

somatizations, interpersonal sensitivity, anxiety and depression in SCL-90 after the intervention were significantly better than those before the intervention ($P < 0.05$).

Conclusions: The survey shows that interpersonal disorder has become the most prominent psychological problem of college students. College students are in the period of youth development, energetic, active thinking, and have a strong need for interpersonal communication. When the communication process is smooth, they will show a comfortable mood and be beneficial to physical and mental health. When communication is frustrated, they often show depression, and even produce various psychological problems, which directly affect their normal study and life. The process from the learning and training of single voice part to the combined singing of multiple voice parts is actually to guide the patients to realize the running in of getting along with others on the basis of individual emotional and cognitive self-identity, and realize how to learn mutual cooperation and tacit cooperation in the collective atmosphere, so as to understand the importance of cooperation and cultivate the subjects' sense of teamwork.

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RESEARCH ON THE INFLUENCE OF HUMAN RESOURCES LEGAL CONSTRUCTION ON EMPLOYEES' CONTRACT PSYCHOLOGY

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Background: Contract psychology is a kind of psychological activity of role expectation, which is the expected behavior mode of groups for individuals to play roles. When a formal contract is signed between employees and the enterprise, an unwritten psychological agreement is formed between the enterprise and employees. This agreement contains the expectations of both parties to each other and hopes to achieve some of their own needs through each other. For example, enterprises hope that employees can take their work seriously, obey the company's arrangements, keep the company's work secrets, do not publicize, and obtain more benefits for the company. For employees, employees hope that the company can treat every employee fairly, do not engage in particularism, distribute work reasonably, and provide employees with some work benefits and good work gold. Contract psychology is usually hidden in the heart, which needs others to find, understand and estimate with their heart. If the psychological agreement of employees cannot be reached, the work enthusiasm of employees will be greatly hit, which will affect the work efficiency of employees and make employees resist and waver in their work, which will be detrimental to the stable development of the company and damage the working environment of the company. In order to improve employees' work efficiency and increase employees' sense of identity with the enterprise, the enterprise should take into account employees' contract psychology, establish a psychological contract with employees, increase employees' sense of identity with the enterprise, enable both parties to understand each other's expected behavior patterns, enable employees to understand the development prospects and relevant core values of the enterprise, and enable employees to realize the relationship between enterprise development and their own development. That is, the two sides are strategic partners, so as to establish the relationship of trust and commitment between the two sides. Increase employees' loyalty to the enterprise, and make employees realize that if they want to develop well and earn high wages, they are closely related to the good development of the company, and their work performance meets the requirements of the company, they can obtain more benefits and better realize their self-worth. In the contract psychology of employees, employees hope that the company can distribute some benefits on the basis of abiding by the formal contract. The contract psychology has a great relationship with the rules and regulations of the enterprise and the implementation of the formal contract. If the company violates or exploits the contract loopholes to squeeze the employees, the employees' contract psychology will be greatly shaken and lose their expectations for the company. Similarly, when employees want to leave or sell the interests of the enterprise, their contractual psychology will waver, which will be detrimental to the development of the enterprise. Human resources law is a law to protect the legitimate rights and interests of both enterprises and employees. It can restrict the behavior of both parties, promote the stability of bilateral relations, and is a kind of legal guarantee.

Objective: To understand the psychological situation of employees, relevant human resources laws and relevant knowledge of psychological contract, analyze the significance of establishing psychological contract with employees, establish the legal contract of the enterprise through human resources law, and agree on the service period. When the enterprise provides special training for employees, if it provides relevant expenses, it can sign an agreement with employees to agree on the time-of-service period. The

agreed liquidated damages stipulate the amount of compensation to be paid after the employee breaches the contract to restrict the employee's behavior, which is conducive to the psychological stability of the employee's contract. In order to further restrict the employees' behavior, we can make three rules with the core employees, so that the core employees can keep business secrets after leaving, and shall not engage in similar business for two years. We can deter the breach of contract by agreeing high liquidated damages. By establishing a psychological contract with employees, provide employees with a variety of promotion and training opportunities, as well as appropriate salary incentives, provide employees with enthusiasm, make employees' contract psychology more stable and more loyal to the enterprise.

Subjects and methods: The research objects are enterprise employees. 83 employees are randomly selected from a large enterprise. The selection criteria of employees are age, length of service, educational background, working ability, position and gender. Understand the work situation of these employees, their contract psychology and the psychological contract with the enterprise. Take relevant measures of legal contract combined with psychological contract for these employees. Through statistical software analysis, the work situation of employees before and after the implementation of relevant measures and their attitude towards the company are scored at level 1-5. The higher the score, the more relevant the degree is.

Results: There is a close relationship between enterprises and employees. After signing a formal contract, employees and enterprises will form a psychological contract invisibly, and both sides have expectations for each other's behavior. Then, in the actual work process, due to more overtime, less welfare benefits and high wages in other enterprises, employees' contract psychology will change and their work enthusiasm will be reduced. In order to retain more talents for enterprises, we should construct legal contracts and psychological contracts, restrict employees' illegal behaviors, increase employees' welfare benefits, retain employees, and stabilize and strengthen employees' contract psychology. Among them, the work enthusiasm of employees with high school education has significantly improved, with a score of 5. The results are shown in Table 1.

Table 1. Working conditions of employees with different educational backgrounds

Education	Enthusiasm	Initiative	Creativity
High school education	5	5	3
Bachelor degree	4	5	4
Graduate degree	5	4	5

Conclusions: With the construction of legal contract and psychological contract, the enthusiasm of employees is stimulated, which improves the employees' sense of identity with the enterprise and protects the security of business secrets, which is conducive to the stable development of the enterprise.

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RESEARCH ON THE INFLUENCE OF IDEOLOGICAL AND POLITICAL EDUCATION REFORM ON THE POSITIVE PSYCHOLOGY OF POOR COLLEGE STUDENTS

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Background: Positive psychological education mainly refers to the educational activities in which the subject fully explores positive psychological factors through positive psychological experience in order to shape positive psychological quality. The positive psychological education carried out in schools is the product of the integration of the basic principles, methods and strategies of positive psychology and school education. It is a new educational model guided by "positive and positive" different from traditional education. Traditional psychological education pays attention to pathology, pays attention to pathology and highlights cases. Education, counseling and consultants usually take a "problem perspective" when they intervene in the visiting object. Positive psychological education focuses on the cultivation of happiness, faces the majority, takes into account special individuals, affirms the positive concept of "people", focuses on the stimulation of people's psychology and creative potential and the pursuit of health, happiness and happiness, does not deny the negative concept, and does not abandon the educational guidance and correction of "abnormal psychology" of a few "sick and special" individuals. And guide the educational objects to actively recognize, experience and form positive psychological quality, so as to meet the