related to nursing participation in hospital affairs as well as staffing and resource adequacy. Nursing foundations for quality of care were the only significant driver related to RN levels of engagement. RN engagement is crucial to the profession's sustainability when considering the influence of demographic, economic, and technological pressures felt throughout the healthcare industry. RN engagement is also crucial to the success of strategies to improve healthcare delivery outcomes across the continuum of care.

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