

main personality characteristics and changes with satisfaction and dissatisfaction. Different interpersonal relationships will lead to different emotional experiences and affect people's behavior and work attitude. There are two kinds of relations in the enterprise: employee and manager, employee and employee. Among them, the relationship between employees and managers can affect the personnel system most, and the key to improve the relationship between managers. Therefore, managers should communicate with their employees, understand their needs and motivations, and take appropriate incentive measures. It is proved that only by enhancing the cohesion, improving the interpersonal relationship, communicating and cooperating timely and effectively, and creating a good psychological atmosphere, can the overall efficiency of the organization be further improved.

(3) Applying the incentive mechanism. In social psychology, motivation mechanism reflects the interaction of motivation subject and motivation object through a set of rational system, so as to motivate staff and achieve organizational goals. The enthusiasm of employees in the organization directly affects the work performance, and motivation is the best way to improve the enthusiasm of employees. Motivation must be based on needs and motivation. Human's need is a kind of complex subjective state, these needs cause various motive, the motive dominates the behavior. After applying the optimization strategy of enterprise human resource management based on social psychology, this paper investigates the turnover rate before and after the application of enterprise, the concrete result is shown in Figure 1.

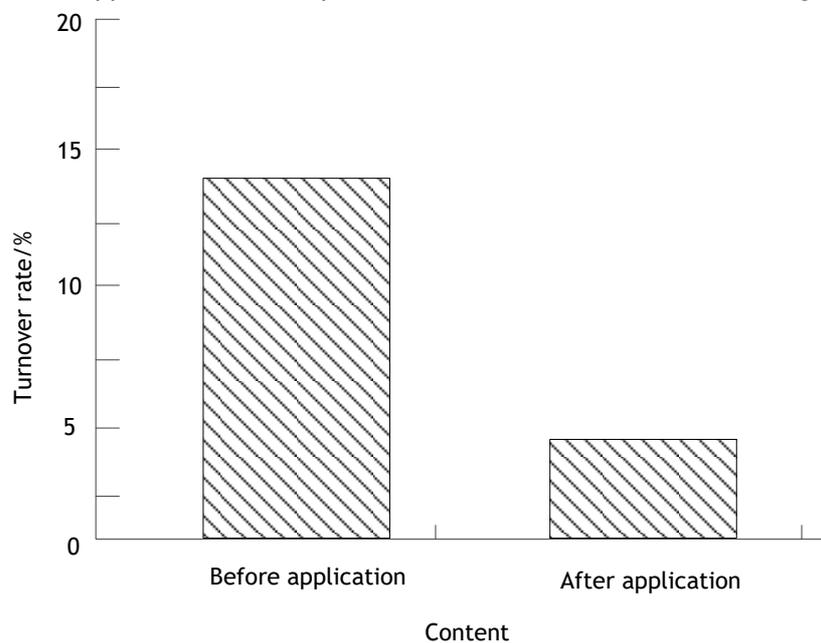


Figure 1. Turnover rate before and after applying the human resource management model based on social psychology.

It can be seen from Figure 1 that after applying the optimization strategy of human resource management model based on social psychology, the turnover rate of enterprises decreases obviously.

Conclusions: In an era of fierce competition for talents, only by skillfully applying the theories and viewpoints of social psychology to human resource management and development can enterprises select excellent and suitable employees, so as to achieve the goal of attracting and retaining talents and promoting the development of enterprises.

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VALUE OF PSYCHOLOGICAL INTERVENTION IN THE CLINICAL DIAGNOSIS OF PELVIC FLOOR DYSFUNCTION

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Background: Pelvic floor dysfunction disease (PFD) is a common and underrecognized disease. Chronic diseases are mainly caused by the damage or defect of pelvic floor supporting structure, including stress

urinary incontinence, pelvic organ prolapse, female sexual dysfunction and chronic pelvic pain. Coughing, sneezing, walking and standing, bad posture and other daily living habits will lead to increased abdominal pressure, resulting in urinary leakage, pelvic organ prolapse, pelvic floor muscle strength decline, and adverse effects on physical and mental health. At present, pelvic floor dysfunction has become the most common chronic disease affecting women's quality of life, seriously affecting women's physical and mental health and quality of life. The incidence of depression in patients with pelvic floor dysfunction is significantly higher than that in the general population. In order to effectively alleviate the clinical symptoms of patients and reduce disease progression, effective intervention measures must be taken to promote the recovery of pelvic floor function.

Objective: Pelvic floor dysfunction lasts for a long time and is difficult to cure, which has adverse effects on the harmony of husband and wife's life and the stability of family relationship. At the same time, it can reduce the quality of life of patients and affect the social economy. Due to the high degree of privacy of gynecological disease, most patients did not get timely treatment in the early stage of the disease. Female pelvic floor structure is complex, involving a variety of functions of the body, patients with pelvic floor support structure damage, resulting in bladder, sphincter function damage, cause patients with dysuria, such as urinary incontinence, dysuria and other symptoms, make patients bear great psychological pressure. Therefore, this study explored the clinical diagnostic value of psychological intervention on pelvic floor dysfunction, and provided reference for clinical diagnosis and follow-up rehabilitation treatment.

Subjects and methods: Patients with pelvic floor dysfunction treated in obstetrics department of a hospital from June 2019 to August 2020 were selected as the research objects: (1) Age \geq 18 years old; (2) Pelvic floor dysfunction was diagnosed by examination; (3) Those who agreed to participate in this study. Exclusion criteria: (1) Those who did not meet the inclusion criteria; (2) Vaginal bleeding or persistent postpartum lochia; (3) Patients with diabetes, hypertension and other chronic diseases; (4) The patients with pelvic mass were complicated; (5) The infection occurred during the puerperal period.

Study design: According to the inclusion and exclusion criteria, a total of 60 patients, aged 20-35 years old, were divided into control group and experimental group, 30 cases in each group. There was no significant difference in age distribution and lochia duration between the two groups. This study was approved by the hospital ethics committee, and all patients had informed consent.

Methods: The control group was given pelvic floor muscle training, and the experimental group was given targeted psychological intervention on the basis of the control group. The vaginal dynamic pressure and treatment effect of the two groups before and after treatment were evaluated and compared. All data were entered and analyzed by SPSS15.0 statistical software. The counting data were expressed by proportion or percentage, and the measurement data were expressed by mean \pm standard deviation. T test was used for measurement data, $P < 0.05$ was statistically significant.

Results: The results show that: 1: The total effective rate of the experimental group (93.3%) was higher than that of the control group (70.0%), the difference was statistically significant. Comparison of pelvic floor dysfunction in the experimental group: There were significant differences in vaginal dynamic pressure, pudendal nerve parameters and pelvic floor muscle fatigue before and after treatment in the same group ($P < 0.05$), and there were significant differences between the two groups ($P < 0.05$). The comparison results of vaginal dynamic pressure before and after treatment in the two groups are shown in Table 1.

Table 1. Comparison of vaginal dynamic pressure (cm H₂O) between the two groups before and after treatment.

| Group | Before treatment | After treatment |
|--------------------|------------------|------------------|
| Experimental group | 72.19 \pm 5.46 | 87.88 \pm 7.13 |
| Control group | 72.48 \pm 5.32 | 83.24 \pm 5.84 |
| t_1 | -10.758 | -8.802 |
| P_1 | <0.05 | <0.05 |
| t_2 | -0.023 | -3.059 |
| P_2 | >0.050 | <0.050 |

As a support system of human body, pelvic floor has extremely complex structure, which is composed of nervous system, ligament, fascia, pelvic floor muscle group and pelvic organs. The tissues support and interact with each other to maintain the normal physiological position of pelvis and pelvic organs. Pelvic floor dysfunction diseases are often occurred in the elderly and middle-aged women, often complications of pregnancy and childbirth, including sexual dysfunction, prolapse of pelvic organs, stress incontinence, etc., which seriously affect the normal life of patients. During pregnancy, the volume and weight of uterus gradually increase, especially in the late pregnancy, the uterus is basically in a vertical position, and its

pressure directly acts on the pelvic floor muscle tissue, increasing the burden of pelvic floor muscle tissue. At the same time, due to the increase of hormone level during pregnancy, hormone stimulation makes pelvic floor ligament relax. Through the comparison of vaginal dynamic pressure between the two groups before and after treatment, the results showed that: There was no significant difference in the vaginal dynamic pressure between the two groups before treatment. After treatment, the vaginal dynamic pressure of the two groups was higher than that before treatment, and the increase of the experimental group was more obvious.

Conclusions: Appropriate psychological intervention has a certain influence on the pelvic floor rehabilitation of postpartum women with pelvic floor dysfunction. Psychological intervention can improve the bad psychological state of patients, reduce the degree of anxiety and depression of patients, enhance the overall contraction of pelvic floor muscles after receiving treatment, and improve their treatment enthusiasm and quality of life.

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FACTORS INFLUENCING THE PSYCHOLOGICAL STABILITY OF BASKETBALL SHOOTING FROM THE PERSPECTIVE OF ATTRIBUTION THEORY

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Background: Modern scientific research shows that athletes’ sports ability lies in the organic combination of physical fitness, basic skills and psychological quality. They influence and restrict each other, but they are all under the control of psychological activities through the corresponding activities of sports organs. The degree of psychological stability has a great influence on the application of athletes’ technical level and the full play of their ability. Shooting is the most important offensive technique in basketball. The essence of basketball game is a shooting game, so the stability of shooting is directly related to the outcome of the game. There are three factors affecting the shooting percentage: physical, technical and psychological, including the nature of the game, time, score, technical mastery, physical condition and so on. In the game, the attacking team uses various techniques and tactics in order to create more and better shooting opportunities and strive to score; The defense team actively defends in order to prevent the other side from scoring. Therefore, shooting has become the focus of both offensive and defensive sides, and is the most important basic technology of basketball. In the perspective of attribution theory, it is important to study the influencing factors of psychological stability of basketball shooting, which plays an important role in the hit rate of basketball shooting.

Objective: There are many factors affecting the shooting percentage, which not only depends on the physical quality and technical level of the athletes, but also depends on the psychological factors such as the athletes’ mood, self-confidence, will quality, psychological endurance, competition motivation and so on; To improve the shooting rate, we can improve the physical fitness of the athletes, improve the technical links of the college students, strengthen the psychological training of the athletes, improve the psychological coping ability in the game, master the shooting technology comprehensively, and practice the basic skills of the shooting.

Subjects and methods: Select 50 basketball players in a school. Let each team member in the shooting training move time to shoot 20 times, divided into two times, take the average, according to the hit rate.