

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

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**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

mechanism, unreasonable salary and treatment, which lead to the complex management structure and large personnel mobility in the management of migrant workers. In order to protect the interests of migrant workers and eliminate their anxiety, human resource management needs to be improved and innovated.

**Objective:** At this stage, there are many problems in the management system of migrant workers. In view of the existing problems, enterprises should take corresponding measures to improve or innovate the human resource management system in order to ensure the self-interests of migrant workers and alleviate the anxiety symptoms of migrant workers.

**Subjects and methods:** 100 migrant workers from the two regions were selected as the experimental objects, and 200 migrant workers participated in the experiment of the effect of innovative human resource management on anxiety. The experiment was divided into two groups with 100 people in each group. The first group was the control group of conventional enterprise human resource management methods, and the second group was the experimental group of innovative human resource management methods. The experimental period was set as April. The experiment was evaluated with Self rating Anxiety Scale (SAS). SAS includes 20 evaluation items. Anxiety symptoms are judged according to the evaluation score. The frequency of indicators is divided into four levels, namely “no or little”, “less”, “more”, “many or all”. The positive scoring items correspond to 1 point, 2 points, 3 points and 4 points respectively. The reverse scoring questions correspond to 4 points, 3 points, 2 points and 1 point respectively. SAS sums the scores of each statistical item and multiplies it by a coefficient of 1.25 to obtain the final result score. The result score is divided into four levels, with 50 points as the critical point. 0-49 indicates no anxiety, 50-59 indicates mild anxiety, 60-69 indicates moderate anxiety, and more than 70 indicates severe anxiety. In order to ensure the reliability of the experimental results, the change of the overall number of people is used to judge the results, so as to avoid the error caused by the subjective consciousness of migrant workers, and the data are analyzed with jmppro15 data statistical analysis software.

**Results:** Table 1 shows the data results of innovative human resource management on the psychological relief of migrant workers’ anxiety. From Table 1, under the conventional human resource management, the number of migrant workers with anxiety in the first group is positively correlated with time, and the number of migrant workers with moderate anxiety and severe anxiety gradually increases with time. In the second group, 82 migrant workers with mild anxiety were significantly reduced after the first month, and the number without anxiety symptoms reached 77 after the fourth month.

**Table 1.** The effect of innovative human resource management on the anxiety of migrant workers

Number of experimental groups		Number (pcs.)			
		First month	The second month	The third month	The fourth month
Control group	No anxiety	0	0	0	0
	Mild anxiety	86	85	80	72
	Moderate anxiety	14	15	19	25
	Severe anxiety	0	0	1	3
Experience group	No anxiety	0	25	53	77
	Mild anxiety	82	63	40	21
	Moderate anxiety	17	12	7	2
	Severe anxiety	1	0	0	0

**Conclusions:** Improve and innovate the conventional human resource management problems of enterprises, get the innovative human resource management, manage migrant workers more carefully, alleviate and eliminate the anxiety symptoms of migrant workers for the protection of their own interests, ensure the physical and mental health of migrant workers, and improve the quality of migrant workers.

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## INFLUENCE OF MUSIC THERAPY ON STUDENTS’ PSYCHOLOGICAL IMMUNITY TO NEGATIVE EMOTIONS