

psychology, and the social psychology of school organization in an educational context. Educational psychology helps to improve the quality of teachers. The focus of teacher team construction is on teachers, and the quality of teachers includes both professional quality and educating quality. Educational psychology is an important part of educational theory and technology. It not only helps improve teachers' theoretical literacy, but also helps improve teachers' ability to solve practical problems in education. Educational psychology helps teachers understand students more deeply and improve the pertinence of education and teaching. By studying educational psychology, you can have a deeper understanding of the psychological basis of relevant teaching measures, so that you can more actively and scientifically control teaching methods and educational methods, enrich your teaching art, and comprehensively improve the quality of teaching.

Objective: The reform and development of the market put forward higher requirements for the English practical ability of talents. Based on this, the CLIL bilingual teaching mode of the rail transit professional group in higher vocational schools is reformed, and practical teaching is practically used in the English teaching reform to improve the level of students' practical application ability of English is very important. However, from a practical perspective, there are still some problems in the application of practical teaching in the reform of professional English teaching in urban rail transit, which limits the improvement of students' practical application ability of English to a certain extent. Therefore, it is very important to adopt effective strategies for the application of practical teaching in English teaching reform through the combination of educational psychology and the characteristics of urban rail transit.

Study design: Using the stratified cluster random sampling method, a survey of 1,000 vocational rail transit students was conducted. Randomly select 10 higher vocational colleges, randomly select 100 students from different grades, and issue questionnaires on the reform of bilingual teaching mode. A total of 1,000 questionnaires were distributed, and 967 questionnaires were effectively returned.

Methods: Use Excel to calculate the effect of bilingual teaching mode on rail transit majors in higher vocational colleges.

Results: For students majoring in urban rail transit, english courses can be divided into industry English and basic English in terms of content. In terms of form, it can be divided into practical courses and theoretical courses. Among them, practical teaching means that teachers create a semi-real and semi-virtual situation for students, so that students can actively participate in practical activities such as listening, speaking, reading, writing, and translation, and provide students with training in their professional English language skills. The professional English teaching of urban rail transit has correspondingly improved the teaching goals and requirements.

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 the assessment value of 1000 female college students and take the average, and the result is determined by rounding. The specific statistical table is shown in Table 1.

Table 1. The effect of bilingual teaching mode on rail transit majors in higher vocational colleges.

Factor	Learning initiative	Good atmosphere	Teaching Quality
College Students	4	5	5

Conclusions: The reform of CLIL bilingual teaching mode for higher vocational rail transit majors can effectively improve students' English learning efficiency and English application skills. Applying educational psychology to the English teaching reform of urban rail transit major can not only improve the quality and effect of English teaching, but also effectively improve students' ability of English practice and application, and promote students' ability to adapt to the market. Based on this, English teachers majoring in urban rail transit can combine educational psychology to conduct a preliminary study on bilingual teaching of vocational rail transit majors, so as to enhance students' competitiveness and further enhance the internationalization level of national rail transit.

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THE MECHANISM OF EMPLOYEE PSYCHOLOGICAL ANXIETY CAUSED BY

SHAREHOLDING PLAN IN TECHNOLOGY ENTERPRISES FROM THE PERSPECTIVE OF DOUBLE CYCLE

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Background: In the era of knowledge and information, human capital has become the most valuable capital of enterprises. Enterprise managers pay more and more attention to human capital management. Therefore, more and more enterprises in China implement ESOP to better manage talents. Employee Stock Incentive Plan as a long-term incentive mechanism, its incentive effect can effectively alleviate the psychological anxiety of employees. With the progress of the times, the individuality of the staff is more distinct, the demand is more high-level and diversification, and the traditional incentive mode has been greatly reduced for the contemporary staff. Employees pay more attention to the enterprise's "master" culture and the sense of belonging to the enterprise. As a subjective psychological perception of employees, psychological ownership is not only the link between enterprises and employees, but also has certain relationship with the formal ownership of the employees' right to earnings, information and control granted by the ESOP, and its role in the incentive function of the ESOP cannot be ignored.

Double cycle is a historic opportunity for Chinese enterprises. We shall take the expansion of domestic demand as the strategic base point and make important strategic deployment for building a new development pattern in which the domestic cycle is the main part and the domestic and international cycles promote each other. Innovation is an important driving force for high-quality development of enterprises. Enterprises are the main body and new force of innovation, as well as the users and beneficiaries of innovation results. Through a variety of ways to improve the sense of belonging of technology-based enterprises employees, alleviate psychological anxiety.

Objective: Motivation means to influence people's consciousness, attitude and behavior through some kind of stimulation. All the conditions, hopes, aspirations and motives that the heart wants to strive for constitute the stimulation. Along with the progress of the times, the incentive theory has been developing continuously in our country's enterprise management. As the most basic and traditional way of enterprise management, material incentive is the most effective incentive in a period of time. Scientific and technological enterprise shareholding plan can effectively alleviate the psychological anxiety of employees.

Subjects and methods: Employee Stock Incentive Plans mainly have impact on the enterprise level and the individual level of employees. The impact on corporate level is mainly corporate performance, including financial performance, operating performance, mergers and acquisitions performance. The shareholding plan of science and technology enterprises plays a vital role in the psychological anxiety of employees. Six large, medium and small enterprises in the Municipality shall be selected as the study targets, and questionnaires shall be distributed to their employees to collect statistics on the extent of alleviation of psychological anxiety of employees under the shareholding plan and the impact on enterprise development.

Study design: A total of 500 employees from six companies were asked to complete the questionnaire at one time. The time for each person to complete the questionnaire was about 15 to 20 minutes. A total of 500 issued, 489 recovered, the number of effective copies of 467.

Methods: Using Excel statistics employees in the shareholding plan under the degree of psychological anxiety relief.

Results: ESOP can effectively improve employees' sense of belonging, improve their work efficiency, and also enhance the overall development capacity of the company. In terms of human resources management, the more positive psychological construction of employees, the greater the effectiveness.

In this survey, the influence value of specific factors is 0-4, which means irrelevant, 1 means slight influence, 2 means general influence, 3 means obvious influence, and 4 means full influence. In order to reduce the great error caused by individual subjectivity in the evaluation, the evaluation value of 500 employees shall be rounded off and the result shall be determined by means of average. The specific statistical table is shown in Table 1.

Table 1. Psychological anxiety relief of employees under stock ownership plans.

Factor	Sense of belonging	Work efficiency	Prospects for development
Large enterprises	4	4	3
Medium-sized enterprise	4	3	3
Small business	4	3	3

Conclusions: In the era of knowledge and information, human capital has gradually surpassed physical and monetary capital and become the most valuable capital of enterprises. The contemporary staff own

characteristic and the demand structure are relatively diverse, reduces to the organization dependence, the fluidity is strong. If the enterprise cannot give staff enough incentive, then it is easy to appear key talent “set up another mountain peak” situation, resulting in the loss of important talents. In addition, in high-tech enterprises, the management and core employees hold more “private” information, such as development plans, technical information, etc., which makes the information cost of enterprises increase. If these employees leave, the “private” information will be disclosed, which will bring great losses to enterprises. Therefore, according to the characteristics and needs of employees, we should break through the traditional thinking and the relatively single incentive mode to effectively motivate employees, so as to achieve the goal of attracting, gathering and retaining talents. With the rapid development of the society, the incentive role of satisfying the salary needs of employees and providing stable and comfortable working environment for employees has been greatly reduced compared with the past. Enterprises also need to consider the rights and needs of employees in many aspects, such as the right to know the company’s operation and management information and development plan, the right to participate in the company’s major decisions, the right to influence and the right to make decisions in the work. In addition, under the trend of the Internet, the environment of enterprises is changing rapidly, the form of innovative enterprises is constantly emerging, and the relationship between enterprises and employees is also changing upside down, which brings new challenges to staff motivation. The construction of enterprise’s “master” culture has the incentive function to the staff behavior, may alleviate staff’s psychological anxiety mood effectively. Double-cycle perspective can increase employees’ sense of belonging and sense of ownership, guide employees to form positive psychological ownership and strengthen employees’ psychological ownership.

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EFFECTS OF EARLY REARING ENVIRONMENT AND REARING STYLE ON ADOLESCENT MENTAL HEALTH

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Background: Adolescent period is a special stage. Great changes will take place in individual physiology and psychology. Conflicts brought about by unbalanced development will have a great impact on adolescents. Parents decide the nurturing environment and the nurturing way of infant. The nurturing way of infant is a kind of combination of parents’ nurturing idea, nurturing behavior and their emotion to children. The mode of parental education is relatively stable and does not change with the change of the situation. Parental rearing pattern refers to the methods and forms used by parents in the process of educating their children. Parental rearing pattern in family education is a behavioral tendency of parents in their daily activities of rearing and educating their children, which is the comprehensive embodiment of their educational ideas and behaviors. Parental rearing pattern directly affects the relationship between parents and children, and has great influence on children’s development in many aspects.

Adolescence is the turning period of an individual from childhood to independent life. During this period, great changes will take place in both physiology and psychology. First of all, the physical characteristics, such as changes in body shape, such as the rapid increase in height and weight is the most obvious characteristics; the development of internal functions, such as the development of the nervous system, especially the brain, heart and lung capacity increase. If the physical changes are apparent, then the psychological changes need parents to feel carefully. First of all, children’s thinking is more agile and flexible, the development of abstract thinking makes it more critical and creative; Secondly, the content of emotion and emotion is increasingly rich, the emotion is easily excited and changeable, and the impulsivity is stronger; In addition, the self-awareness of teenagers is strengthened, they can control their own behavior more actively and consciously, and the self-evaluation is more objective, but they lack the corresponding consistency. In short, the adolescent period is a constantly changing period, in the half naive, half mature stage, but also a psychological period of great contradictions and conflicts, a psychological disorder and mental illness of the period. Parents should accurately understand the characteristics of adolescent psychological development, according to the law of adolescent physical and mental development, adopt the correct way of education, and promote their overall development of psychological quality and healthy growth.

Objective: With the development of society and the rapid pace of people’s life, more and more social groups begin to have various psychological obstacles and problems, and the mental health of teenagers has