

THE IMPACT OF ENTERPRISE EQUITY INCENTIVES ON ECONOMIC DEVELOPMENT BASED ON POSITIVE PSYCHOLOGY

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Background: Along with the social economy unceasing development, the company manages is also quietly changing. Professional managers manage and operate shareholders' capital as professionals. It is the separation of ownership and management rights that leads to the incompatibility of incentives between shareholders and managers. Equity incentive as a long-term incentive means, is to reduce the incentive object of short-term behavior, is conducive to the long-term development of enterprises in the future. The process of enterprise management is a process from investment to operation and then to profits, which includes two key words, namely, ownership and management rights. But the social production pattern develops from the small production time to the big production time's process, is precisely the ownership and the right of management from unifies to the separation process. With the continuous improvement of the modern enterprise system, as well as the expansion of enterprise scale, the degree of separation of ownership and management is growing. Due to the existence of separation of the two powers, asymmetric information and inconsistent objective function of shareholders and management, the agency problem of management may damage the interests of shareholders. The key to solving this problem is to devise a mechanism that aligns the objectives that management pursues with those of shareholders. In order to improve the efficiency of management, companies around the world have implemented a variety of incentives, both pay incentives and non-pay incentives, pay incentives, including short-term incentives and long-term incentives, of which the most common as long-term pay incentives. The means of equity incentive is to grant the shares of the company to the incentive objects so as to make the management compatible with the shareholders' incentives, that is, the management manages the company in the principle of maximizing the interests of the shareholders, so that the management can reduce short-term behaviors and share profits and risks with the shareholders. Most of the cash compensation in the traditional sense is fixed compensation, but the main difference is that the incentive object must work hard to achieve the performance target and make the stock price of the company reach and exceed the exercise price or grant price. The more the cash compensation exceeds, the more the profit is.

Objective: Equity incentive is a long-term incentive method for an enterprise to improve the operating efficiency of the employees to be incentive and retain the core talents (such as senior executives, core employees and other personnel). Equity incentive is to give part of the shareholders' rights and interests conditionally, so that they can share the risks and profits with the shareholders when they participate in the decision-making.

Subjects and methods: Based on the positive psychology of the three factors of equity incentive methods, this paper mainly from the enterprise's development philosophy, production efficiency and transformation and upgrading, these three aspects. Select three large, medium and small enterprises in the city, as the study object, to distribute questionnaires to their employees, statistics on the effect of equity incentive on economic development.

Study design: Questionnaire to 300 employees, the three companies are selected 100 employees to test, asked to complete the questionnaire once, each person to fill in the questionnaire about 15 to 25 minutes. A total of 300 copies were distributed, 291 were recovered and 287 were valid.

Methods: Using Excel statistical analysis of positive psychology of enterprise equity incentive on the impact of economic development.

Results: In the process of enterprise work, the positive psychology of the enterprise equity incentive has a promoting effect on economic development. Thus, the positive psychological state, to improve the production efficiency of enterprises and help enterprises to organize production better performance has a positive role.

The survey results, with 0 to 4 levels of specific quantitative factors influence value, 0 means nothing, 1 means a slight impact, 2 means the impact is general, 3 means the impact is obvious, 4 means full impact. In order to reduce the subjective error in the evaluation. The results are rounded to an average of 100 employees per company, and the statistical table is shown in Table 1.

Conclusions: Corporate performance is the comprehensive reflection of the management effect and the performance of the managers. The operation effect of an enterprise mainly embodies in such aspects as the ability to create profits, the ability to use assets, the ability to pay off debts and the potential for future development, etc., while the performance of an operator mainly embodies the contribution made by the operator to the achievements made by the enterprise in the course of operation, growth and development. In terms of the relationship between equity incentive and corporate performance, although the original

intention of equity incentive plan is to improve corporate performance, the relationship between equity incentive and corporate performance is uncertain due to the influence of such factors as the design and implementation of equity incentive plan by different companies and the difference of companies. The relationship between equity incentive and corporate performance includes: Significant positive correlation, negative correlation, correlation but not significant, complex correlation and no correlation. Equity incentive is a long-term incentive mechanism for enterprises to encourage and retain the core talents. Equity incentives conditionally give certain shares of the company to the incentive recipients, so that they and the interests of the company's shareholders tend to agree, thus promoting the company's long-term development.

Table 1. Positive psychological impact of equity incentives on economic development.

| Factor | Development philosophy | Production efficiency | Transformation and upgrading |
|--------------|------------------------|-----------------------|------------------------------|
| Enterprise A | 4 | 3 | 3 |
| Enterprise B | 4 | 3 | 4 |
| Enterprise C | 4 | 4 | 3 |

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COLLEGE TEACHERS' PHYSICAL EDUCATION RESEARCH MODEL UNDER THE BACKGROUND OF PERSONALITY PSYCHOLOGY

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Background: Psychology is a science that studies the mental phenomena, mental functions and behaviors of human beings and other animals. It is not only a theoretical subject, but also an applied subject. Psychology, including theoretical psychology and applied psychology, involves many fields such as perception, cognition, emotion, personality, behavior and interpersonal relationship, and also relates to daily life, such as family, education and health. Personality psychology belongs to applied psychology, which studies human learning, the effect of educational intervention, teaching psychology, and social psychology organized by schools in educational context. The emphasis is on applying psychological theories or research to education. The object of study is the basic psychological law of students learning from teacher education in the school education context. Personality psychology has three major functions in education and teaching: guiding students to study efficiently, optimizing teachers' teaching behavior; Promote students' all-round development and teachers' professional growth. Teachers, as the educators entrusted by the society to educate the educates, play a leading role in the process of education. Therefore, the study of teachers' psychological characteristics is not only the focus of psychological research, but also the focus of educational and teaching research. The psychological characteristics of college teachers are divided into cognitive characteristics, personality characteristics and behavior characteristics. Cognitive features include basic abilities, such as observation, memory, imagination, thinking and attention, teaching design, language expression, organization and management, teaching in accordance with students' aptitude, teaching monitoring, self-education, education and scientific research, and educational tact. Personality traits include educational belief, devotion to one's job, selfless dedication, caring for students and respect for friendship. Honesty and trustworthiness, strict self-discipline; Trust, understanding and tolerance; Enhance comprehensive strength, lofty ambitions. Behavioral characteristics include educational and ideological nature, social and purposeful nature, scientific and cultural nature, normative and legal nature, strategic and artistic nature.

Objective: The development of the times challenges the school physical education, and it is urgent to build a high-quality, self-development innovative teachers, continuing education is an effective way to mature teachers. It is not only the need of promoting the professional prestige of PE teachers, but also the guarantee of the quality of higher education to establish a dynamic and open teacher education mode in line with the development trend of the world today, and to give new connotation to the form and content of continuing education, so as to improve the professional level of PE teachers from a deeper level and