

shown in Table 1.

Table 1. Personnel manager's main attitude towards the recessive talent flow.

	Lax state	Delay work	Late and leave early	Ignore managers	Engage in other business during working hours
It doesn't matter	3	1	27	0	0
More dissatisfied	9	16	25	8	1
Believe that this phenomenon has a certain impact on one's own work	33	26	5	21	5
Dissatisfied and jealous	0	0	0	0	36
Seriously affected the enthusiasm for work	15	17	3	31	18

According to the data in Table 1, most of the personnel management personnel have a dissatisfied attitude towards the hidden loss of talents. Among them, for slack and delayed work, most managers believe that this phenomenon has an impact on their own work, but only some people believe that this phenomenon affects work enthusiasm. Although some people expressed dissatisfaction with the phenomenon of arriving late and leaving early, it did not cause a serious impact. Regarding the ignorance of managers, many personnel managers believe that this phenomenon has seriously affected their work enthusiasm. For other businesses during working hours, the general attitude of personnel managers is dissatisfaction and a certain degree of jealousy, mainly because of the restrictions of most universities. In addition to the further education and part-time activities of personnel management personnel, when unfairness occurs in the work, personnel in the personnel department will have a certain degree of jealousy.

Conclusions: It can be seen that most of the personnel management personnel are dissatisfied with the hidden loss of talents in colleges and universities, and it will have a certain impact on their work enthusiasm. In order to ensure the quality of talent management in colleges and universities, colleges and universities should suppress the hidden loss of talents in a timely manner, and promptly guide the psychological state of the personnel management department.

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SPECIAL MOVEMENT ARRANGEMENT OF DANCE BASED ON SOCIAL PSYCHOLOGY

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Background: Choreography can bring people aesthetic enjoyment, but choreography is a very hard work, which may lead to students' psychological depression and affect students' development. Therefore, it is necessary to analyze the characteristics of choreography of students' choreography of physical dance from the perspective of social psychology. This is because psychology is a popular subject closely related to people's daily life, which absorbs the essence of various related disciplines, and can provide rich nutrition for related disciplines. In particular, social psychology can reveal the reasons why students have certain characteristics, and can help people understand and explain how the thoughts, feelings and behaviors of individuals are affected by the real, imagined and implied existence of others. The arrangement of movement feeling dance routine is to create the continuous flow of the project, to form a cohesive whole, to show the unique ability, and to shape the personality, style or individual performance style of the athletes. On the premise of abiding by the rules, we should not only have new ideas, but also have unique project style and characteristics, reflecting different novelty, creativity, uniqueness and competitiveness. In order to make the students of dance major develop better and arrange better special movements of dance with body sense, so as to be loved by more audiences, this paper discusses the related problems of social psychology in dance teaching.

Subjects and methods: In order to improve the novelty, creativeness, uniqueness and competitiveness of the students' special movements, this paper analyzes them from the perspective of social psychology, and puts forward some social psychological strategies to improve the level of the students' special movements.

Study design: Through the social psychology method analysis how promotes the student body feeling dance special movement arrangement the effect, thus receives more audiences' affection. The main contents are as follows:

First of all, like body feeling dance does not mean like suffering, but “bitter” and dance is directly proportional, with the first bitter then sweet these four words to describe the body feeling dance is the most appropriate. Students majoring in somatosensory dance hold different attitudes towards hardship, some students are willing to endure hardship, some students are afraid of hardship, how teachers of somatosensory dance should change their attitude towards dance learning is the key to the problem. Attitude change theory belongs to the category of social psychology. If we want to make students interested in learning motion dance and motivate them to succeed, we need to help them develop a positive attitude towards learning motion dance.

Secondly, improve students’ metacognition ability. With the passage of time, I believe that the teaching task of the specific movement choreography education of somatosensory dance should not be limited to teaching students dance knowledge and dance skills, but more importantly, to teach students how to learn. The point of view of cognitive psychology holds that: student’s learning is an information processing process, that is, the information processing process of the computer is intended to be used in student’s learning. Metacognition appears in the process of attention, perception and memory after sensory memory, which occupies a special position in the whole information processing and is a key element to guide learning.

Finally, as is known to all, due to the particularity of somatosensory dance major, the requirements on the comprehensive quality of somatosensory dancers are too high, and the number of people who can really become somatosensory dancers is small, so sometimes people will use the pyramid to describe dance. In fact, it is the most appropriate to interpret dance with the iceberg theory. Every student of the dance major of personal perception has to experience the marathon of the life of physical perception dance. They cannot relax or turn back, and they have to stick to the end, which is the hidden cultivation under the water: moral education. In dance education and teaching, paying attention to the cultivation of human nature is the sublimation of somatosensory dance. This kind of intangible human nature cultivation needs the cultivation of emotion, and should adhere to the principles of cooperation, respect and accumulation.

Methods of statistical analysis: Two methods were used to detect the recognition effect of specific movements in somatosensory dance. A total of 100 recognition experiments were conducted to calculate the recognition accuracy of specific movements in somatosensory dance by different methods.

Results: In order to verify the effect of this method on the arrangement of students’ physical dance movements, the audience satisfaction degree of physical dance movements was analyzed and compared with the traditional methods. The number of participants was 100. According to the analysis in Table 1, the audience satisfaction level of the traditional method is 86%, while the audience satisfaction level of the method is 97%. For the lower back dance, the audience satisfaction with the traditional method is 85%, and the audience satisfaction with the method is 91%. The comprehensive analysis results show that this method can achieve a high degree of audience satisfaction.

Table 1. The degree of audience satisfaction with a particular movement in dancing.

Sensory dance movements	The degree of audience satisfaction with a particular movement in dancing/%	
	Method of this paper	Traditional method
Raise one’s hand	97	86
Back bend	91	85
Look up	97	89
Takeoff	94	72

Conclusions: In order to improve the effect of the arrangement of specific movements, this paper analyzes the problem from the angle of social psychology, and puts forward some strategies to improve the students’ concrete movements arrangement. The results show that this method can effectively enhance the audience’s satisfaction with certain movements of the dance, and has certain application significance.

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DEVELOPMENT AND PROMOTION PATH OF EDUCATIONAL CULTURE INDUSTRY FROM THE PERSPECTIVE OF CULTURAL PSYCHOLOGY

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Background: The arrival of the knowledge economy is an opportunity and challenge for all countries in