



Figure 1. SAS scores of two groups of students

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RESEARCH ON THE INFLUENCE OF INCENTIVE MECHANISM ON ADMINISTRATIVE STAFF'S ANXIETY IN HIGHER VOCATIONAL COLLEGES

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Background: The administrative staff of higher vocational colleges is an important guarantee to ensure the normal operation of school management. Therefore, the working ability and working state of the administrative staff of higher vocational colleges determine the management level and service level of higher vocational colleges to a certain extent, and then affect the teaching, scientific research and training of students in higher vocational colleges. At present, there are many problems in the incentive mechanism for administrative personnel in many higher vocational colleges, which cannot play the incentive role for administrative personnel. Therefore, many administrative personnel lack work passion and work efficiency is low. For a long time, some administrators have doubts about their ability to work, resulting in anxiety. Short term and mild anxiety can help administrators set work goals and help administrators reshape their work enthusiasm, so as to improve work efficiency. However, long-term and excessive anxiety will lead to administrative personnel suffering from psychological diseases, affect the physical and mental health of administrative personnel, bring pain to administrative personnel, seriously affect the normal life and work of administrative personnel, and have a negative impact on the administrative work of higher vocational colleges. In addition, excessive anxiety will also cause administrators to have negative and negative psychology about themselves and work, lose hope for life, thus producing negative psychology and causing a burden on society and families. Therefore, to innovate and improve the incentive mechanism of administrative personnel in higher vocational colleges, so as to improve the work enthusiasm of administrative personnel and the efficiency of management, so as to alleviate the anxiety of administrative personnel, which is of great significance to the development of higher vocational colleges and administrative personnel.

Positive psychology advocates the positive orientation of psychology, which mainly studies the positive psychological quality of individuals, human health and happiness and the harmonious development of society. Positive psychology theory advocates an open and encouraging attitude towards individual potential, motivation and emotion, so as to realize the transformation of individuals from negative psychological mode to positive psychological mode. Based on positive psychology, the research innovates and improves the incentive mechanism of higher vocational colleges, so as to stimulate the work enthusiasm of administrative personnel, improve the administrative efficiency of higher vocational colleges, alleviate the anxiety of administrative personnel, and promote the personal development of higher vocational colleges and administrative personnel.

Objective: At present, there are many problems in the incentive mechanism for administrative personnel in many higher vocational colleges, which cannot play the incentive role for administrative personnel. Therefore, many administrative personnel lack work passion and work efficiency is low. For a

long time, some administrators have doubts about their ability to work, resulting in anxiety. Based on positive psychology, the research innovates and improves the incentive mechanism of higher vocational colleges, so as to stimulate the work enthusiasm of administrative personnel, improve the administrative efficiency of higher vocational colleges and alleviate the anxiety of administrative personnel.

Subjects and methods: 40 administrative personnel from 6 higher vocational colleges were selected as the research objects. The anxiety psychological degree of the research objects was evaluated by Self-rating Anxiety Scale (SAS), Self-rating Depression Scale (SDS) and Symptom Checklist 90 (SCL-90), and the work efficiency of the research objects was evaluated by the monthly performance score of administrative personnel.

Study design: Using the random number table method, 40 administrative staff were randomly divided into study group and control group, with 20 people in each group. Among them, the administrative staff in the research group adopted the improved incentive mechanism based on positive psychology, while the administrative staff in the control group adopted the traditional incentive mechanism. After a period of time, the anxiety level and work efficiency of the two groups were compared.

Methods: The relevant data were processed and analyzed by software SPSS17.0.

Results: After a period of work, the scores of somatizations, obsessive compulsive symptoms, interpersonal sensitivity, depression, anxiety, hostility, terror, paranoia and psychosis of the administrative staff in the study group were significantly lower than those in the control group ($P < 0.05$), as shown in Table 1.

Table 1. SCL-90 for two groups of executives

Project	Group		t	P
	Research group	Control group		
Somatization	24.6±8.2	35.4±10.7	6.425	0.000
Obsessive compulsive symptoms	22.4±7.3	28.5±7.6	7.642	0.000
Interpersonal sensitivity	19.8±3.2	29.5±6.3	8.179	0.000
Depression	28.2±4.5	40.1±9.7	6.130	0.000
Anxiety	24.9±6.2	33.4±8.1	7.528	0.000
Hostile	8.2±1.8	17.3±6.1	6.319	0.000
Terror	14.3±3.2	22.5±4.7	8.147	0.000
Paranoid	10.3±6.4	16.8±6.5	8.826	0.000
Psychotic	19.2±4.8	28.6±5.3	6.513	0.000

Conclusions: At present, there are many problems in the incentive mechanism of administrative personnel in many higher vocational colleges. Some administrative personnel doubt their working ability, resulting in anxiety. Excessive anxiety will also cause administrators to have negative and negative psychology about themselves and work, lose hope for life, and produce negative psychology, which has caused a burden to society and families. Based on positive psychology, the research innovates and improves the incentive mechanism of higher vocational colleges. The results showed that after a period of work, the scores of somatizations, obsessive-compulsive symptoms, interpersonal sensitivity, depression, anxiety, hostility, terror, paranoia and psychosis of the administrative staff in the study group were significantly lower than those in the control group ($P < 0.05$). The above results show that the improvement of incentive mechanism based on positive psychology can effectively stimulate the work enthusiasm of administrative personnel, improve the administrative efficiency of higher vocational colleges, alleviate the anxiety of administrative personnel, and promote the personal development of higher vocational colleges and administrative personnel.

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A STUDY ON COLLEGE STUDENTS' LEARNING AVOIDANCE PSYCHOLOGY IN THE PROCESS OF ENGLISH WRITING

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