

RESEARCH ON STUDENTS' EMPLOYMENT PSYCHOLOGICAL PROBLEMS AND COUNTERMEASURES UNDER THE MODE OF INDUSTRY EDUCATION INTEGRATION OF HIGHER VOCATIONAL EDUCATION

Shukui Shi

Shaanxi Vocational & Technical College, Xi'an 710038, China

Background: Employment psychology is a variety of psychological phenomena produced during people's consideration of employment problems and preparation for employment. At present, college students generally have anxiety, inferiority, conformity and dependence in employment psychology. Anxiety is mainly a kind of anxiety caused by their own setbacks. Most universities are confused about their own employment prospects before graduation. Some students are proud of themselves, overestimate their ability, can't meet their own wishes for job hunting, and don't fully understand the difficulties they face, so they are prone to anxiety. Inferiority complex is mainly the emotion of patients' too self-denial. Such students are easy to underestimate their own strength, resulting in the inability to give full play to their own talents. Inferiority complex may distort the personality of college students and prevent them from normal communication with others. Herd mentality is that individuals are forced by the pressure of the masses, their views and choices are affected by the majority, have no own ideas, and have no plans for future development, so they blindly follow the flow of people, resulting in hesitation when facing suitable jobs, and then take good measures. Dependence psychology is because college students lack initiative and rely too much on the suggestions of teachers and parents in their employment choices, which is difficult to shape their independent character.

The integration mode of industry and education is that the school actively sets up the professional industry of learning according to the majors opened, combines the industry with teaching, supports and promotes each other, and forms a school running mode integrating the school and the enterprise. This model is a new path for the development of the school, which is conducive to stimulate students' creativity and innovation, create favorable conditions for students' employment, promote the healthy development of vocational education, cultivate high-quality talents, and solve the problems of students' lack of employment skills. At present, most college students have different degrees of anxiety in the face of employment. Serious anxiety brings psychological diseases to college students, affects their normal life and is not conducive to personal development. Therefore, through the mode of production and education integration of higher vocational education, this paper explores the changes of college students' psychological status in the face of employment.

Objective: In the early stage of development, the mode of industry education integration of higher vocational education will inevitably face many problems, including the uneven attitude of schools and enterprises towards industry education integration, the short-term behavior and formalization of industry education integration, and the imperfect management mechanism of industry education integration. The research adopts corresponding countermeasures according to different problems to promote the development of industry education integration, and then explores the impact of industry education integration on college students' psychological problems.

Subjects and methods: In the three universities, 80 college students were selected to participate in the experiment of the psychological impact of higher vocational industry education integration mode on students' employment. The selected 240 college students were divided into three groups, with 80 students in each group. The first group was the conventional education mode, the second group was the mode under the improvement of the industry education integration management mechanism, and the third group continued to improve the industry education integration mode on the basis of the second group, with a test cycle of 3 months. The experiment was evaluated by Hamilton Anxiety Scale (HAMA). HAMA contains 14 evaluation indexes, which are mainly used to evaluate somatic anxiety and mental anxiety. All items of HAMA are scored by five-level scoring method, with a score of 0-4, "0" indicates no symptoms, "1" indicates mild symptoms, "2" indicates moderate symptoms, "3" indicates severe symptoms, and 4 "indicates extremely severe symptoms. The symptom level is also divided into five levels. If the total score of each index is less than 7, it means no anxiety symptoms, 7-13 indicates possible anxiety symptoms, 14-20 indicates anxiety symptoms, 21-28 indicates obvious anxiety, and more than 28 indicates serious anxiety. Through the Clustering Using Representative (CURE) algorithm, the improvement effect of college students' employment psychology is classified into "no improvement", "a little improvement", "more obvious improvement" and "obvious improvement".

Results: It can be seen from Table 1 that the number of students in the first group has not improved significantly with the passage of time. In the experiment of the second group, the number of people who thought there was no improvement decreased significantly, and the number of people who thought there was a little improvement and more obvious improvement showed an increasing trend. The third group had

obvious effect in the first month, and the number of people who significantly improved the classification showed a rapid growth trend in the next two months.

Table 1. Effect of industry education integration model on students' employment psychology

| Improvement effect index | | Number (pcs.) | | |
|-------------------------------|--------------|---------------|------------------|-----------------|
| | | First month | The second month | The third month |
| Control group | No | 71 | 72 | 68 |
| | A little | 9 | 8 | 10 |
| | More obvious | 0 | 0 | 2 |
| | Obvious | 0 | 0 | 0 |
| First experimental group | No | 73 | 56 | 31 |
| | A little | 7 | 21 | 37 |
| | More obvious | 0 | 3 | 11 |
| | Obvious | 0 | 0 | 1 |
| The second experimental group | No | 72 | 25 | 0 |
| | A little | 8 | 36 | 7 |
| | More obvious | 0 | 11 | 41 |
| | Obvious | 0 | 8 | 32 |

Conclusions: The conventional education mode cannot effectively solve the psychological problems caused by the employment pressure of college students. Under the integration mode of industry and education, the psychological problems of college students have been significantly improved, which has cultivated the employment skills of college students, enhanced their self-confidence and improved the employment quality of college students.

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THE ROLE OF INNOVATIVE HUMAN RESOURCE MANAGEMENT IN ALLEVIATING THE ANXIETY OF MIGRANT WORKERS

Yaohua Liao

Zhejiang Industry & Trade Vocational College, Wenzhou 325000, China

Background: Anxiety is a kind of irritability caused by excessive worry about the future, fate and life safety of yourself and people around you, including impatience, worry, tension, fear and other components. Anxiety is often related to the difficulty of predicting or dealing with dangerous situations. Long-term anxiety may cause emotional and emotional disorders. Anxiety can be divided into realistic anxiety and pathological anxiety. Realistic anxiety is the emotional response to the real challenges or threats, and this challenge and threat is compatible with the generated emotions, which is conducive to the individual's ability to gradually meet the challenges. It is the emotion formed in the process of people's progress. Pathological anxiety refers to the tension without specific reasons, or the premonition of disaster or danger without realistic basis, including the following characteristics. First, the intensity of anxiety has no corresponding real danger. Second, anxiety often leads to mental pain and decline of self-function. Third, the anxiety state lasts for a long time and does not disappear with the solution of objective problems, which is related to personality characteristics. Fourth, they are extremely afraid of the threat of premonition and feel that they lack the ability to deal with it, which affects the adaptability of reality. In this way, anxiety symptoms have a great negative effect on people's life and affect the living standard and physical health level.

At present, there are many problems in the human resource management of enterprises, such as imperfect system, and the management of migrant workers by enterprises is lack of scientificity, which makes migrant workers often worry about whether their own interests are effectively guaranteed. There are some problems in the human resource management of enterprises, such as insufficient employment