

need to start with students' cognition, put forward cognitive improvement plans, cultivate students' cognitive ability, and then alleviate students' negative emotions.

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## ANALYSIS ON THE ALLEVIATING EFFECT OF MANAGEMENT PSYCHOLOGY ON THE JOB BURNOUT OF ARCHIVISTS

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**Background:** Archives management is an important work to record the development and evolution of objects. In the archives management of colleges and universities, the main objects of archives management are the student status and the development history of the school. Therefore, the integrity of archives management in colleges and universities can ensure the integrity of school information and student information. With the development of information technology, colleges and universities pay more and more attention to the archives management of colleges and universities. Therefore, the requirements for the archives management staff of colleges and universities are constantly improving. In the archives management of colleges and universities, it is necessary for the management staff to have strong professional ability and certain work pressure bearing ability. The reason is that the archives management of colleges and universities is a relatively boring work and has a large work task, so they need to pay attention to the changes of school resources at all times. Under the influence of long-term working environment, the psychological mood of archives management staff will change significantly, which will inevitably produce negative emotions, resulting in job burnout. The generation of job burnout will seriously hinder their work enthusiasm, so that the staff cannot have a sense of achievement in their work and lose a sense of belonging to their work. In the long run, the staff will have a psychological imbalance of loss and pessimism, which is not conducive to the management of colleges and universities.

Aiming at the job burnout of college archives management staff, how to improve the management ability is the main way to help staff alleviate their negative emotions. The proposal of management psychology provides convenience for college archives management. Management psychology is a science that promotes their work enthusiasm and subjectivity by analyzing the psychological activities of staff in management. From the perspective of psychology, management psychology can analyze the fundamental driving force of archives management staff's work enthusiasm from the level of psychological satisfaction, and help staff sort out their pride from the spiritual level. In addition, management psychology also contains a small number of core theories of social psychology. In management work, management psychology emphasizes the use of individual social psychology to build a management coordination system, and promote a more consistent subjective consciousness in all work by cultivating the value orientation of archivists, so as to achieve psychological balance. At the same time, management psychology puts forward that in management, according to the needs of different staff, help them build a perfect psychological adjustment mechanism to avoid the psychological deviation of staff at work, so as to avoid burnout at work. Aiming at the job burnout of college archives management staff, how to use management psychology to adjust the psychological emotion of staff has great research value. Therefore, the specific impact of management psychology in the mitigation of job burnout is analyzed in the research, so as to help college archives management staff establish a psychological adjustment mechanism.

**Objective:** To understand the work status of college archives management staff, analyze the influencing factors of job burnout caused by college archives management, analyze the research status of management psychology, and evaluate the impact of management psychology on job burnout.

**Subjects and methods:** Taking the archives management staff of colleges and universities as the research object, 40 archives management staff from 10 colleges and universities were selected to investigate the current situation of job burnout of all the research objects participating in the test, and the statistics were carried out by Excel. Using management psychology to formulate the archives management system of colleges and universities, a long-term follow-up survey was conducted on 40 archives management staff in colleges and universities, and the changes of staff's work enthusiasm, recognition and sense of honor in the process of new system management were evaluated by SPSS24.0 changes in inspection and evaluation results.

**Results:** Under the management psychology system, the changes of work enthusiasm, recognition and sense of honor of college archivists are shown in Table 1. The quantitative evaluation is based on the 0-5 score system. 0 means none and 5 means very high. Table 1 shows that with the influence of management

psychology system, the staff's work enthusiasm, recognition and sense of honor are developing from low to high.

**Table 1.** Psychological changes of job burnout of staff under management psychology

Project	Enthusiasm	Recognition degree	Sense of honor
0 month	1	1	1
2 months	3	2	2
4 months	3	3	3
6 months	5	5	4
<i>P</i>	<0.05	<0.05	<0.05

**Conclusions:** Logistics work in colleges and universities plays an important role in ensuring the normal operation of colleges and universities, and it is also a key part to ensure the sustainable development of colleges and universities. With the development of society, the work situation and management optimization of logistics staff in colleges and universities begin to be concerned by colleges and universities, among which the job burnout psychology of staff is an important object in management optimization. Aiming at the job burnout psychology of archives management staff, this paper puts forward a management scheme based on management psychology, and analyzes its mitigation effect through follow-up observation. The results show that with the in-depth application of management psychology, the job burnout of staff has been significantly alleviated. Therefore, in the management optimization of colleges and universities, for logistics personnel, how to use management psychology to alleviate their negative psychological emotions is the key consideration for the development of colleges and universities.

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## ANALYSIS ON THE INFLUENCE OF JOB BURNOUT PSYCHOLOGY AND COLLEGE TEACHERS' PROFESSIONAL IDENTITY PSYCHOLOGY ON JOB PERFORMANCE

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**Background:** In the education and teaching of colleges and universities, the ability level of teachers is an important factor to ensure the teaching quality. Therefore, in order to always pay attention to the teaching status of teachers, colleges and universities put forward the use of work performance evaluation for testing. In the work performance evaluation of college teachers, teachers' teaching quality evaluation is not only affected by teachers' basic ability, but also can be known from a large number of studies that teachers' psychological factors can also affect their work performance. In many studies, it is pointed out that teachers' professional quality and sense of identity have a significant impact on their teaching level. Generally speaking, the more positive the recognition psychology of teachers' profession, the more obvious the teachers' teaching passion reflected in daily teaching, and it is easier to drive the students' classroom learning enthusiasm. Teachers' professional quality is the degree of teachers' working hard. The classroom atmosphere brought by more dynamic teachers is easier for students to feel the charm of the subject and receive teachers' teaching knowledge. Some studies have simply analyzed the classroom impact of teachers' job burnout. The research found that teachers' job burnout psychology can directly lead to the reduction of classroom teaching quality, and then affect teachers' job performance evaluation. Therefore, in order to improve the teaching quality of college teachers, improve teachers' work performance, and explore the specific role of burnout psychology in Teachers' professional quality, we will be able to establish a perfect teaching system more quickly.

Teachers' burnout psychology is the sense of lightness shown by teachers in teaching planning. When teachers have burnout psychology, their inner thoughts will change greatly, which will seriously lead to teachers' behavioral cognitive deviation. Burnout psychology is a psychological factor that regresses individual ability. Under the influence of burnout psychology, the decline of teachers' ability level will also lead to teachers' anxiety psychology, and then produce psychological side effect feedback, leading to the further reduction of teachers' ability level. In addition, teachers' professional identity psychology is teachers' recognition and sense of belonging to teaching. At the same time, psychology believes that identity psychology is a kind of psychological cognition, and the generation of identity psychology is an