

individuals can help individuals improve their ability to work. However, in the personnel management of colleges and universities, the tension of employees changes rapidly. Even slight tension can gradually deteriorate in extreme time, and eventually evolve into more serious tension, which leads to more serious mental stress. In addition, some psychological studies believe that the causes of tension come from many aspects, of which the impact of the environment is the most obvious, including the working environment, university environment and social environment. The negative emotions brought about by the depression of the working environment are easy to breed nervous psychology. The learning status of students and teachers in the university environment will also affect the nervous psychology of employees to a certain extent. Therefore, in order to ensure the normal operation of personnel management in colleges and universities, it is necessary to relieve the tension of their employees, and improve the effect of personnel management by eliminating the tension of employees.

Objective: In order to promote the development of personnel management in colleges and universities, this paper analyzes the current situation of personnel management in colleges and universities, and understands the tension of employees in personnel management.

Subjects and methods: Taking 30 employees in the personnel management of three universities as the research object, the self-assessment anxiety scale was used to quantify the tension of employees. Single factor analysis was used to explore the influencing factors of stress psychology of personnel management staff. Logistic regression analysis was used to analyze multiple factors to determine the important influencing factors of single factors. According to the influencing factors of employees' nervous psychology, this paper constructs strategies to eliminate employees' nervous psychology, applies the strategies to employees' psychological counseling, and evaluates the changes of employees' nervous psychology.

Results: The self-assessment anxiety scale is used to quantify the tension of employees. Under the influence of the tension elimination strategy, the changes of employees' tension are shown in Table 1. It can be seen from Table 1 that the number of self rating anxiety of personnel management staff in different universities under the influence of strategies showed a significant downward trend, and the difference between before and after comparison showed that the difference was statistically significant ($P < 0.05$).

Table 1. Psychological changes of personnel management staff

Index	Number of cases	Before intervention	After intervention	<i>t</i>	<i>P</i>
The first university	9	64.37±4.68	45.19±3.47	12.137	0.001
The second university	11	64.29±4.73	43.29±3.47	10.545	0.001
The third university	10	64.26±4.65	45.37±3.82	4.369	0.001

Conclusions: The integrity of personnel management in colleges and universities is the key to ensure the normal work of colleges and universities. Therefore, it is of great significance to ensure the psychological emotion of employees in personnel management. In order to improve the efficiency of personnel management in colleges and universities, aiming at eliminating the negative emotions of personnel management employees, this paper analyzes the tension of employees at work, and puts forward the influencing factors that affect the tension of employees. Through the influencing factors to build the relevant strategies to eliminate the tension of employees, and apply the strategies to the psychological intervention of employees. The results showed that under the psychological intervention, employees' self-assessment scores of anxieties showed a significant downward trend, and it can be seen that the difference between the scores before and after the intervention was statistically significant. Therefore, in the work management of colleges and universities, for logistics staff such as personnel management, colleges and universities should always pay attention to the tense psychology of employees and put forward measures to eliminate the tense psychology of employees, so as to reduce the negative emotions of employees and provide power guarantee for the development of colleges and universities.

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RESEARCH ON THE EVALUATION AND PROMOTION PATH OF THE TEACHING EFFECT OF "MOOC" IN COLLEGES AND UNIVERSITIES FROM THE PERSPECTIVE OF EDUCATIONAL PSYCHOLOGY

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Background: MOOC, or MOOC, is a classroom teaching method proposed in recent years. MOOC is a new teaching method, which is widely used in college teaching and plays an important role in promoting the reform of teaching mode. In addition, MOOC can strengthen the quality of teachers, enrich the teaching means of courses, and improve the ability of collaborative teaching. Now it has become one of the most important teaching modes in colleges and universities. However, the development time of moomang is not long, and there are still many defects, which lead to the low quality of moomang teaching and the decline of students' academic performance, thus causing students' anxiety and leading to various psychological diseases. There are many factors that cause students' anxiety, mainly because of the learning anxiety and test anxiety caused by the decline of academic performance. In Colleges and universities, students' performance is the most intuitive indicator to judge students' learning effect and quality ability. Therefore, schools, parents and students themselves attach great importance to performance. When students' grades begin to decline, students will bear the pressure from schools and parents, and will also have their own self-reproach and inferiority complex. When the psychological pressure is too heavy, students will have anxiety. Anxiety will lead to insomnia, irritability, loss of interest in external things, and eventually lead to further decline in students' scores. When students' scores decline significantly, students' psychological pressure will be greater and their anxiety will be heavier, forming a vicious circle.

Educational psychology is a branch of psychology that mainly studies the psychological changes of students and teachers in the teaching process. Educational psychology is a highly comprehensive discipline, including psychological science, educational science, basic science, applied science, natural science, humanities and other scientific theories. Educational psychology can help teachers realize the shortcomings in their teaching, so as to help teachers reform the teaching mode and effectively improve the teaching quality. The research is based on educational psychology to analyze the problems existing in the current college Moke teaching. First of all, the lack of interaction between students and teachers leads to the lack of teaching appeal and students' low enthusiasm for learning; Secondly, some teachers' ideas have not changed from the traditional teaching mode, and they have not kept pace with the times; Finally, the teaching of moomang in colleges and universities lacks interaction and discussion among students, a warm classroom atmosphere, students' interest and understanding of the teaching content of moomang. In view of the above problems, based on educational psychology, the research analyzes the teaching effect of college mooming, and puts forward solutions to reform and innovate the teaching mode of college mooming, so as to improve the teaching effect of college mooming and alleviate students' anxiety.

Objective: The development time of moomang is not long, and there are still many defects, which lead to the low teaching quality of moomang and the decline of students' academic performance, which leads to the anxiety of students, and then leads to various psychological diseases. Based on educational psychology, this paper analyzes the teaching effect of College Students' admiration for lessons, and puts forward solutions to reform and innovate the teaching mode of College Students' admiration for lessons, so as to improve the teaching effect of College Students' admiration for lessons and alleviate students' anxiety.

Subjects and methods: In a major of a university, after obtaining the consent of the school leaders, teachers and all students, two classes with similar grades were selected as the research objects for the experiment. Record the two classes as class 1 and class 2 respectively. For class 1, the corresponding course teaching is carried out by improving the teaching mode of "MOOC" in colleges and universities; For class 2, the traditional college MOOC teaching mode is adopted for corresponding course teaching. After the same teaching time, the teaching effects of the two teaching modes were compared by using the course scores of the two classes, and the anxiety levels of the students in the two classes were compared by using various psychological evaluation scales.

Results: The self-designed College Learning Anxiety assessment scale (CLAs) was used to estimate the learning anxiety of students in two classes. The MOOC learning anxiety assessment scale for colleges and universities contains 20 items, each item is scored 1-5 points, and the total score of the MOOC learning anxiety assessment scale for colleges and universities is 100 points. The higher the score of the learning anxiety assessment scale, the more serious the students' anxiety in learning. The results show that after the completion of the experiment, the scores of the college learning anxiety assessment scale of class 1 students are far lower than that of class 2 students. The scores of the college learning anxiety assessment scale for MOOC in the two classes are shown in Figure 1.

Conclusions: MOOC is a new teaching method, which is widely used in college teaching. The development time of moomang is not long, and there are still many defects, which lead to the low teaching quality of moomang and the decline of students' academic performance, which leads to the anxiety of students, and then leads to various psychological diseases. Therefore, based on educational psychology, the research analyzes the teaching effect of College Students' admiration for class, and puts forward solutions to reform and innovate the teaching mode of College Students' admiration for class, so as to improve the teaching effect of college students' admiration for class and alleviate students' anxiety. The results show that after the completion of the experiment, the scores of the college learning anxiety assessment scale of class 1

students are far lower than that of class 2 students. The above results show that, based on educational psychology, the reform and innovation of the teaching mode can significantly improve the teaching quality and alleviate students' learning anxiety.

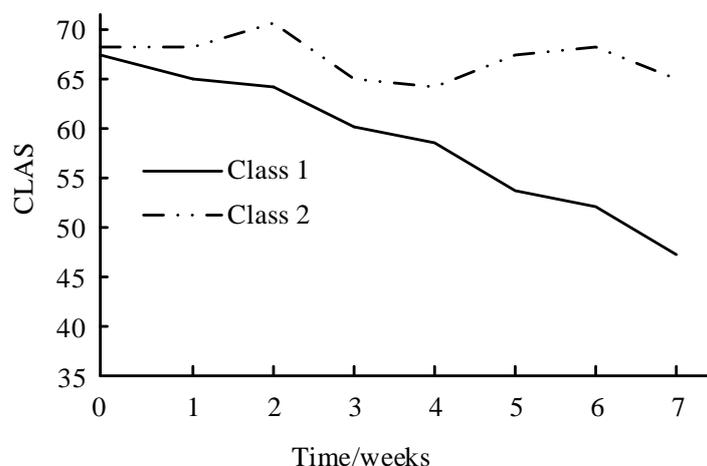


Figure 1. Scores of the college learning anxiety assessment scale for MOOC in two classes

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A CASE STUDY ON THE CONSTRUCTION OF TEACHERS' PROFESSIONAL ROLE IDENTITY IN HIGHER VOCATIONAL COLLEGES UNDER THE BACKGROUND OF EDUCATIONAL PSYCHOLOGY - FROM THE PERSPECTIVE OF SOCIAL AND CULTURAL CONSTRUCTIVISM

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Background: Educational psychology is a component of social psychology. It is a secondary discipline in social psychology that is specially used to study the psychological characteristics of the participants in the social group behavior of education. It can be seen that educational psychology is closely related to general psychology and pedagogy. The main research object of educational psychology is the learning and educational psychology of the educated and the teaching psychology of the educators in the environment of receiving education. By studying the psychology of educates and educators, the application of educational psychology can achieve many purposes, such as improving teaching methods, stimulating students' learning motivation, and assisting students to face difficulties in the learning process. Using the theoretical methods of educational psychology to study and optimize the problems existing in the teaching process will help to improve teachers' teaching ability and the ability to solve complex educational problems. It will also help