

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

Limin Zhang<sup>1,2</sup>

<sup>1</sup>*Center for Experimental Economics in Education, Shaanxi Normal University, Xi’an 710119, China*

<sup>2</sup>*School of Economics and Management, Xi’an Shiyou University, Xi’an 710065, China*

**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

become the focus of social and parents' attention. From the point of view of ecosystem, family, school and parental rearing pattern are all important factors of adolescent mental health, especially the rearing environment and rearing pattern in the early childhood are very important to the mental development, which are closely related to the mental and psychological diseases in adulthood. Adolescents who have been in a bad rearing environment for a long time are apt to have a bad influence on personality development. In adulthood, once confronted with stress, sensitive psychological reactions such as interpersonal relationship, inferiority, paranoia and depression will appear.

**Subjects and methods:** The influence of parents on children is inevitable, and the direct impact on the child's parenting style is more important. Parents are the first teachers of children. Early nurturing environment of infants and young children will have a direct or indirect impact on adolescents' psychology. Whether the parental rearing pattern is correct or not will inevitably affect the child's mental health. It is the responsibility of every parent to foster a correct outlook on parenting and to learn scientific methods of parenting so that children can grow up healthily and happily. This article mainly carries on the investigation analysis from the infant early age raise environment and the raise way to the young people mental health influence.

**Study design:** Questionnaires were distributed to 500 adolescents, and the questionnaire was required to be completed once for all, and the time for each person to fill in the questionnaire was about 15 to 20 minutes. A total of 500 issued, 473 recovered, the number of effective copies of 461.

**Methods:** Using Excel statistics infant early parenting environment and parenting style of adolescent mental health impact.

**Results:** The three types of parental rearing, such as severe punishment, denial and over-protection, are positively related to children's behavior development and mental health. Severe punishment will lead to lack of security, anxiety, doubt, withdrawal and other psychological, and excessive protection will lead to emotional instability, willfulness, social difficulties. Refusal to deny, mainly refers to parents of children's excessive criticism, punishment, humiliation, easy to make children inferiority, helplessness and lack of security, resulting in personality disorders.

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 adults shall be rounded off and the result shall be determined by means of rounding off the average. The specific statistical table is shown in Table 1.

**Table 1.** Effects of early rearing environment and rearing style on adolescent mental health.

Factor	Severe punishment	Refuse to deny	Excessive protection
Teenagers	4	3	4

**Conclusions:** Adolescence is an important period of psychological and physiological development, as well as a key period of behavior health and psychological conflict. Its emotional problems are in the high-risk stage. With the increase of mental disorders and mental problems in adolescents, the exam-oriented education in our country is gradually transforming into quality education, which is changing from bio-psycho-social model. Parents are the first teachers of their children. Their correct early rearing environment and rearing style have important influence on adolescent's mental health. Unhealthy parental rearing style and rearing environment can easily cause psychological disorders such as sensitivity, anxiety and depression, and even affect physical health, leading to some diseases. Early rearing environment and rearing style of infants and young children have great influence on adolescent's mental health, and play a vital role in their mental development and personality formation.

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## MENTAL DISORDERS IN BRITISH AND AMERICAN LITERARY CREATION UNDER THE BACKGROUND OF CULTURE MARKET

Zongning Zhang<sup>1</sup> & Xianshi Zhang<sup>2</sup>

<sup>1</sup>*School of International Studies, Hunan Institute of Technology, Hengyang 421002, China*

<sup>2</sup>*Department of Economy and Trade, Hunan Financial & Industrial Vocational-technical College, Hengyang 421002, China*

**Background:** British and American literature is the reflection of the society and life of the western