

and optimization of enterprise employee career planning, the work enthusiasm, corporate cultural identity, organizational openness and organizational development of enterprise employees have been significantly improved.

Conclusions: In the highly competitive social market situation, if enterprises want to seek long-term development and upgrading in the market, they must improve their human resource management level and make long-term enterprise development planning and design under the guidance of enterprise development objectives. In order to attract more high-quality talents, enterprises also need to strengthen the career management of employees and do a good job in the construction of corporate culture, so that employees can make common progress and development with enterprises in scientific and reasonable career planning, so as to achieve a win-win situation between enterprises and employees. Enterprises should enhance their awareness of human resource management, pay more attention to employees' career management, adjust the rationality of the overall salary system, establish a scientific and smooth channel for employees' career development, improve relevant performance appraisal system and allocation of work tasks, optimize employees' working environment and atmosphere, and stimulate employees' enthusiasm, Promote the common development and progress of employees and enterprises.

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RESEARCH ON THE APPLICATION OF OFFLINE ONLINE AND OFFLINE HYBRID PHYSICAL EDUCATION TEACHING MODEL FROM THE PERSPECTIVE OF EDUCATIONAL PSYCHOLOGY

Fuyang He

School of Physical Education, Xichang University, Xichang 615000, China

Background: There are certain individual differences among different students. Different students have different abilities and methods of accepting knowledge, but students often have certain internal laws and characteristics in the process of learning. Based on psychological theory, educational psychology analyzes the internal law of psychological changes of students and teachers in educational activities, deeply excavates the psychological characteristics and changes of students in the process of teaching, and provides psychological theoretical basis for improving teaching quality. The theoretical basis of educational psychology can effectively help teachers comprehensively use a variety of teaching methods in the teaching process, design scientific, reasonable and targeted teaching programs based on students' individual characteristics, and help students improve their learning ability. Educational psychology theory can also effectively improve teachers' sensitivity to students' psychological changes, help teachers grasp the laws and opportunities of students' psychological changes, and promote students' mental health development.

In recent years, colleges and universities and the government have gradually realized the importance of students' physical education, the height of college physical education curriculum has been continuously improved, and the reform of college physical education curriculum has been gradually promoted and implemented. With the development of modern information technology and the integration of fields, the organic combination of information technology and higher education, online teaching mode has become a new educational means. The online and offline mixed education mode is also gradually applied in college physical education. Colleges and universities begin to use Internet technology and equipment to assist physical education, combined with advanced information technology means to improve students' enthusiasm for physical exercise and promote the all-round development of students' physical quality, knowledge and technology.

Objective: Based on the theory of educational psychology, the research deeply analyzes the learning psychological characteristics and change law of middle school students in the process of physical education teaching, analyzes the application of online and offline hybrid physical education teaching mode, excavates the effect of online and offline hybrid new teaching mode in actual college physical education teaching, and discusses the new path of college physical education curriculum reform, so as to provide reference for promoting the improvement of college physical education teaching quality. Under the guidance of educational psychology theory, the research deeply analyzes the advantages and existing problems of online and offline hybrid physical education teaching mode, understands the current situation of physical education teaching mode in colleges and universities, and expects to put forward reflection and suggestions on the development of physical education teaching mode.

Research design: The research adopts the method of comparative experiment to understand the differences between the new online and offline hybrid physical education teaching mode and the traditional

physical education teaching mode, analyze the advantages and problems of the online and offline hybrid physical education teaching mode, and put forward the optimization strategies and suggestions for the reform of college physical education curriculum on this basis. The research adopts the method of random cluster stratified sampling, and 120 college students are selected for comparative experiment. The experimental objects are randomly divided into offline teaching group, online teaching group and mixed teaching group. The offline teaching group adopts the traditional face-to-face teaching form, while the online teaching group adopts the combination of online class and video teaching, The mixed teaching group adopts the online and offline mixed physical education teaching mode for physical education. The comparative experiment lasts for 3 months. During the experiment, students conduct physical education once a week, and each teaching time is 2 hours. After the experiment, collect the evaluation scores of the experimental objects on different physical education teaching modes. The experimental objects score the three physical education teaching modes from four aspects: teaching concept, curriculum, classroom mode and information management.

Results: The changes of the students' psychological enthusiasm for physical education teaching in the experimental group before and after the experiment are shown in Table 1. After a three-month experiment, the students' psychological enthusiasm for physical education teaching in the experimental group has increased significantly under the new mode of online and offline hybrid physical education teaching, and the students' learning enthusiasm for physical education knowledge learning, physical skills learning and physical psychological quality training has increased significantly.

Table 1. Changes of students' psychological enthusiasm for physical education teaching in the experimental group before and after the experiment

Test dimension	Before reform	After reform
Sports knowledge learning	1.24±0.38	3.95±0.34
Sports skill learning	1.37±0.32	3.81±0.37
Cultivation of sports psychological quality	1.15±0.37	3.79±0.32

Conclusions: The online and offline hybrid physical education teaching mode breaks the time and space constraints of the traditional teaching mode and has a higher degree of freedom, which is convenient for teachers and students to arrange physical education teaching time freely. And online and offline hybrid physical education teaching mode, relying on advanced Internet information technology and equipment, students can watch and study the live broadcast and playback of courses online anytime and anywhere. Students have enough time to preview and review the sports theory and skills taught by teachers, which can effectively meet the personalized needs of students for physical education learning. Under the new online and offline mixed teaching mode, rich and free teaching mode and time arrangement can effectively enhance students' psychological enthusiasm for physical education teaching and promote students to actively and independently carry out physical education learning and exercise.

Acknowledgement: The research is supported by: Liangshan Prefecture Ethnic Culture Research Fund Planning Project in 2021: Study on the Sports Culture Path of Promoting Liangshan Ethnic Minorities to Adapt to Modern Social Civilization from the Perspective of Cultural Integration (fund No. 20201102).

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RESEARCH ON THE DECONSTRUCTION AND INTEGRATION PATH OF WISDOM EDUCATION SYSTEM TECHNOLOGY UNDER THE BACKGROUND OF EDUCATIONAL PSYCHOLOGY

Xingbo Yang

*The Department of Information Technology, Guangdong Teachers College of Foreign Language and Arts,
 Guangzhou 510640, China*

Background: Educational psychology analyzes the changes and internal laws of the psychological activities of educators and educates in the process of education and teaching. It is a new branch of psychology and became an independent psychological discipline at the end of the 19th century. Educational psychology is a marginal interdisciplinary subject, which organically integrates educational science and psychology, deeply analyzes the psychological state of educational subjects in educational practice, and deeply excavates the laws and characteristics of psychological changes behind it from the behavior in