

Optimizing HR management system on attention deficit in faculty work

Qiting Song

Guangzhou Railway Polytechnic, Guangzhou 510430, China

Background. With the increase of occupational stress and workload, more and more occupational people have problems of work attention deficit. The HRM system will be helpful to the occupational group, so it can be used in the study of the work attention deficit of faculty members.

Subjects and Methods. 60 teaching staff of a vocational college were selected as the research subjects and randomly divided into experimental and control groups, with 30 people in each group. The experimental group applied the optimized human resource management system; the control group was managed according to the unoptimized system. Memory load n-back task was used and relevant experimental data were recorded; Pearson was used to analyze the relevant data.

Results. The mean reaction time of the experimental group in the 1-back task was (505±100) ms, while that of the control group was (457±75) ms, and the difference between the groups was statistically significant after repeated-measures ANOVA ($P=0.017$). In the 2-back task, the mean reaction time of the experimental group was (573±125) ms, while the control group was (511±100) ms, and the difference between the groups was statistically significant ($P=0.016$).

Conclusions. Faculty members optimized for the HRM system showed longer reaction time and increased ISD when completing n-back tasks, and these differences were associated with clinical symptoms of attention deficit at work. Therefore, HRM system optimization research can explore additional interventions to improve faculty members' level of work attention.

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Psychology-based analysis of cognitive barriers of corporate financial risk assessors and countermeasures

Yangyudongnanxin Guo

Hunan International Economics University, Changsha 410205, China

Background. In corporate financial risk assessment, the cognitive ability of personnel plays an important role in accurately assessing and predicting risks. Therefore, it is of great significance to study

the cognitive impairment of corporate financial risk assessment personnel and their countermeasures by combining psychological analysis.

Subjects and Methods. This study used psychological scales and cognitive paradigms for research. The study selected 50 staff members from a financial enterprise as the research subjects and randomly divided them into an experimental group and a control group, each consisting of 25 people. Data analysis was conducted using the Simplified Mental Intelligence Scale and the Code-recognition episodic memory paradigm, and the data was processed using SPSS22.0.

Results. By simplifying the analysis of MMSE sub-items, the two items with the strongest discriminative ability for MCI were identified, namely MMSE12 and MMSE19. The average cognitive speed score of the evaluators in the experimental group was 0.56 seconds, while the average cognitive speed score of the evaluators in the control group was 0.42 seconds. The t-test results showed a significant difference in cognitive speed between the two groups ($P<0.01$).

Conclusions. BABRI-mini MMSE and BABRI-EMT are suitable for rapid screening of cognitive impairment for corporate financial risk assessors. MMSE12 and MMSE19 can be used as valid indicators for assessing cognitive impairment, and the application of the situational memory scale can further improve discriminative ability. This suggests that psychology-based analysis can help corporate financial risk assessors detect and respond to cognitive impairment promptly and improve the accuracy and reliability of assessment.

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The management countermeasures of mass psychological anxiety in public health emergencies

Pengcheng Li¹ and Zeli Jiang^{2*}

¹Wuzhou University, Wuzhou 543003, China and ²Yichun University, Yichun 336000, China

*Corresponding author.

Background. With the improvement of people's health awareness, they gradually pay attention to public health events. When public health incidents suddenly occur, people's psychology is partially anxious. Conventional management measures only aim at patients' health diseases and often ignore patients' anxiety. To manage this kind of emotion, this study puts forward the management countermeasures of double-hearted nursing.

Subjects and Methods. The study divided 200 patients who met the inclusion criteria into two groups equally, and each group contained 50 cases of male and 50 cases of female. The patients in the control group were treated with traditional medical methods,

while the patients in the control group were treated with the double-hearted nursing management countermeasures proposed in the study. After 12 weeks of treatment, the study used SPSS23.0 to count their psychological anxiety scores and compared the scores of patients before and after treatment.

Results. Before the experiment, the average score of patients' psychological anxiety was 90.1, and after the research of double-hearted nursing management countermeasures, the average score of patients' psychological anxiety in the experimental group was 47.5, which was significantly lower than that in the control group (85.3).

Conclusions. The experimental results show that the double-hearted nursing management countermeasures proposed in this study can effectively address patients' anxiety, thus keeping people away from public health emergencies. It can take good care of people's mood and has the value of popularization and use.

The effect of foreign language learning strategies on alleviating cross-cultural social anxiety

Bufen Hu

East China University of Technology, Nanchang 330013, China

Background. With the rapid development of international communication, learners gradually begin to socialize across cultures. However, some introverted students have cross-cultural social anxiety disorder when communicating with foreign friends. In order to alleviate this symptom, this study puts forward the optimization of foreign language learning strategies based on psychological suggestion.

Subjects and Methods. In this study, 400 patients with cross-cultural social anxiety disorder who meet the treatment standards were selected from the school and divided into the experimental group and the control group equally, and the number of male and female students in the two groups was the same. The experimental group and the control group were treated with psychological suggestion and routine psychological care for 12 months, respectively. The study used 3-min confidence assessment scale (3D-CAM) software to compare their social anxiety scores before and after treatment.

Results. Before and after treatment, the average difference of social anxiety score in the experimental group was 42.5, which showed that the treatment method could effectively alleviate the disease. The value of the control group is only 16.8.

Conclusions. The experimental results show that the optimized diagnosis and treatment methods of foreign language learning strategies proposed in this study can effectively treat learners' cross-cultural social anxiety disorder, and then improve the social mood of patients and students. This method has almost no sequelae and is suitable for the cure of cross-cultural social anxiety disorder.

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Analysis of intervention effect of Marxism with mental education on anxiety disorder of college students

Xiang Teng

Huaiyin Normal University, Huaian 223300, China

Background. Due to the increasing study pressure, the proportion of anxiety disorders among college students began to increase. In order to solve this situation, colleges and universities adopt mental health education to treat college students. However, this method is only suitable for mild patients, and there are shortcomings in the face of patients with severe anxiety disorder. In order to improve it, this study combines Marxist spirit with mental health education in colleges and universities.

Subjects and Methods. In this study, 800 college students suffering from anxiety disorder were selected and divided into two equal groups, including experimental group and control group, with the same proportion of male and female students. The experimental group was treated with Marxist spirit combined with mental health education in colleges and universities, while the control group was treated with conventional mental health education in colleges and universities. After one-year treatment, Stanford Acute Stress Response Questionnaire (SARQ) was used to compare their anxiety disorder scores before and after treatment.

Results. The average anxiety disorder score of these college students is 97.8, the average anxiety disorder score of the experimental group is 33.7, and the average anxiety disorder score of the control group is 65.3.

Conclusions. The experimental results show that the method proposed in this study can effectively intervene the anxiety disorder of college students, thus making college students' psychology change into positive. The combination of Marxist spirit and mental health education in colleges and universities has no sequelae for college students and is suitable for relieving their mood.