

improve their ability to grasp the direction and demand characteristics of the international market, improve their ability to master international rules, and improve their ability to explore the international market.

Objective: This paper analyzes the effect of the cultivation path of entrepreneurial innovative spirit under the organizational psychology on the behavior psychology of private enterprise employees, in order to provide a new path for the healthy development of the behavior psychology of enterprise employees.

Subjects and methods: 300 employees of private enterprises in three cities were selected as the experimental objects. The effect of entrepreneurial innovation training path on the behavior psychology of private enterprise employees was analyzed by particle swarm optimization algorithm combined with organizational psychology. The cultivation path of entrepreneurial innovation spirit under organizational psychology includes four aspects, namely, striving to create an innovative social public opinion environment that encourages and encourages entrepreneurs, a social and cultural environment that encourages and supports entrepreneurs' innovation, striving to enhance entrepreneurs' innovation awareness and innovation ability, and striving to enhance entrepreneurs' international vision, which are respectively expressed in route1-3. The behavior psychology is positive, rational and image. The action effect is determined by the influence value. The value range is 50-100. The larger the value is, the more significant the action effect is. In order to ensure the accuracy of the research results, the statistical results of the research after one week of the implementation of the training path were analyzed by PEMS data analysis software. In order to ensure the reliability and authenticity of the research results, the results are expressed by mean \pm standard error.

Results: Table 1 refers to the effect of the entrepreneurial innovative spirit training path under the organizational psychology on the behavior psychology of employees in private enterprises. The three ways to cultivate entrepreneurial innovation spirit will positively affect the positive, rational and imaginative behavior psychology of private enterprise employees. Therefore, the proposed training path of entrepreneurial innovation spirit continuously optimizes the behavior psychology of enterprise employees.

Table 1. The effect of the training path of entrepreneurial innovative spirit on the behavior psychology of employees in private enterprises

Route	Positive	Reason	Imagery
Route 1	82.12 \pm 2.69	81.23 \pm 2.96	82.36 \pm 2.93
Route 2	81.26 \pm 3.12	81.02 \pm 3.68	81.02 \pm 2.86
Route 3	81.23 \pm 3.18	83.26 \pm 3.96	80.12 \pm 2.96

Conclusions: The three ways to cultivate entrepreneurial innovation spirit will positively affect the positive, rational and imaginative behavior psychology of private enterprise employees. Under the guidance of organizational psychology, entrepreneurial innovation spirit plays an extremely important role in the behavioral psychology of enterprise employees. By cultivating and protecting the innovation spirit of entrepreneurs, it will help to further enhance the innovation ability of entrepreneurs.

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THE INFLUENCE OF THE OPTIMIZATION OF ENTERPRISE HUMAN RESOURCE MANAGEMENT MODE ON EMPLOYEES' MENTAL HEALTH

Qi Gao

Yantai Institute of Technology, Yantai 264005, China

Background: In the context of the increasingly prosperous national economy, the frequency of mental health problems of enterprise employees is increasing, which is most obvious in state-owned enterprises. In recent years, suicides of enterprise employees have become more and more frequent, which is not conducive to social stability and family harmony. Relevant national departments must pay high attention to it. Enterprise managers need to complete the work design within the specified time limit, which will cause the enterprise employees to face increasing work pressure, and most employees will have mental disorders, depression, insomnia and other mental diseases. If people are under pressure for a long time, anxiety and depression will be very common. People need to have the following characteristics to experience the positive regional extreme emotion process: a certain degree of familiarity, coordinated color system, distribution law, orderly arrangement of elements, symmetrical and balanced modeling, and overall concise modeling. Emotional design includes the particularity, hierarchy and sensibility of emotion. Particularity

specifically refers to the practical art of design, the integration into the design process, the combination of sensibility and rational emotion, and the diversity of emotional expression. Emotional level refers to instinctive emotion, behavioral emotion and reflective emotion. At the sensory level, design products include sadness stimulation, terror stimulation, pornographic stimulation and various stimuli. Emotional product design will have a positive impact on people's emotions, and play a role in pleasing the body and mind and relaxing the body and mind.

In view of the psychological health problems of enterprise employees and the problems of enterprise human resource management mode, a working mode of optimizing human resource management is proposed. The specific optimization measures are as follows. First, renew and reform the concept of human resource management. Enterprises need to combine the needs of social development, establish a sense of innovation, and update the new content and ideas of human resource management. When arranging the positions of employees, it is necessary to fully consider the working ability of employees, arrange difficult jobs to experienced employees, and then reasonably optimize the allocation of resources to maximize the role of talents. Second, improve and perfect the incentive mechanism of human resources. Enterprises need to learn from excellent incentive cases to obtain more incentive measures, and take different incentive measures according to employees' daily performance and work ability, so as to improve employees' satisfaction. Third, optimize the human resources performance appraisal system.

Objective: This paper analyzes the effect of enterprise human resource management mode strategy on employees' mental health, aiming to improve students' mental health and promote the efficient operation of enterprises.

Subjects and methods: 200 enterprise employees in two cities were selected as the research object to analyze the effect of enterprise human resource management work mode strategy on employees' mental health. The working mode strategies of enterprise human resource management include updating and reforming the concept of human resource management, perfecting and perfecting the human resource incentive mechanism, and optimizing the human resource performance appraisal system, which are respectively expressed in programme1-3. The mental health status of enterprise employees is assessed by Symptom Checklist 90 (SCL-90), which includes 90 items and 10 sub scales, of which 10 sub scales are not used for statistics. The 9 factors were divided into somatization, obsessive-compulsive disorder, interpersonal sensitivity, depression, anxiety, hostility, terror, paranoia and psychosis. The maximum score of each item in each sub scale is 4 points. When the score of each item is equal to or greater than 3, it can be considered that the subject has moderate or above psychological problems. In order to ensure the reliability of the results, the experimental test cycle was set as 2 months.

Results: Table 1 refers to the effect of enterprise human resource management work mode strategy on employees' mental health. With the increase of time cycle, the mental health problems of 9 quantitative factors such as somatization, obsessive-compulsive disorder, interpersonal sensitivity, depression, anxiety, hostility, terror, paranoia and psychosis have been gradually alleviated. Therefore, the proposed optimization model of enterprise human resource management can alleviate the mental health problems of enterprise employees.

Table 1. Effect of working mode strategy of enterprise human resource management on employees' mental health

Mental health indicators	After 1 month	After 2 months
Somatization	2	2
Obsession	3	2
Interpersonal sensitivity	2	1
Depressed	2	2
Anxious	2	2
Hostile	3	2
Terror	2	1
Paranoid	2	1
Psychotic	2	1

Conclusions: At this stage, the problems of enterprise human resource management mode are as follows: the outdated concept of human resource management, the imperfect human resource incentive system, and the problems of human resource performance appraisal. The optimization strategy of enterprise human resource management work mode can greatly improve the mental health problems of enterprise employees. Enterprises need to constantly improve the content of performance evaluation, build a multi-level

performance evaluation model, and pay attention to the effective communication between employees.

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RESEARCH ON THE RELIEVING EFFECT OF PROFESSIONAL AND FINANCIAL INTEGRATION EDUCATION FOR FINANCIAL MAJORS IN COLLEGES AND UNIVERSITIES ON STUDENTS' EMPLOYMENT ANXIETY

Ying Kai

Jiangsu Vocational College of Medicine, Yancheng 224005, China

Background: The employment anxiety of college students is an extremely normal psychological phenomenon. It refers to the anxiety of students in an increasingly competitive environment. It usually has the following characteristics. First, the gap between reality and expectation is too large. Most students hope to get high salary, good treatment and good environment, but the reality is often not fully satisfied. Second, students' psychological endurance is low. Most of the students grew up in a comfortable environment, and they did not bear too much suffering, which led to their confusion and weakness when dealing with difficulties. Third, they do not have enough self-confidence, mainly because their own evaluation is not accurate or their own personality characteristics. Fourth, the ability of self psychological adjustment is low, and there is no correct and reasonable psychological adjustment method and mental health knowledge. Fifthly, there is no clear goal and clear career planning. Sixth, their own skills are not enough and they do not have their own core competitive advantages.

Combined with the current reasons for college students' employment anxiety, the research puts forward an industry finance integration education mode for college finance majors aiming at employment anxiety. The specific strategies are as follows. First, the financial department of colleges and universities should actively promote the integration of industry and finance, complete the sorting and docking of information processes, sort out compound talents, and define the responsibilities after intelligent integration. Then, improve the setting of basic financial information in colleges and universities. Finally, build an efficient and real-time accounting statement system. The integration of industry and finance has the characteristics of predictability, dynamism and objectivity. Objectivity means that the basic financial information and specific business caliber are consistent with each other. Dynamism means that real-time dynamic statements are added on the basis of time point statements. Predictability means that under the premise of dynamism and objectivity, the financial system completes prediction and analysis according to relevant models to provide a fundamental basis for top-level decision-making. Sharing through information technology is the integration of business process and financial process, which is a problem to be overcome at this stage. The goal of industry finance integration in colleges and universities is to meet the modern governance concept and the reform of financial management system. From the perspective of industry finance integration, colleges and universities can realize the centralized management and collaborative application of asset management, scientific research management, personnel management, government procurement management and other businesses and finance through the smart campus platform, forming an organic combination of management process, finance and business, which can improve management efficiency. The importance of financial integration in colleges and universities is specifically reflected in meeting the needs of the big data era, improving the core competitiveness of colleges and universities, and meeting the needs of financial system reform.

Objective: In order to analyze the effect of the industry finance integration education mode on students' anxiety, aiming at improving students' employment anxiety.

Subjects and methods: The study selected 200 students majoring in accounting in the University as the research object, and set up blank group and observation group A, B and C, with 50 students in each group. The blank group adopts the regular professional course education, and the observation groups a, B and C adopt three teaching strategies: actively promoting the integration of industry and finance, improving the setting of basic financial information in colleges and universities, and building an efficient and real-time accounting statement system. The test lasted for 6 months. After the experiment, the data were analyzed by statistical data analysis software. Students' employment anxiety was assessed by Self-rating Anxiety Scale (SAS). In order to show the effect of different teaching modes of finance major on students' employment psychology more emotionally, this study evaluates the anxiety level through neural network algorithm to evaluate the improvement of different teaching modes on students' employment anxiety psychology.