

A METHOD TO RELIEVE COLLEGE STUDENTS' ENGLISH LEARNING ANXIETY BASED ON SELF-EFFICACY

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Background: Mankind has entered the 21st century, and peace and development have become the themes of the current era. The competition for comprehensive national strength with science and technology as the forerunner and economy as the foundation is becoming increasingly fierce. To be among the world's powers, all countries are required to participate in international competition with a positive attitude and break the situation of isolation and self-isolation, otherwise the economy and technology will be difficult to develop, and they will be at a disadvantage in international competition. In international competition and cooperation, foreign languages are an indispensable tool. Among many foreign languages, English is the most common language in the world today, so it is necessary to pay attention to the education and learning of English.

Self-efficacy refers to the degree of confidence that people can use their own skills to complete a certain work behavior. At present, there are two tendencies in research on self-efficacy: trait orientation and non-trait orientation, or understand it as two dimensions of self-efficacy. The former believes that self-efficacy is cross-situational, specific, and does not depend on specific situations. The latter believes that self-efficacy is specific, non-specific, and contextual. The main factors that affect the formation of self-efficacy are the success or failure experience of the individual's own behavior, alternative experience, verbal persuasion and emotional arousal. To a certain extent, self-efficacy can affect the individual's choice and persistence in activities; affect the individual's attitude when facing difficulties; affect the acquisition and performance of new behaviors; and the individual's experience when performing activities mood. Decreased self-efficacy will have varying degrees of negative impact on the individual's physical and mental health, work quality and work efficiency. In addition, self-efficacy affects the arousal level of the individual's autonomic nervous system. These biochemical substances act as neurotransmitters and affect the functional regulation process of the human immune system. When faced with the same stress factors, people with a strong sense of self-efficacy can secrete these biochemical substances normally, thus ensuring the normal balance of the immune system. When the sense of self-efficacy is insufficient, the secretion of these biochemical substances will increase, thereby breaking the balance of the immune system. And destroy its immune function. Therefore, self-efficacy is of great practical significance for promoting the individual's physical and mental health and maintaining the function of the immune system.

Objective: The proposal of self-efficacy provides a new research direction for psychology, and at the same time, it also finds new solutions for solving problems in practice. By improving the sense of self-efficacy, it can have a practical impact on college students' English learning. In the process of learning English, it can improve the ability to complete learning tasks and strengthen the level of self-cognition.

Subjects and methods: Self-efficacy can effectively alleviate the anxiety of college students in learning English, and help college students to establish a correct outlook on learning. This article focuses on improving college students' sense of self-efficacy to have a positive effect on enhancing college students' sense of pleasure and participation in learning English. By distributing questionnaires, statistical analysis of the impact of self-efficacy on alleviating college students' English learning anxiety.

Study design: Using stratified cluster random sampling method, 600 college students were surveyed. 10 universities were randomly selected, 15 students were randomly selected from each grade, and a total of 40 classes of students were surveyed. A total of 600 copies were issued, 579 copies were recovered, and the effective number was 562 copies.

Methods: Use Excel to calculate the influence of self-efficacy on alleviating the anxiety of college students in English learning.

Results: Self-efficacy plays an important role in alleviating college students' English learning anxiety. After improving college students' sense of self-efficacy, college students' English learning anxiety has a significant downward trend, and they can actively and spontaneously learn English, and their willingness has been strengthened. At the same time, when encountering difficult problems in the process of learning English, they will eventually achieve the desired effect of English learning through their own efforts and persistence.

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 college students' evaluation values and take the average, and the results are determined by rounding off. The specific statistics table is shown in Table 1.

Table 1. The influence of self-efficacy on alleviating college students' English learning anxiety.

Factor	Willingness	Effort	Persistence
Freshman	4	3	3
Sophomore	4	3	4
Junior	3	4	3
Senior student	3	4	4

Conclusions: Self-efficacy can help college students effectively improve their sense of pleasure and participation in learning English, make them more aware of their huge potential in learning English, promote better development of college students, and comprehensively improve their English literacy. Self-efficacy can also stimulate college students' learning interest and learning motivation, and give full play to their autonomy, thereby improving learning efficiency and promoting their all-round development. It is of great significance to study the influence of learning self-efficacy on college students' English learning. For educators, it is helpful for parents and educators to realize the important role of students' self-efficacy, and it can provide new theoretical support and improvement for educators in teaching methods, methods, and educational concepts. Thinking about the direction. For the majority of college students, recognizing the importance of self-efficacy can help them correct their learning attitude, study English seriously, shoulder the mission of reality and history, and participate in social competition with a positive attitude.

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THE GOVERNANCE STRUCTURE OF THE TRADE UNION-ENTERPRISE RELATIONSHIP ON ENTERPRISE PERFORMANCE AND EMPLOYEES' PSYCHOLOGICAL ANXIETY AND DEPRESSION

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Background: With the continuous improvement of the market economy, competition among enterprises has become the norm. Knowledge and information are strategic assets for enterprises to enhance their competitiveness, and the mastery and application of knowledge and information are inseparable. Giving full play to the role of human capital and forming a competitive advantage that cannot be copied or imitated is the foundation for an enterprise to remain invincible. Therefore, enterprises increase their investment in human capital by recruiting high-end talents, increasing employee training, and improving wages and benefits, in order to obtain and maintain their advantages in human resources. In recent years, discussions on mental and psychological issues such as depression and anxiety on social media have attracted attention. Most people say that they are under varying degrees of work and life pressure, and this pressure will have varying degrees of negative impact on individuals. In this case, simply investing in input capital cannot truly exert the effect of human capital. With the birth and development of the union-enterprise relationship governance structure, it provides an operable way to give play to people's subjective initiative and find ways to improve performance from psychological factors. The study of the union-company relationship is based on employee incentives based on intrinsic motivation, so that employees can give full play to their talents to complete work tasks. It can also inspire employees to learn actively and enhance their self-worth. This will ultimately enhance the value of corporate human capital, strengthen corporate Bring benefits.

The main performance evaluation method adopted by enterprises is financial performance evaluation. The research and analysis of short-term profits of enterprises through financial indicators can effectively reflect the overall situation of enterprise production and operation within a period of time. Today, with increasingly fierce competition, the innovation ability, market ownership and control ability, internal management and process, employee learning ability and creativity of enterprises are becoming more and more important to modern enterprises, and they are the source and motivation for enterprises to obtain