

Results: Educational psychology can effectively guide teachers to optimize teaching courses according to students' psychological needs and problems, and then help them solve psychological problems and improve their core professional quality and ability. Figure 1 shows the statistics of students' negative emotion scores before and after the experiment. The score value represents the severity of students' negative emotion.

Conclusions: The level of mental health is also one of the core competitive advantages of talent training. With the help of educational psychology, teachers can give full play to the joint force of education on the basis of grasping the psychological laws and teaching characteristics of teaching subjects and objects in the process of digital creative teaching, pay more attention to students' subjects, and solve their psychological problems and emotional changes in teaching practice, improve their core literacy and ability to adapt to society. Digital creativity requires students to be able to flexibly and creatively use professional knowledge for product design, so teachers should pay attention to give full play to students' subjective initiative in the future teaching process.

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THE CAUSES OF EMPLOYEES' PSYCHOLOGICAL ANXIETY IN ENTERPRISE HUMAN RESOURCE MANAGEMENT

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Background: From the perspective of psychology, anxiety is a psychological feeling and action tendency in the face of future uncertainty. It is mainly characterized by widespread persistent anxiety or recurrent panic, and the anxiety psychology shown by different audiences has individual differences. In the current anxiety group, the psychological problems of employees are more prominent, and gradually show a younger and more serious trend. The psychological anxiety of employees will have a negative impact on their own value evaluation and work content. A more negative emotional attitude is not conducive to the development of their work and the satisfaction of emotional value. Moderate psychological anxiety will urge employees to constantly examine their own shortcomings and problems existing in their work, and then produce internal driving force, so that they can solve problems with a more proactive attitude and behavior, realize the regulation of their own emotions, and then promote their all-round development. However, excessive psychological anxiety will make employees fall into the emotional quagmire, resulting in emotional disorder and out of control behavior, which will lead to a series of psychological problems and affect the completion of work tasks and the investment of mental state. There are many influencing factors that cause employees' psychological anxiety, such as work content, interpersonal relationship, enterprise management system, job burnout and so on. Different employees have different tolerance and emotional sensitivity, and then hold different attitudes and emotional endurance in solving the same thing and problem. If there is no timely and effective targeted intervention on the anxiety of employees, it will have a good impact on the physical and mental health of employees. In the long run, it will affect the effect of human resource management and the long-term benign development of the enterprise economy. Human resource management of enterprises is an important strategic resource in modern enterprises. It determines the depth and breadth of the development and utilization of material resources. It is the key factor for the core competitiveness of enterprises and the realization of long-term and orderly development. The rationality and scientificity of human resource management will have an impact on employees' emotions, such as salary system, job content distribution and basic rights and interests' maintenance, which will cause employees' emotional fluctuations, resulting in job burnout and anxiety. Therefore, exploring the influencing factors of employees' psychological anxiety in enterprise human resource management will help enterprises to better improve the human resource management system and improve their anxiety from the psychological status of employees.

Objective: In order to improve the anxiety of enterprise employees, alleviate their anxiety symptoms and help them improve their mental health level, study the optimization of management mode from the current situation and problems of human resource management, reveal the relationship between it and

employees' psychological anxiety, and realize the active intervention of employees' psychological anxiety.

Research objects and methods: The research takes the employees suffering from psychological anxiety in an enterprise as the research object, and optimizes and improves the human resource management mode according to the causes of employees' anxiety and the problems existing in the current human resource management, in order to achieve the intervention and mitigation of employees' psychological anxiety.

Method design: Firstly, according to the grade of employees' psychological anxiety symptoms, explore the causes of their anxiety and its influence relationship with human resource management, and then optimize the current human resource management mode to meet the psychological needs of employees, so as to alleviate their psychological anxiety and related psychological problems. The experiment lasted for three months. After the experiment, the changes of psychological anxiety of employees in different positions and age structures were analyzed with the help of self-rating anxiety scale, so as to better explore the intervention mechanism of human resource management mode and employee anxiety psychology, so as to improve the mental health level of employees.

Methods: With the help of social statistical analysis tool SPSS23.0 make statistical analysis on the difference of employees' psychological anxiety relief in human resource management.

Results: The psychological imbalance caused by the surrounding environment and the pressure and burden brought by the enterprise environment will make employees have negative emotions, and employees' emotions are closely related to the physical environment, psychological environment, work and industry characteristics. The key to improving employees' psychological anxiety is to improve their sense of efficacy and recognition of their own work and value. The human resource management model can effectively adjust employees' psychological emotions with the help of the improvement of various human culture systems, which has greatly improved employees' anxiety and their mental health. Table 1 shows the statistical results of the psychological anxiety levels of employees of different genders after the experiment. Grades from 1 to 5 indicate the degree of psychological anxiety from light to heavy.

Table 1. Statistical results of psychological anxiety levels of employees of different genders after the experiment

Gender	Before and after intervention	Interpersonal anxiety	Work anxiety	Job burnout anxiety	Value realization anxiety
Male	Before intervention	4	5	4	5
	After intervention	2	2	1	1
Female sex	Before intervention	3	3	4	4
	After intervention	1	2	1	2

Conclusions: The improvement of human resource management system can effectively convey the recognition of the enterprise to itself and work to employees, and then improve their work enthusiasm and confidence. The personnel transfer, responsibility division and the improvement of reward and punishment system in human resource management will affect the positioning of employees' social roles, and then produce different emotional values, effectively alleviated their psychological anxiety. Therefore, enterprises should pay attention to the emotional value and psychological problems of employees in the future human management in order to achieve long-term sustainable development.

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THE EFFECT OF INTERNAL CONTROL DOMINATED CORPORATE GOVERNANCE MODEL ON CEO ANXIETY IN STATE-OWNED ENTERPRISES

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Background: Anxiety disorder is a very complex psychological and emotional disorder. Its clinical manifestations are usually motor agitation and sympathetic hyperactivity, often accompanied by negative emotions such as anxiety, shame, disappointment, anxiety and fear. Anxiety is a typical irrational state of mind, which refers to a common psychological state and emotion of tension, confusion and pessimism about the future. The tension caused by anxiety and the suspicion, irritability, fear, frustration, confrontation, as well as the accompanying confusion of thinking, mental laxity and lack of confidence, will have an impact on people's emotional regulation and behavior guidance, and in serious cases, it will endanger personal