

provide corresponding theoretical basis for clinical treatment of patients with affective disorders.

Objective: This study is committed to the self-concept ability in the “oral English learning” model, and extracts an effective model for the treatment of patients with affective disorders, and then provides a new perspective and strategy for the clinical treatment of patients with affective disorders.

Research objects and methods: 90 patients with affective disorders were selected as the research object, including 30 patients with bipolar disorder, depression and mania. 100 patients were treated with “oral English learning”, and the improvement of symptoms of patients with affective disorder before and after “oral English learning” treatment was compared and analyzed.

Methods: Use Excel software for statistical data analysis.

Results: Table 1 shows the improvement of symptoms of patients with affective disorder before and after the treatment of “oral English learning”. On the whole, compared with before the treatment of “oral English learning”, the psychological symptoms of patients with bipolar disorder, depression and mania were significantly improved ($P < 0.05$).

Table 1. Improvement of symptoms of patients with affective disorder before and after treatment of “oral English learning”

Variable	Max	Min	M	SD
Psychological symptoms of patients with bipolar disorder	6.00	1.00	3.04*	1.56
Psychological symptoms of patients with depression	6.00	1.00	2.62*	1.30
Psychological symptoms of manic patients	6.00	1.00	2.06*	1.20

Note: * $P < 0.05$ indicates the comparison with that before oral English learning treatment.

Conclusions: The treatment of affective disorders based on “oral English learning” can effectively improve the psychological symptoms of patients with bipolar disorder, depression and mania, and then provide a theoretical basis for the clinical treatment of affective disorders, which is worthy of clinical application.

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INCENTIVE MECHANISM IN ENTERPRISE VALUE RELATIONSHIP MANAGEMENT TO ALLEVIATE EMPLOYEES’ PSYCHOLOGICAL ANXIETY

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Background: Anxiety is an emotional state of tension and fear caused by failing to achieve goals or threatening human beings to overcome these obstacles, self-esteem and self-confidence, or increasing the sense of failure and guilt. It includes three main parts: emotional experience, threat, uncertainty, cognitive expression of fear and physiological arousal. From the perspective of psychology, the increase of anxiety value will lead to distraction and block of attention, disturb the results of brain memory and thinking, and make people show anxiety, tension, indecision and disturbing emotional changes. For example, a bad mood can lead to neurological dysfunction and mental illness or abnormalities. As for the research on anxiety, most domestic scholars pay attention to practical research, while theoretical research is relatively few. Most domestic scholars study anxiety. Many scholars focus on research in the field of medicine rather than research and development in the field of medicine. Employee anxiety mainly focuses on more specific anxiety problems, such as examination, emotion, society and other influencing factors to analyze employee anxiety. They did not perfectly combine theory with practice, but they paid too much attention to some superficial problems and did not explore the deep-seated reasons under the background of the times. This is the actual work level behind these problems. Therefore, there are relatively few data on employee anxiety and its influencing factors. The research of summarizing anxiety generally includes qualitative research theory and empirical research results, which respectively study the current situation of human anxiety and the relationship between anxiety and enterprise, society, environmental change, personality, cultural

background, self-cognition, interpersonal communication, interpersonal communication, interpersonal relationship, mental health, family disputes and so on. Anxiety is particularly prominent in employees' mental health problems, but if these performances are excessive, they will evolve into anxiety disorder, even physical and language stiffness, mental collapse, or common mental related diseases in medicine, which will bring great inconvenience to people's body and mind, work or study. With the gradual enhancement of the awareness of market competition pressure, more and more workplace employees are troubled by anxiety, which directly affects the employees' work efficiency, life law and physical and mental health level.

Reward is usually associated with motivation, which mainly refers to an internal state of human activities. Robbins, an American management scientist, defines the reward mechanism as an individual's hope to achieve organizational goals through high-level efforts. At the same time, such efforts can meet some individual needs. Whether motivation or motivation, there are three key factors: effort, organizational goals and needs. Therefore, the reward mechanism is a psychological state driven by motivation. It can stimulate, promote and strengthen people's behavior. A large number of studies have pointed out that enterprise value relationship management based on reward mechanism is of great significance in promoting enterprise development and regulating employees' negative psychology. In view of this, this study launched the construction of enterprise value relationship management for reward mechanism, which plays a positive role in alleviating employees' psychological anxiety, so as to provide a solution to ensure employees' physical and mental health, work efficiency and enterprise development.

Objective: This study is committed to building an enterprise value relationship management scheme based on the reward mechanism and applying it to solve the psychological anxiety of employees, so as to inject comprehensive talents with sound body and mind into the development of the enterprise for a long time on the basis of ensuring the psychological coordination and soundness of employees.

Research objects and methods: Select 100 employees of an enterprise as the research object, measure their psychological anxiety respectively, and then apply the enterprise value relationship management scheme based on the reward mechanism. The intervention cycle is 3 months. Compare and analyze the changes of employees' psychological anxiety before and after the reward system intervention for 3 months.

Methods: Use Excel software for statistical data analysis.

Results: Table 1 shows the changes of employees' psychological anxiety under the intervention of enterprise value relationship management scheme based on reward mechanism. On the whole, after the intervention, employees' job-hunting anxiety tendency, anxiety tendency towards people, loneliness tendency, self-blame tendency, allergy tendency, physical symptoms, phobia tendency and impulse tendency were effectively improved, with statistical difference ($P < 0.05$).

Table 1. Changes of employees' psychological anxiety under the intervention of enterprise value relationship management scheme based on reward mechanism

Project	Before intervention	After intervention	P
Anxious learning	6.15±2.32	3.45±2.58	0.000
Communication anxiety	6.42±3.71	3.46±1.45	0.000
Loneliness tendency	6.88±2.23	2.45±2.58	0.000
Self-reproach tendency	3.46±1.45	3.46±1.45	0.000
Sensitive tendency	3.45±2.58	2.45±2.58	0.000
Physical symptoms	6.15±2.32	1.46±3.25	0.000
Terrorist tendency	6.42±3.71	3.46±1.45	0.000
Impulsive tendency	6.88±2.23	1.46±3.25	0.000
Total score	41.09±17.34	35.91±19.71	0.000

Conclusions: The intervention of enterprise value relationship management scheme based on reward mechanism can effectively improve the psychological anxiety of employees, and then it should be paid enough attention in enterprise management. In short, in the era of knowledge economy, managers need to know how to use ingenious management means to strengthen communication with employees and understand the changes of employees' psychological anxiety. When employees have psychological anxiety problems, they should find out the causes and take remedial measures in time. In short, only by ensuring the psychological integrity of employees can the enterprise develop continuously and stably.

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PSYCHOLOGICAL IMPACT OF MANUFACTURING TRANSFORMATION ON EMPLOYEES AND THE INNOVATION PATH OF RELATED TALENT TRAINING

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Background: People are the foundation of society and employees are the foundation of enterprises. The 21st century has entered the era of global competition. With the rapid development of economy, technology and society, people's pace of life and work is faster and faster, the pressure is greater and greater, and the psychological characteristics of various social groups have also undergone significant changes. Among them, as the main force of social productivity, the psychological problems of enterprise employees are becoming more and more prominent, and some have become the key factors affecting the growth of enterprises. Anxiety is an emotional state of tension and fear caused by failing to achieve goals or threatening human beings to overcome these obstacles, self-esteem and self-confidence, or increasing the sense of failure and guilt. It includes three main parts: emotional experience, threat, uncertainty, cognitive expression of fear and physiological arousal. From the perspective of psychology, the increase of anxiety value will lead to distraction and block of attention, disturb the results of brain memory and thinking, and make people show anxiety, tension, indecision and disturbing emotional changes. For example, bad mood can lead to neurological dysfunction, mental illness or abnormal anxiety, which is particularly prominent in the mental health problems of employees. However, if these manifestations are excessive, they will evolve into anxiety disorder, even physical and language stiffness, mental collapse, or common mental illness in medicine, which will bring great inconvenience to people's body and mind, work or study. With the gradual enhancement of the awareness of market competition pressure, more and more employees are troubled by anxiety, which directly affects the work efficiency, life law and physical and mental health level of employees.

With the disappearance of China's demographic dividend, the decline of land dividend and the increasingly prominent environmental problems, the labor-intensive traditional manufacturing industry is facing many challenges. There is still a big gap between China and developed countries in terms of industrial structure level, independent innovation ability, resource utilization efficiency and informatization degree. China's manufacturing industry is facing the double squeeze of low-cost countries and developed countries. In order to maintain sustainable development and competitive advantage, the traditional manufacturing industry must be transformed and upgraded. In the process of transformation and development from "made in China" to "made in China", it has brought varying degrees of pressure and distress to employees, and even produced psychological anxiety that cannot adapt to the transformation of manufacturing industry. Practice at home and abroad shows that anxiety mental illness is a great enemy that threatens personal life and health and destroys the organizational efficiency of enterprises. The psychological problems of enterprise employees have become an important factor restricting the construction of enterprises. Therefore, people-oriented, paying attention to and paying attention to the mental health status of enterprise employees, constantly improving their mental health level and making them work and live with dignity, happiness and value are extremely important aspects of the development and growth of enterprises. Based on this, this paper studies the psychological impact of manufacturing transformation on employees and the innovation path of related talent training.

Objective: Analyze the psychological anxiety of enterprise employees under the transformation of manufacturing industry, and measure the psychological health of employees. On this basis, plan the innovative path or innovative scheme of enterprise development talent training under the transformation of manufacturing industry, so as to help the government and enterprises strengthen the psychological construction of enterprise employees in the process of manufacturing industry transformation and promote the harmonious and stable development of society.

Research objects and methods: 4563 employees were randomly selected from 45 manufacturing transformation enterprises as the research object, and the statistical analysis of employees' psychological anxiety was carried out in combination with the mental health Symptom Checklist-90 (SCL-90). According to the employees' psychological anxiety in the face of manufacturing transformation, a targeted talent training path was constructed. SCL-90 has 90 items in total, and adopts 5-level score. If the score of each item is greater than 2, it is regarded as psychological abnormality, and if the score is greater than 3, it is regarded as having psychological anxiety disease.

Methods: Use Excel software for statistical data analysis.

Results: Table 1 shows the detection rate of psychological anxiety of enterprise employees under the transformation of manufacturing industry. Overall, under the transformation of manufacturing industry, the number of employees with at least one factor score ≥ 3 in SCL-90 scale is 902, accounting for 22.2%, which shows that the transformation of manufacturing industry has an important impact on employees'