

psychology and residential space design (n=200)

Dimensions of anxiety measurement	Control group (n=100)	Experience group (n=100)	P
Anxious learning	3.47	1.44	<0.05
Communication anxiety	4.34	1.49	<0.05
Loneliness tendency	3.46	2.44	<0.05
Self-reproach tendency	3.35	1.49	<0.05
Sensitive tendency	3.47	1.44	<0.05
Physical symptoms	4.34	2.36	<0.05
Terrorist tendency	3.96	2.01	<0.05
Impulsive tendency	3.35	1.49	<0.05
Total score	50.91	31.47	<0.05

Conclusions: On the one hand, humanistic psychology criticizes the methodological centrism of scientific psychology, and advocates that psychological research should pay attention to the problems that are meaningful to people and society. The methods should point to the problems and choose the methods according to the problems. Therefore, it has important application value in the design of residential spaces. On the other hand, residential space design based on humanistic psychology also has important application value in alleviating anxiety. It can not only provide a new idea for residential space design, but also provide a new strategy for alleviating anxiety.

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ENTERPRISE GRASS-ROOTS MANAGEMENT STRATEGY CONSIDERING ALLEVIATING EMPLOYEES' MENTAL PRESSURE

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Background: As a fixed term, the term “mental stress” developed with the fuzzy edge of various disciplines, and began to enter the fields of anthropology, sociology and medicine, and further refined and extended from these fields to behavioral science, management and other disciplines. On the basis of theoretical research, many experts consciously expand it to practical application, especially in enterprise stress management. Enterprise stress management mainly studies work stress. The body’s response to all mental stress is the same, that is, the pituitary gland rapidly secretes adrenal hormone and growth hormone in response to stress. Therefore, the impact of stress actually has both positive and negative aspects. On the negative side, too much pressure and too long a duration will have many adverse consequences. For employees, this will lead to a series of adverse changes in their physiology and psychology. Most surveys believe that work rhythm, heavy work tasks, and fierce competition among employees can lead to mental stress. For enterprises, huge work pressure will have a negative impact. Research shows that job stress is directly proportional to the turnover rate of employees. If the work pressure is too great and employees leave one after another, the enterprise needs to recruit employees again, and then carry out career setting and related training, which will inevitably increase the cost. In addition, with the continuous improvement of the legal system, more and more cases are brought by employees to enterprises due to work pressure. Even if the lawsuit is won, the enterprise will have to pay the corresponding labor and time costs. If the lawsuit is lost, it will have to pay high compensation to further increase costs. As we all know, human resources are the largest resources of enterprises. Employees are under too much pressure, which is bound to be difficult to focus on their work and achieve actual performance, affecting the overall development of the enterprise. At the same time, stress will also directly affect performance. Research shows that there is a complex relationship between “mental stress” and “job performance”, and appropriate stress will improve job performance. Without pressure, like boiling a frog in warm water, there will be no driving force to move forward and work performance will decline. People with too much pressure pay too much attention to pressure, but ignore how to improve performance, which eventually leads to performance decline.

In view of the fact that the mental stress of employees has become an important factor affecting the development of enterprises, the grass-roots management of enterprises should attach great importance to it, make rational use of the benign pressure of employees, turn pressure into power and give full play to the

potential of employees. On the contrary, to diagnose the negative pressure of employees, we should take appropriate strategies to solve, disperse and reconcile, so as to reduce the obstacles of employees' negative pressure to the development of enterprises. At the specific level, the grass-roots management of enterprises can promote the positive pressure of employees by establishing the reward mechanism, but pay attention to the appropriate range of pressure to ensure that the pressure is within the positive range. For negative pressure, enterprises should take timely and effective intervention measures to prevent the further expansion of employees' mental pressure, which will hinder the development and progress of employees themselves and enterprise organizations. In short, in the grass-roots management of enterprises, we should pay special attention to the mental pressure of employees, and take corresponding measures to intervene to ensure the physical and mental health of employees, so as to realize the benign and sustainable development of enterprises.

Objective: In order to alleviate the negative mental pressure of employees in the work of the enterprise, this study constructs an enterprise grass-roots management strategy considering the mental pressure of employees, which aims to alleviate, reconcile or solve the mental pressure of employees, so that employees can coordinate the relationship between stress and work, so as to ensure the healthy development of the enterprise.

Research objects and methods: 500 employees were randomly selected from five enterprises in our city as the research object, and the mental stress status of employees was measured in combination with the diagnostic test scale of work mental stress. The scale includes 9 factors: rules and regulations, task setting, specific requirements, condition creation, workability, role cognition, workload, interpersonal relationship. For career development, 5-level scoring is adopted. The higher the score, the more serious the employee's mental pressure is. Then, the enterprise grass-roots management model considering employees' mental pressure constructed in this paper is intervened for three months. The changes in employees' mental pressure before and after the intervention are compared and analyzed, so as to evaluate the application effect of the enterprise grass-roots management model constructed in this paper.

Methods: Complete the data analysis through SPSS23.0 data statistical analysis software.

Results: Table 1 shows the changes in employees' mental stress after the intervention of enterprise grass-roots management strategy considering employees' mental stress. Compared with before the intervention, after the implementation of the enterprise grass-roots management strategy considering employees' mental pressure, the employees' mental pressure was improved, and there was a significant difference before and after the intervention ($P < 0.05$).

Table 1. Changes of employees' mental stress after the intervention of enterprise grass-roots management strategy considering employees' mental stress

Factor	Before intervention	After intervention	<i>P</i>
Rules and regulations	3.47	1.33	0.00
Task setting	4.34	1.44	0.00
Specific requirements	3.46	1.49	0.00
Condition creation	4.35	2.44	0.00
Working ability	3.47	1.49	0.00
Role cognition	4.34	1.33	0.00
Workload	3.46	1.44	0.00
Interpersonal relationship	3.35	1.49	0.00
Career development	4.47	2.44	0.00

Conclusions: The enterprise grass-roots management strategy considering the mental pressure of employees constructed in this paper can effectively alleviate the mental pressure of employees and ensure the physical and mental health of employees, which plays an important role in the development and progress of enterprises.

Acknowledgement: The research is supported by: Tianjin Science and Technology Bureau, name: Tianjin Science and Technology Planning Project (No. 20YDTPJC02030).

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RESEARCH ON THE INTEGRATION OF INNOVATION AND ENTREPRENEURSHIP EDUCATION AND PROFESSIONAL EDUCATION IN COLLEGES AND UNIVERSITIES FROM THE PERSPECTIVE OF EDUCATIONAL PSYCHOLOGY