

unmodified mode, the scores of the research objects in the anxiety scale after the experiment have significant statistical differences. Table 1 shows the score statistics of the mental health scale of the improved model football group before and after the experiment.

Table 1. Before and after the experiment, improve the score statistics of mental health scale of model Zuqiu group

Before and after the experiment	Somatization	Force	Interpersonal relationship	Anxious	Depressed
Before experiment	1.42±0.27	1.98±0.62	1.65±0.42	2.03±0.51	1.96±0.64
After the experiment	1.23±0.22	1.54±0.44	1.52±0.34	1.14±0.27	1.23±0.35
<i>P</i>	0.024	0.033	0.012	0.001	0.010

Conclusions: Anxiety, as an emotional expression of emotional regulation imbalance, will cause great damage to individual physical and mental health, make people in a depressed mental state for a long time, and lose interest in the surrounding environment and things. The integration of educational psychology into physical training mode can effectively give play to the joint force of education and psychological intervention, enable teachers to alleviate college students' anxiety and improve their mental health level on the basis of grasping the psychological laws and teaching characteristics of teaching subjects and objects.

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RESEARCH ON ENTERPRISE PERFORMANCE APPRAISAL MODEL CONSIDERING THE PSYCHOLOGICAL STATE OF EMPLOYEES WITH ANXIETY DISORDER

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Background: As a complex psychological and emotional disorder, anxiety disorder is usually characterized by motor agitation and sympathetic hyperfunction, accompanied by negative emotions such as shame, disappointment, anxiety and fear, which will have a certain impact on individual learning, life and mental health. From the perspective of psychology, anxiety is a kind of 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. Cognitive level, psychological endurance, educational requirements, age structure, genetic factors and so on will make individuals produce anxiety under the stimulation of internal and external environmental factors. According to the statistics of who, the number of patients with anxiety disorder shows an increasing trend, and the sick population also tends to be younger and more serious. Among them, employees have become the main patients of anxiety disorder, which is due to the multiple pressures of work pressure and individual life. The psychological state of anxiety disorder employees will affect their evaluation of their own value and work content. They carry out work with a more negative emotional attitude, and their own emotional value cannot be met in time. Moderate psychological anxiety will urge employees to constantly examine their own shortcomings and problems in work, and then solve problems with a more proactive attitude and behavior. However, excessive psychological anxiety will make employees fall into 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. Job content, interpersonal relationship, enterprise management system, job burnout, performance appraisal standards and other factors will affect employees' emotional changes and evaluation, and become the potential cause of anxiety disorder. Among them, the quality of the enterprise's performance appraisal model is directly related to the interests of employees. It is one of the important contents that affect employees' psychological emotion, and different employees have different tolerance and emotional perception, so they also hold different attitudes and emotional endurance in solving the same thing and problem. If there is no timely and effective targeted intervention on employees' anxiety psychology, it will affect employees' physical and mental health, make them show a depressed mental state at work, affect their participation in the company's management and compliance with rules and regulations, and is not conducive to the completion of their own assessment objectives and the efficiency of enterprise human resources management. The work performance and mental outlook of employees are important contents of

enterprise performance appraisal, and the emotional state and health level of employees will have a great impact on the overall state of employees. The content of performance appraisal is one of the important strategies of enterprise competitive management.

Objective: To pay attention to the psychological status of employees with anxiety disorder is an important content of enterprise assessment management, which affects their overall economic benefits. In order to improve the anxiety psychology of enterprise employees, alleviate their anxiety symptoms and help them improve their mental health level, this paper studies and explores the relationship between the psychological state of employees with anxiety disorder and the enterprise performance appraisal model, reveals the influencing factors affecting employees' anxiety disorder, and puts forward countermeasures.

Subjects and methods: The research take the employees with anxiety disorder in an enterprise as the research object, and optimizes and improves them according to the causes of employees' anxiety and the problems existing in the current enterprise assessment mode, in order to realize the effective intervention and remission of employees' psychological anxiety.

Method design: Grade the anxiety degree of employees with anxiety disorder, explore the causes of anxiety and its relationship with the performance management evaluation management mode, and then optimize the management mode to meet the psychological needs of employees, alleviate their psychological anxiety and reduce the generation of negative emotions and related psychological problems. The experiment lasted for three months. After the experiment, the data of the changes of psychological anxiety of the subjects were analyzed with the help of the self-rating anxiety scale, so as to better study and consider the intervention mechanism between the psychological state of employees with anxiety disorder and the enterprise performance appraisal model, so as to improve their mental health level.

Methods: With the help of social statistical analysis tool SPSS23.0 make statistical analysis on the difference of psychological anxiety relief of employees under different performance appraisal management modes.

Results: The enterprise performance appraisal model reflects the affirmation of the enterprise on the work effect of employees to a certain extent, and is an important embodiment of the fairness of resource distribution. The psychological emotion of employees is closely related to the physical environment, psychological environment and enterprise management system. The key point of active intervention for employees with anxiety disorder is to fully affirm the contribution and value of employees to the enterprise. Experiments show that the improvement and innovation of the enterprise performance appraisal mode can make it consistent with the actual situation, meet the psychological needs and emotional values of employees, effectively alleviate the anxiety symptoms of anxiety employees, reduce their worries about unknown events, and greatly improve their mental health. Table 1 shows the statistical results of psychological anxiety levels of the subjects before and 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 subjects before and after the experiment

Before and after intervention	Interpersonal anxiety	Work anxiety	Job burnout anxiety	Value realization anxiety
Before intervention	4	5	4	5
After intervention	2	2	1	1

Conclusions: Anxiety disorder, as an emotional regulation disorder, will cause great damage to people's physical and mental health. Improving the enterprise assessment management mode can effectively convey the recognition of the enterprise to itself and work to employees, so as to improve their work enthusiasm and confidence and reduce their anxiety symptoms and negative emotions. Therefore, enterprises should pay attention to employees' emotional value and psychological problems in the formulation of human management and performance appraisal in the future, so as to help them improve their mental health level.

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RESEARCH AND ANALYSIS ON THE EFFECT OF IDEOLOGICAL AND POLITICAL EDUCATION INTEGRATED INTO COLLEGE ENGLISH TEACHING ON STUDENTS' LEARNING ANXIETY FROM THE PERSPECTIVE OF EDUCATIONAL PSYCHOLOGY

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