

**Poster Session IV
Poster #16**

Organizational Culture and Climate in Primary Care Settings: Nurse Practitioners' Perspectives

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Purpose: The purpose of the proposed study is to explore and understand organizational culture and climate in primary care settings from primary care nurse practitioners' perspectives.

Background: Policy makers and insurers are becoming more and more motivated in finding cost-effective ways to provide better primary care. However, chronic disease epidemics, rising health care costs, severe shortages of primary care providers, and increased demand, providing high quality primary care becomes challenging. Two years after the introduction of Massachusetts health reform in 2006, nurse practitioners in Massachusetts were recognized as primary care providers to meet the high demand for primary care. However, little is known about the primary care settings as organizations creating a context for nurse practitioner practice.

Methods: (Design, Participants, Setting, Data Collection, Analytic Approach) Qualitative descriptive design will be implemented. Data will be collected through eight focus group interviews of six to eight participants from November 2010 to February 2011. Purposeful sampling procedures will be used to recruit participants who are working in primary care settings in Massachusetts. Participants will be recruited using a membership list from Massachusetts Coalition of Nurse Practitioners. It is anticipated to include 48-64 nurse practitioners in the sample to reach saturation. Focus group interview guide will be developed to uncover participants' description of organizational culture and climate. The principal investigator will moderate the focus groups. Focus groups will be audio-taped and field notes will be taken. A professional transcriptionist will transcribe the audio materials. The transcribed data will be imported into a qualitative software package, ATLAS.ti. Notes and transcripts from the interviews will be reviewed independently by the principal investigator and the consultant to achieve congruence. Once data are coded, the researchers will then sort the data by code and begin identifying the categories or patterns from the data. The data will be read and reread to identify emergent themes pertaining to organizational culture and climate.

Results will be available in March 2011. Conclusions and Implications will be available in March 2011.