

counting data are displayed in the form of number or proportion of number for chi square test, and the significance level of difference is set to 0.05.

**Results:** The SAS score data of each group before and after the experiment are shown in Table 1.

**Table 1.** SAS score data of personnel in each group

Questionnaire time	No performance management group	Simple group	Normal group	Difficulty group
Before experiment	63.5±2.5	63.3±3.1	63.5±3.0	63.4±2.8
After the experiment	47.3±2.6	51.0±3.4	63.7±3.4	68.7±2.0

It is known that there is no significant difference in SAS score data between all groups before the experiment. According to Table 1, with the increase of the strictness of marketing performance management, the SAS score data of each group shows a downward trend as a whole. Specifically, the average SAS score data of no performance management group, simple difficulty performance management group, normal difficulty performance management group and difficult difficulty performance management group after the experiment are 47.3, 51.0, 63.7 and 68.7 respectively. According to the common SAS score classification rules, the severity of anxiety symptoms successively belongs to no anxiety, mild anxiety, moderate angle and moderate anxiety.

**Conclusions:** With the continuation of the COVID-19 and the Sino US trade war, the consumption capacity of the Chinese people has decreased significantly, resulting in increased work pressure on the front-line marketing salesmen of enterprises. In order to study the correlation between the severity of performance management and the anxiety symptoms of marketing business personnel, this study designed and carried out a group social experiment. The experimental results show that with the increase of the strictness of marketing performance management, the SAS score data of each group shows a downward trend as a whole. Specifically, the average SAS score data of no performance management group, simple difficulty performance management group, normal difficulty performance management group and difficult difficulty performance management group were 47.3, 51.0, 63.7 and 68.7 respectively. The experimental data show that the difficulty of performance management in the marketing industry is one of the important reasons for the anxiety of business personnel. It is suggested that enterprises should appropriately reduce the performance objectives of enterprise marketing in the current economic environment, so as to alleviate the work anxiety of marketing personnel and reduce the turnover rate of enterprise personnel, but the performance management objectives should not be set too low, because it will lead to a significant decline in the profitability of enterprises.

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## THE IMPROVEMENT EFFECT OF BUSINESS ADMINISTRATION REFORM ON EMPLOYEES' ANXIETY UNDER MANAGEMENT PSYCHOLOGY

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**Background:** Management psychology is a subject that studies the law of human behavior and its potential psychological mechanism in organizational management activities, uses scientific methods to improve management, continuously improves work efficiency and management efficiency, and finally realizes organizational objectives and personal all-round development. Management psychology, also known as industrial and organizational psychology in the west, is a discipline that studies the law of human behavior and its potential psychological mechanism in organizational management activities. It belongs to the research category of psychology and is an important branch of psychology. The research object of management psychology is the law of human behavior and its potential psychological mechanism. In other words, management psychology not only explores the laws of human behavior in organizational management activities, but also reveals the potential psychological mechanism behind these behaviors. The research object of management psychology determines that its research content should be based on people's psychological activities and radiate to the related problems at the behavioral and organizational levels. The research content can mainly include the following five aspects: motivation management, cognitive management, emotion management, behavior management and organization management. At present, China's reform and opening up has entered the deep-water area, and the national industrial structure is undergoing great changes. Under this background, enterprise employees in traditional industries

are unable to find a suitable job because they are worried about the reduction of income or being dismissed and unemployed. They are under great psychological pressure, and some employees may even suffer from anxiety, which affects their work efficiency and leads to the decline of the company's profitability most of the time. Therefore, it is urgent and necessary for traditional enterprises to carry out business management reform based on management psychology.

**Objective:** To investigate the anxiety problems caused by work in traditional enterprises, including the serious situation of anxiety and the core causes of anxiety. Then on this basis, a social experiment based on expert inquiry method is designed and carried out, and a number of business administration reform measures integrating the knowledge theory of management psychology are designed to help alleviate employees' anxiety.

**Subjects and methods:** On the one hand, 41 front-line employees from traditional industries such as machinery manufacturing, retail, transportation, tourism and animal husbandry were obtained through online volunteer recruitment, and they were interviewed one-on-one by telephone or offline in order to understand their current anxiety caused by their current work and their opinions on the company's management reform. Then, the interview data are sorted out and summarized, and a number of business administration reform measures that can help alleviate employees' work anxiety are summarized from the perspective of management psychology. On the other hand, experts in management psychology are selected from China to form an expert group, and the sorted reform measures are sent to the expert group to evaluate the impact of various measures on alleviating employees' anxiety. The evaluation level is divided into five categories: no impact, slight impact, general impact, obvious impact and full impact, and are given five integers of 1, 2, 3, 4 and 5 respectively to quantify the impact degree.

**Results:** After the last round of expert consultation, the statistical consultation results are shown in Table 1.

**Table 1.** Evaluation and statistics of the impact of various reform measures on alleviating employees' work anxiety by members of the expert group

Statistical items	Implement employee psychological care system	Establish an emotional catharsis room	Create a smooth communication environment for employees at all levels
Impact score	4.52±0.26	2.86±0.24	4.69±0.23
Impact level	Obvious influence	Slight impact	Obvious influence

It can be seen from Table 1 that the members of the expert group believe that "creating a smooth communication environment for employees at all levels" and "implementing the employee psychological care system" have the most significant impact on alleviating employees' work anxiety, and the average quantitative scores of the impact levels are 4.69 and 4.52 respectively, both reaching the obvious impact level. The members of the expert group believe that the same impact brought by "establishing an emotional vent room" is small, and the quantitative score of the impact level is 2.86. Only at the level of slight impact, the first two reform measures are the objects that enterprises need to focus on in the reform of industrial and commercial administration.

**Conclusions:** Management psychology plays an important role in improving employees' work efficiency, corporate identity and sense of belonging. With the recommendation of national industrial reform, employees in traditional enterprises are under increasing pressure. To explore whether the company management reform carried out by using the method of management psychology can help alleviate employees' anxiety. This study carried out an expert inquiry experiment after interviewing relevant personnel. The results show that the members of the expert group believe that "creating a smooth communication environment for employees at all levels" and "implementing the employee psychological care system" have the most significant impact on alleviating employees' work anxiety. The average quantitative scores of the impact levels are 4.69 and 4.52 respectively, both reaching the "significant impact" level. After communicating with the front-line personnel of the enterprise, it is found that this is because most employees believe that they are better than specific anxiety response measures, more hope that the company will give them spiritual care, so as to obtain a sense of security and identity that can make up for their anxiety from their work. Members of the expert group believe that the same kind of impact brought by "establishing an emotional vent room" is small, and the quantitative score of the impact level is 2.86, which is only in the "slight impact".

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## STUDY ON THE INFLUENCE OF CLINICAL SKILL TEACHING WITH “MEDICAL ETHICS EDUCATION” AS THE CORE ON ALLEVIATING PSYCHOLOGICAL ANXIETY

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**Background:** Anxiety refers to negative and complex emotional states such as tension, uneasiness, worry and worry caused by possible dangers, losses and threats in the future. Its main clinical manifestations include panic disorder, such as sense of near death, sense of loss of control, sense of mental collapse, and physical symptoms of panic attack, such as rapid heartbeat, diarrhea, dizziness, etc., followed by generalized anxiety disorder, which is divided into mental anxiety somatic anxiety and motor restlessness of nerves and muscles. At present, the treatment of anxiety symptoms is mainly based on professional psychological guidance, and those with serious symptoms can be treated with drugs. Medical colleges and universities are the cradle of cultivating the main force of the future medical and health industry in China. Their task is not only to cultivate capable doctors with strong medical technology level, but also to cultivate benevolent doctors with high medical ethics quality. In order to meet the needs of the development of medical and health undertakings, it is of great importance and necessity to improve the quality of students' medical ethics education. However, with the growth of national demand for the quality of medical and health services, the academic pressure and post-graduation work pressure of medical college students are increasing, which leads to the anxiety psychology of many medical college students. A slight degree of anxiety helps to improve people's attention concentration and work efficiency, but excessive or serious anxiety psychology and anxiety will bring devastating and serious negative effects on the work and life of patients. Therefore, this study focuses on exploring whether the clinical skill teaching with “medical ethics education” as the core can help alleviate the psychological anxiety of medical students.

**Objective:** To understand the effect of clinical skill teaching with “medical ethics education” as the core on alleviating medical students' psychological anxiety by collecting and analyzing relevant literature and carrying out group teaching experiments. So as to provide some practical countermeasures for improving the psychological quality of medical students in China.

**Subjects and methods:** A medical college with certain popularity and excellent teaching ability in China was selected to cooperate, and it was required to cooperate with the experimental action of this study. 220 medical students willing to participate in the experiment were selected as the research objects from the medical students who will receive clinical skill teaching training in the university. The selected medical students were randomly divided into experimental group and control group. Before the experiment, the two groups of medical college students were asked to fill in some of their basic information as required, and the difference significance of students' basic information was tested. After confirming that there is no significant difference in the basic information between the two groups of students, clinical skills teaching is carried out for the two groups of students. The teaching content of the experimental group takes “medical ethics education” as the core, and teachers are required to guide students to view medical behavior from the perspective of patients in the teaching process. The control group only received traditional clinical skill teaching. The teaching process lasted for 6 months. The anxiety symptoms of the two groups of students need to be tested before and after the experiment. The method is to conduct SAS (Self-rating Anxiety Scale) questionnaire survey. In addition, this study uses the form of mean  $\pm$  standard deviation to express the metrological data, and uses *t*-test for it. The counting data is displayed in the form of number or proportion of number, and chi square test is carried out. The significance level is set to 0.05.

**Results:** After the experiment, the effective sample data were entered into the computer and SPSS21.0 for data statistics, and Table 1 is obtained after statistics.

**Table 1.** Statistical results of SAS scores of medical college students before and after the experiment

Statistical time	Experience group	Control group	<i>t</i>	<i>P</i>
Before experiment	47.5 $\pm$ 3.2	47.7 $\pm$ 3.8	1.209	1.934
After experiment	41.2 $\pm$ 2.8	47.5 $\pm$ 3.4	0.378	0.007

As shown in Table 1, the SAS score data of the two groups of students before the experiment were significantly different. The results showed that the difference between the data was not statistically significant. However, after the completion of the experiment, the SAS score data of students in the experimental group and the control group were statistically significant. The average scores were 41.2 and 47.5 respectively, and the absolute value of the former was 6.3 lower than that of the latter

**Conclusions:** In order to explore the effect of clinical skill teaching with “medical ethics education” as