

video games is relative weak; and the effects of exercise relaxation and distracting are close to each other. By contrast, the anxiety value of the control group without taking any relief method increases slightly.

Based on the analysis of above data, most translators try to find ways to relief their anxiety in the translation process. A few translators treat the anxiety negatively. Among the alternative relief strategies, the method of seeking help has the most obvious affect, which just confirms the latest research results of Kelly McGonigal, psychology professor of Stanford University: Interpersonal relationship can relieve people's stress, and the stress can also be relieved by seeking help and helping others. The response to stress will therefore make people excited and full of fighting spirit. However, among the 1,436 respondents, only 12% translators take this method. It is related to the relative isolation of work environment in the post-pandemic era, and Chinese characteristics of being introverted and rarely seeking help from others. Exercise relaxation has become the most popular method due to its excellent effects and various benefits. Translators without taking any relief method are always in the state of anxiety, and their anxiety level increases in the two tests. If this happens ad continues, it may induce serious mental illness.

Conclusions: In summary, it will bring about positive effects of variable degree to take different anxiety relief strategy. Based on the comparative analysis of each strategy, the strategies of social-oriented seeking help and personal promotion-oriented exercise relaxation have excellent effects and should be advocated vigorously; the strategies such as developing personal hobbies and relaxing through music also have obvious effects and can be used as supplements.

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IMPROVEMENT OF HUMAN RESOURCE MANAGEMENT BASED ON SUBJECTIVE WELL-BEING

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Background: Subjective well-being (SWB) is how people evaluate their lives based on their own standards, that is, the well-being based on the individuals' subjective evaluation. It is an important comprehensive indicator to measure individual's quality of life, which includes life satisfaction, marital satisfaction, lack of depression and anxiety, and many factors such as positive mood and emotions. In the case of doctors, the subjective well-being has its own characteristics in the industry. As frontline staff in hospital, doctors' work pressure is high and their working hours are unstable, which makes them a prone group of job burnout. Job burnout has a great negative impact on individuals' physical and mental health, their work, family, and the organization and society where they work and live. Subjective well-being is a positive psychological feeling and cognition, which relates to doctors' mental health. As practice shows, it is effective to start from the perspective of pursuing doctors' subjective well-being to relieve doctors' job burnout.

Subjects and methods: An anonymous questionnaire survey using the self-made "Doctors' Subjective Well-Being Scale" was carried out in 500 doctors who were randomly selected from Zhengzhou, Anhui, and Beijing. With 459 questionnaires being returned and 61 invalid questionnaires being removed, there are a total of 398 valid questionnaires and the rate of validity is 87%. The analysis of current doctors' subjective well-being consists of several dimensions in this survey: work satisfaction experience, work-family relationship experience, family emotional support, harmonious working atmosphere, doctor-patient relationship trouble, self-satisfaction, negative emotional experience, physical and mental health experience. Each dimension covers different questions.

"Work satisfaction experience" includes questions relating to satisfaction experience of work promotion space, self-worth expression, salary, incentive mechanism, leadership management, and organizational recognition. "Work-family relationship experience" mainly involves questions about conflicting relationship between work and family. "Family emotional support" involves questions about the support of close relationships including relatives, spouses and lovers. "Harmonious working atmosphere" involves questions about the harmonious relationship of mutual assistance and care between colleagues. "Doctor-patient relationship trouble" is mainly about questions relating to the relationship between doctors and their clients-patients. "Self-satisfaction" is mainly self-evaluation, including questions about positive emotions such as self-approval, self-acceptance, and self-confidence. "Negative emotional experience" mainly involves questions about recent emotional state, including negative emotions such as meaninglessness, depression, inferiority and so on. "Physical and mental health experience" mainly includes questions about recent physical and mental states, including physical fatigue, mental tension, anxiety for physical health

and so on.

On the basis of the analysis of the doctors' subjective well-being survey results, this study deeply analyzes the in-depth reasons for hospitals' public human resource management which affects doctors' subjective well-being. It also proposes countermeasures on how to improve hospitals' human resources management based on doctors' subjective well-being.

Results: As the statistical results of the scale shows, current doctors' subjective well-being consists of eight dimensions: work satisfaction experience, work-family relationship, family emotional support, harmonious working atmosphere, doctor-patient relationship trouble, self-satisfaction, negative emotional experience, physical and mental health experience. The average score each dimension is shown in below table.

Table 1. Overall status of doctors' subjective well-being (*n* = 398).

	Mean	S.D.
Work satisfaction experience	3.3253	0.6462
Work-family relationship	2.8993	0.8449
Family emotional support	3.9505	0.6081
Harmonious working atmosphere	3.3086	0.6668
Doctor-patient relationship trouble	2.4018	0.6110
Self-satisfaction	3.9567	0.5352
Negative emotional experience	2.2548	0.6631
Physical and mental health experience	2.5487	0.7870
Full-scale	3.3466	0.4515

Since the score of each evaluation index in this questionnaire is between 1-5, 3 points are taken as the middle level value. As the above table shows, the mean value of doctors' overall well-being is 3.3466, which suggests that current doctors' overall subjective well-being is at medium level. However, there are obvious difference in the score of each dimension. Some dimensions even get low scores, which means doctors' subjective well-being needs attention and it is necessary to carry out a special analysis of the in-depth reasons that affect doctors' subjective well-being.

The score of "work satisfaction experience" is 3.3253, which means doctors' work satisfaction experience is at medium level. Combining the interviews carried out in this study, it can be considered that three factors including the care of hospital leaders, promotion space and incentive mechanism, and organizational recognition plan an important role in doctors' happiness experience in their job satisfaction experience. In view of this, in order to further improve doctors' work satisfaction experience, it is necessary for the hospital's public human resource management system design to pay attention to the care of doctors, build promotion channels and incentive mechanisms, and improve doctors' organizational recognition of the hospital.

The balance and coordination between the two major areas of work and family has an important impact on doctors' happiness level. As the survey results show, the score of "work-family relationship experience" is 2.8993, which fails to reach medium level. It suggests that doctors face more work-life balance problems due to busy medical work. Work-family conflict is a major source of pressure, which can lead to mental symptoms such as anxiety, complaints, depression and fatigue and affects doctors' job and marital satisfaction level, thereby reducing their happiness level. Therefore, the hospital's public human resource management system design should also consider doctors' work-family conflict and take appropriate measures to balance this relationship, so as to improve doctors' job satisfaction.

The doctors' score on "family emotional support" is 3.9505 exceeding the medium level. It means doctors can get more family emotional support, thereby increasing their subjective well-being. Therefore, the hospital's public human resource management system design should pay full attention to the support role of doctors' family to their work.

The score on "harmonious working atmosphere" also exceeds the medium level, reaching 3.3086. It fully explains that a harmonious colleague relationship and a harmonious working atmosphere are conducive to the accomplishment of work goals, which makes individual's self-efficacy enhanced and makes them happy and then affects the doctor's happiness level. Therefore, the hospital's public human resource management system design should create a harmonious interpersonal relationship atmosphere.

The score of "Doctor-patient relationship trouble" is 2.4018 which is lower than medium level. Doctors are directly working with people. They have to deal with complex interpersonal relationships with patients. Sometimes, they are even subjected to insults and personal attacks, and they do not receive reasonable and

appropriate feedback. It is easy to cause more doctor-patient relationship problems. Therefore, the hospital's public human resource management system design must pay full attention to the tension relationship between doctors and patients, so as to improve doctors' job satisfaction effectively.

According to the judgment theory of well-being, self-congruence plays a very important role in subjective well-being. It measures doctors' self-satisfaction from the perspective of positive emotions such as self-affirmation, self-acceptance, self-confidence, self-esteem and so on. The score of "self-satisfaction" reached 3.9567, far exceeding the median. It explains that doctor's high-degree of self-satisfaction affects their sense of self-worth, and helps doctors forming positive emotions and being able to face patients with an optimistic and positive attitude, which improves the quality of hospital services. The in-depth reasons for this situation are attributed to doctors' strong identification with medical work. From the perspective of hospital public human resources management, it is necessary to build a doctors' competency model, carry out related evaluations, and improve the degree of matching between doctors and posts, thereby improving the level of doctors' subjective well-being.

Hospitals have high requirements for doctors' work, requiring doctors to have a high degree of responsibility and patience, and to strictly comply with various specifications. And the degree of independent creativity is relatively low. These factors easily inhibit the doctor's personality and causes negative emotions such as resistance, frustration, meaningless feelings and so on. The negative emotion experience score is 2.2548 points, which does not reach the medium value. It indicates that doctors experience negative emotions at a moderate to low level. This is due to doctor's understanding of the importance of medical work, and it also once again illustrates the important role of person-post matching in relieving negative emotional experience. Therefore, in the design of the hospital's public human resource management system, it is necessary to pay full attention to the degree of matching between doctors and posts.

The measurement index of doctor's "physical and mental health experience" combines two orientations in the field of well-being measurement research-the quality-of-life orientation and the mental health orientation. Doctor's "Physical and Mental Health Experience" dimension score is 2.5487, which is relatively close to the medium value. This shows that the physical and mental health of doctors cannot be ignored. Therefore, in the design of the hospital's public human resource management system, hospital administrators should take corresponding measures to pay attention to the psychological pressure of doctors, to ease and mediate the pressures, improve their mental health, and enhance their subjective well-being.

Conclusions: According to the survey results of doctors' subjective well-being, in order to further improve doctors' job subjective well-being, it is necessary to change thinking mode, establish the concept of career management and help doctors set their career goals when designing hospitals' public human resource management system, so as to improve doctors' job subjective well-being effectively and thereby improve hospitals' economic and social benefits. (1) Hospitals' leaders should think much of and care doctors' well-being at work; (2) Improve the professional title review system for doctors; (3) Highly value the training of doctors; (4) Design effective performance appraisal and salary distribution plans; (5) Build a management system based on the competency model; (6) Properly balance the problem of doctors' work-family conflicts; (7) Pay attention to the tension between doctors and patients; (8) Mediate the psychological pressure of doctors; (9) Strengthen the construction of hospital culture.

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DIVERSIFICATION OF PRACTICAL TEACHING RESOURCES OF COLLEGE STUDENTS' IDEOLOGICAL AND POLITICAL COURSE FROM THE PERSPECTIVE OF EDUCATIONAL PSYCHOLOGY

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Background: In recent years, under the care and guidance of the party and the government, the teaching of Ideological and political theory course in colleges and universities has achieved remarkable results. From the overall situation, college students' thoughts, beliefs and values are positive, positive and upward. However, with the development of society, ideological and political teaching in colleges and universities is facing more and more challenges. As an important way to lead the mind of college students and help them establish a correct world outlook, outlook on life and values, the effective implementation of Ideological and political course in colleges and universities must follow the law of students' psychological development. The research on the application of educational psychology in Ideological and political teaching in colleges