

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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**Background:** Educational psychology refers to the application of psychological theory to teaching practice and conscious teaching intervention according to the psychological laws and change characteristics of both subject and object of teaching, that is, to help teachers optimize and improve in curriculum design, teaching method improvement and teaching motivation guidance, so as to achieve the teaching effect of solving students' psychological problems and negative emotions. Educational psychology has established the relationship between pedagogy and psychology. By discussing the relationship between students' personality development and educational environment, ability development and knowledge learning, and the regularity between teaching effectiveness and talent training, it has strengthened the relationship among students' subject, teachers and classroom environment object, so that the teaching quality and the needs of teaching subjects can be met to a greater extent. Educational psychology provides ideological weapons and innovative ideas for curriculum design. It is not only the best test means of curriculum effect, but also a good embodiment of ideological and political teaching tools. By incorporating educational psychology into the curriculum design, targeted teaching is carried out according to the psychological characteristics and laws of teachers and students in the process of teaching interaction, and the key points of ideological and political education are conveyed to students in the process of subtle influence, so that it is no longer limited to special ideological and political courses, and its effect of psychological intervention on students is brought into play. At present, college students often ignore the importance and urgency of ideological and political education, which makes it difficult to greatly improve their ideological and moral cultivation. Ideological and political teaching gradually becomes a mere formality, which is difficult to give full play to its leading power and guidance in education. For example, in the current college English teaching classroom, most students have negative emotions and psychological problems such as learning anxiety, resistance and resistance due to the influence of factors such as learning difficulty and personal ability level, which seriously affects their learning quality and mental health level. As a negative emotion, anxiety will make individuals have emotional difficulties such as self-doubt and inferiority complex. It is difficult to face life and learning with a better psychological attitude, which will greatly hinder their mental regulation and emotional control. As a common mental disease, anxiety disorder is characterized by a series of symptoms such as depression, energy decline, pessimism, despair and helplessness. If it is not properly intervened, it may even lead to long-term physical and psychological problems in the long run.

**Objective:** To study the integration of ideological and political education into college English classroom from the perspective of educational psychology, carry out teaching reform from the design of teaching content, the selection of teaching resources and the evaluation of teaching mode, pay full attention to the needs and psychological change characteristics of students, help them alleviate the negative emotions and psychological problems caused by learning, and improve their ideological and moral cultivation and mental health.

**Subjects and methods:** 800 students with learning anxiety in a university were selected as the research object, and the changes of students' psychological status before and after experimental intervention were statistically analyzed by stratified cluster sampling method with the help of Self-rating Anxiety Scale and Health Evaluation Scale.

**Method design:** The subjects were divided into improvement mode group, integration group and control group. The improvement mode group used the improved English teaching mode of educational psychology for learning, and the integration group used the mode of ideological and political education integrated into college English teaching from the perspective of educational psychology for learning. The experimental period is four months. After the experiment, the changes of students' learning anxiety scale under different teaching schemes are statistically analyzed.

**Methods:** Using principal component analysis to explore the correlation between ideological and political education and English teaching, and using the new model to analyze the improvement of mental health of the subjects within four months, SPSS22.0 statistical analysis tool to process and analyze the experimental data.

**Results:** The integration of ideological and political education into English teaching mode with the help of educational psychology can effectively intervene students' psychological status and ideological and moral level, help them better adjust their emotions and psychological pressure, and effectively improve students' enthusiasm and initiative to participate in the classroom. The experimental results show that the improvement of learning anxiety of the integration group is significantly better than that of the other two groups. Table 1 shows the statistics of students' learning anxiety scores in the three groups after the experiment.

**Conclusions:** Educational psychology can enable teachers to timely adjust, optimize and innovate according to their own teaching characteristics and learning progress on the basis of grasping the psychological laws and teaching characteristics of teaching subjects and objects. At the same time, it can also guide students' comprehensive ideological and moral development, and improve students' comprehensive ideological and moral development. English learning and ideological and political teaching

have strong compatibility and close connection. They all serve the main body of students in order to improve their overall quality as the teaching goal. In the future teaching practice, college English teachers should pay attention to the integration and innovation of classroom teaching, and actively guide the adjustment of students' thinking and psychological status.

**Table 1.** After the experiment, the scores of students' learning anxiety in the three groups were statistically analyzed

Group	Learning difficulty anxiety		Test anxiety	
Improvement group	12.78	2.15	9.44	5.33
Integration group	17.35	1.52	12.45	7.14
Control group	29.26	2.32	18.21	4.16

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## ANALYSIS ON THE ROLE OF AUTOMOBILE REPAIR TEACHING IN ALLEVIATING COLLEGE STUDENTS' EMPLOYMENT ANXIETY

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**Background:** The reform of education system and the development of socialist market economy have accelerated the changes of China's employment market standards and requirements. Most workers gradually began to pay attention to the learning and training of professional and technical ability, resulting in the gradual increase of the number of higher vocational colleges. In addition, the over saturation of the labor market and the high recruitment standards of employers have virtually increased the employment competition pressure of students, resulting in negative emotions such as anxiety, worry and depression. Employment anxiety refers to the fact that in the process of employment, students are affected by factors such as the low suitability of their majors and positions, the improvement of the standards of employers and the large number of competitors, and then there is a certain deviation between their professional ability and value evaluation and the actual social standards. The non-compliance of the expected value will make students unconsciously fall into an emotional downturn. The severity of employment anxiety will affect the individual's psychological state, and then affect their employment and job selection ability. Moderate employment anxiety will help students master the employment situation in advance, so as to urge them to continuously strengthen their learning of professional knowledge and practical ability. The excessive and negative anxiety psychology will affect the individual's objective evaluation of job demand and the cognition of their own value. In the case of blind employment or avoiding employment, in the long run, it will fall into the vicious circle of unable to find a job and emotional anxiety, which is not conducive to their long-term career planning. Due to the lack of professional teachers, hard learning process and practical learning methods, the automobile repair major in higher vocational colleges is very easy to produce employment confusion and escape psychology in the learning process, which makes its anxiety psychological phenomenon more prominent. At the same time, the students majoring in automobile repair are vulnerable to the influence of the environment and others, have weak self-adjustment ability and environmental perception ability, and do not know enough about the prospect of their major and related technical level. Therefore, they are easy to fall into the trap of anxiety and neglect the improvement and learning of their professional ability. Therefore, exploring the relationship between automobile repair teaching and college students' employment anxiety and helping them put forward countermeasures can effectively help students better adapt to the employment market and actively guide their employment, which has high practical guiding value.

**Objective:** With the continuous change of employment market standards and the continuous saturation of the labor market, the difficulty of employment will only be higher and higher, and the employment advantage of graduates will gradually lose, and produce employment anxiety. Higher vocational students are in the stage of high interest and fighting spirit, strong learning ability and practical ability. If they fall into employment anxiety, they will doubt their ability, lose confidence in the employment market, and then have psychological and behavioral avoidance of employment problems. The purpose of the study is to reduce the employment anxiety and other psychological problems of auto repair students, help them make an objective assessment of the employment market and their professional ability, guide them to actively adjust their psychological status and reduce the generation of negative emotions such as anxiety, anxiety