

## 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  $\geq 3$  in SCL-90 scale is 902, accounting for 22.2%, which shows that the transformation of manufacturing industry has an important impact on employees'

psychological anxiety.

**Table 1.** Detection rate of psychological anxiety of enterprise employees under the transformation of manufacturing industry n (%)

Factor	≥2.5 score	≥3 score
Somatization	149 (3.7)	-
Force	149 (3.7)	45 (1.1)
Interpersonal sensitivity	504 (12.4)	162 (4.0)
Depressed	386 (9.5)	129 (3.2)
Anxious	324 (8.0)	120 (2.9)
Hostile	269 (6.6)	87 (2.1)
Terrorist tendency	378 (9.3)	134 (3.3)
Terror	112 (2.8)	34 (0.8)
Paranoid	267 (6.6)	75 (1.8)
Psychotic	158 (3.9)	47 (1.2)
At least one factor score ≥3	902 (22.2)	358 (8.8)

**Conclusions:** By analyzing the psychological anxiety of enterprise employees under the transformation of manufacturing industry and measuring the mental health of employees, it is found that the transformation of manufacturing industry has an important impact on the psychological anxiety of employees. Therefore, in the face of the transformation of manufacturing industry, the government, society and enterprises should attach great importance to the mental health of enterprise employees, put people first, and gradually integrate the mental health education of employees into the work agenda of modern talent training and innovation path, so as to jointly promote the positive development of employees' psychology in the period of transformation of manufacturing industry and create a good foundation and atmosphere for the development of society and enterprises.

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## POSITIONING OF TRAFFIC ENGINEERS IN THE PROCESS OF AUTONOMY OF MODERN TRAFFIC TECHNOLOGY IN CHINA UNDER THE BACKGROUND OF COGNITIVE IMPAIRMENT

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**Background:** As a mental disease, cognitive impairment mainly refers to the disorder of learning and memory function caused by abnormal processing of human intelligent knowledge, and leads to pathological behaviors such as loss of line, recognition and use. The diagnostic criteria of cognitive impairment include normal overall cognitive function, main complaints of memory impairment and behavioral disorders inconsistent with age. The main causes of cognitive impairment are chronic brain injury, chronic systemic diseases and mental and psychological abnormalities, of which mental and psychological abnormalities are the most important. According to the latest research, the number of patients with cognitive impairment in China is increasing year by year, which has a serious negative impact on the patients themselves and their families. Timely intervention for patients with cognitive impairment can actively change their cognitive function, and then it is very important to reduce the quality of life of patients and their families. In recent years, many researchers at home and abroad have conducted intervention research on mild cognitive impairment. The intervention measures mainly include nutrition intervention, drug intervention, physical exercise, cognitive training, traditional Chinese medicine and acupuncture intervention. In a word,