

returned. The effective response rate was 93.75%. Among them, there are 205 boys and 195 girls, ranging in age from 17 to 24 years old ( $18.17 \pm 1.21$ ); including 236 first-year students and 164 second-year students. Randomly divide 400 students into an experimental group and a control group. The experimental group undergoes normal teaching for 3 months, with a total of 198 students. The control group conducts international Chinese education methods combined with metacognitive strategies under the background of the cultural market. There are 202 people in total, and the time is controlled for 3 months.

**Study design:** The self-made foreign language classroom anxiety scale and Burgoon's lack of communication willingness scale were used as the questionnaire test. There are 33 questions in the foreign language classroom anxiety scale, and the internal consistency coefficient is 0.921. The scale is evaluated according to a 5-level scoring method, from "very inconsistent" to "very consistent", and select the corresponding options to score 1 to 5 points in turn. The statistical results are based on the higher the score, the stronger the foreign language anxiety.

**Methods:** The test is conducted in a group, and the trained examiner will issue the scale and explain the precautions for filling in the scale. After the participant has completed the answer, the examiner will collect the scale on the spot. After recovery, SPSS17.0 statistical software was used for data analysis and processing.

**Results:** The anxiety of the experimental group and the control group were compared, and the results are shown in Table 1.

**Table 1.** Comparison of anxiety between the two groups before and after the experiment.

Group	Before and after the experiment	Psychological anxiety score
Experimental group	Before the experiment	4.53
	After the experiment	4.59
Control group	Before the experiment	4.65
	After the experiment	2.81

The anxiety of the students in the experimental group changed significantly before and after the experiment. It was found that after the experiment, the control group used the metacognitive method to teach the students in the group, which can effectively alleviate the psychological anxiety of the students in the group.

**Conclusions:** Knowing the distribution characteristics of students' anxiety in international Chinese education, we can analyze their learning psychology, so as to design teaching strategies to reduce anxiety and improve teaching effects. The general principle is to try to alleviate the anxiety of college students in areas with strong anxiety; while in areas with weak anxiety, actively create some learning opportunities. The first is to help students build the confidence to learn Chinese well. Students' lack of self-confidence is undoubtedly a major obstacle to teaching. In order to alleviate the anxiety of students in this regard, teachers should start from the following two points: First, try to let students know that every student has the same anxiety, and they also lack self-confidence in themselves, and think that others are stronger than themselves. This anxiety It is not only he himself that needs to face the problem; the second is that teachers should consciously and often encourage students' performance and progress without exaggeration, and show students that the teacher is satisfied or even appreciates his ability to learn Chinese, so as to enhance its confidence. At the same time, we should create more opportunities to combine teaching and language practice, so that students can communicate in Chinese more. In the classroom, teachers should be good at designing scenarios, divide students into groups of three or four to practice Chinese, and increase the opportunities for students to practice Chinese.

\* \* \* \* \*

## THE MECHANISM OF THE ROLE OF CORPORATE LEADERSHIP MODELS ON EMPLOYEES' PSYCHOLOGICAL ANXIETY AND ANTI-PRODUCTIVE BEHAVIORS FROM A THREE-DIMENSIONAL PERSPECTIVE

Nan Li

*Department of Management, Chongqing College of International Business and Economics, Chongqing  
 401520, China*

**Background:** Because the business environment is changeable and difficult to control, companies can only gain monopoly status through continuous innovation, while Chinese companies as a whole are seriously

inadequate in independent innovation capabilities. In most manufacturing industries, core technologies and key equipment are basically dependent on foreign countries. The danger of hollowing out industrial technology. The recognition of the employee's innovative role is an important factor influencing the occurrence of employee's innovative behavior. At the same time, the role recognition of employees needs to receive beneficial positive feedback in order to be strengthened and to ensure the orderly operation of the enterprise. To improve the competitiveness of organizations, managers must pay attention to the psychological and behavioral results of employees. When employees are treated unfairly in the organization and are dissatisfied with the organization, the behavior that deliberately damages the legitimate rights and interests of the organization and stakeholders is called anti-productive work behavior. The interaction between leaders and employees in an organization is the main link that generates emotions or emotional events. Under the influence of the hierarchical system and traditional concepts, the corporate leadership model is a dualistic concept. Poor application may lead to deterioration of the relationship between superiors and subordinates, which can easily lead to anti-productive work behaviors.

Anti-production behavior is a common passive off-role behavior that is deliberately implemented by employees and causes or has potential harm to the legitimate rights and interests of their organization or stakeholders. Anti-production behaviors have three typical characteristics: first, these behaviors are intentional, not accidental; second, these behaviors violate the important management rules of the organization; third, these behaviors are harmful, some are directed to the organization, and some Points to employees.

**Objective:** Individual behavior is affected by the dual factors of external driving factors and internal psychological processes. The innovation of organization members is also affected by organizational factors and internal psychological factors of employees. Organization members are driven by organizational factors, and they can do something and achieve something by exerting their subjective initiative. Not for. Therefore, it is possible to reduce employee psychological anxiety and improve work efficiency by analyzing the corporate leadership model from a three-dimensional perspective.

**Subjects and methods:** The influencing factors of counterproductive behavior are divided into two categories: individual factors and situational factors. Based on the four influencing factors of anti-productive behaviors on employees' work, this article mainly conducts research from four aspects: sense of responsibility, emotional stability, honesty, and self-control under anti-productive behaviors. Six large, medium and small enterprises are selected as the research objects, and questionnaires are issued to their employees to collect statistics on their different psychological and emotional situations.

**Study design:** A questionnaire was issued to a total of 600 employees in six companies, and the questionnaire was required to be completed at one time. The time for each person to fill out the questionnaire was about 20-25 minutes. A total of 600 copies were issued, 589 copies were recovered, and the effective number of copies was 571.

**Methods:** Use Excel to calculate the emotional relief of employees.

**Results:** The stronger the sense of responsibility of employees, the more they love their work and reduce the occurrence of anti-productive behaviors. Emotional stability can enhance the cohesion of the company. The stronger the employee's honesty and self-control effect, the lower the probability of their own anti-productive behavior. Through different behaviors, the psychological anxiety of employees can be effectively alleviated.

In the survey results, five levels from 0 to 4 are used to quantify the impact of specific factors. 0 means irrelevant, 1 means slight influence, 2 means normal influence, 3 means obvious influence, 4 means sufficient influence, in order to reduce the impact Individual subjective causes large errors. Take 600 employees' evaluation values and average them, and the results are determined by rounding off. The specific statistical table is shown in Table 1.

**Table 1.** Influencing factors of employees' anti-production behavior.

Factor	Sense of responsibility	Emotional stability	Honesty	Self-control
Large enterprise	4	4	3	4
Medium-sized enterprise	3	3	3	4
Small companies	3	4	4	3

**Conclusions:** Economic globalization and the development of the Internet make companies face increasing challenges. Leaders must strengthen close cooperation with internal and external stakeholders for the sustainable development of enterprises. In the work process, strengthen the close cooperation between responsible leaders and employees to reduce employees' anti-productive behaviors. Therefore, by establishing stakeholder-oriented values among employees, adhering to the principle of fairness and justice in the way of dealing with things, and strengthening care for employees in daily work and life, leaders can

subtly influence employees' behavior and reduce their own violations. Behavior, build a good partnership with team members, and actively promote the improvement of corporate performance.

**Acknowledgement:** The research is supported by: Humanities and Social Science Research Planning Project of Chongqing Education Commission in 2020 (NO.20SKGH284).

\* \* \* \* \*

## TRY TO ANALYZE THE INFLUENCE OF MUSIC PERFORMER'S PSYCHOLOGY ON MUSIC PERFORMANCE

Tie Wang

*Art Research Institute, Shandong University of Arts, Jinan 250014, China*

**Background:** If a music performer wants to bring a perfect performance to the audience, it is not enough to rely solely on his own musical works, performance ability and stage performance. Good psychological quality also has a very important influence on the effect of music performance. The cultivation of psychological quality is a continuous process that requires accumulation of years of performance experience. The so-called dynamic psychology of the performer refers to the psychological reaction and the process of psychological changes of the musical performer during the performance. This psychological change is a dynamic process, based on the performer's personal physical response, based on the strength of the music and the stage environment. As a condition, it is a dynamic transformation formed by a variety of factors. The improvement of performers' dynamic psychological quality can not only enhance performance effects and enhance performance appeal, but also promote music performers' absorption and understanding of music, expand performers' play space, and enhance performers' artistic realm. In musical activities, the mental state of the performer is directly related to the effect of the entire musical performance. Therefore, in the process of musical performance, performers or performers need to have the ability to fully understand and appreciate the connotation of music, and have good musical psychological quality and stage expressiveness, so that they can show their performance and professional skills and interpret the artistic work. Features and styles enable the audience to better understand and appreciate music works, so as to achieve the purpose of perfect music performance.

**Objective:** Music performance is the use of performers' singing or instrumental performance in music activities, so that artistic works can bring the public's emotional and artistic musical experience through the form of performance. In the performance process, the performer's psychological factors will affect the performance of the whole performance. Therefore, try to analyze the influence of the music performer's psychology on the music performance in order to improve the performance of the music.

**Study design:** Using stratified cluster random sampling method, 500 music performers were surveyed. The study of the psychology of music performers can effectively improve the performance of music through true investment, rich imagination and musical sense. 500 questionnaires on mental health status were distributed, and 477 valid questionnaires were returned.

**Methods:** Use Excel to count the influence of music performers' mental state on music performance.

**Results:** Whether it is a musical performance or a comedy performance, it is necessary for the performer to integrate his own true emotions with the works of art. Performers must fully understand the inner emotions of the works of art, analyze and experience the differences in emotional expression in detail, so as to better improve the performance level. Give full play to the rich imagination, fully appreciate the artistic conception and emotion of the musical works, and make the performances of the musical works vivid and contagious. Performers continue to improve their own performance level and the aesthetic sense of music, so that they can perceive the beauty of music in their hearing, and constantly strive to learn and improve in their musical intuition to improve the level of music performance.

In the survey results, five levels of 1-5 are used to quantify the impact value of specific factors. 1 represents irrelevant, 2 represents slight impact, 3 represents general impact, 4 represents significant impact, and 5 represents sufficient impact. In order to reduce the impact Individual subjective causes large errors. Take 500 music performers' ratings and average them, and the results are rounded off to determine the results. The specific statistical table is shown in Table 1.

**Table 1.** The influence of the mental state of music performers on music performance.

Factor	True devotion	Rich imagination	One's own music
Music performer	5	3	4