

their heads to avoid the teacher's questions. These negative learning attitudes have greatly reduced the quality of teaching. In order to alleviate students' negative psychology and guide students to form positive learning psychology, this paper integrates traditional culture into English language and literature teaching, and studies its impact on improving students' positive psychology, aiming to improve students' learning enthusiasm and English learning ability.

**Objective:** Understand the current situation of English language and literature teaching, students' negative psychological state, and analyze the reasons for students' negative learning psychology. On this basis, we should innovate the teaching of English language and literature. Integrating traditional culture into English language and literature teaching, while explaining western culture, we should strengthen the publicity of traditional culture, so that students can have a deeper understanding of the differences between Chinese and Western cultures, and improve their understanding ability, which is conducive to students' in-depth understanding of English language and literature, so that students can correctly view English language and literature, stimulate their interest in learning, and ease their fear of difficulties in learning English language and literature. Improving teachers' professional quality, helping students better understand English language and literature, and further promoting students' positive psychology.

**Subjects and methods:** The subjects were English majors. 168 English majors were randomly selected from a university. Understand the personality characteristics of these English majors and the learning situation of English language and literature, analyze the reasons for students' negative learning psychology, and record the relevant data of English majors. These students are divided into two groups: general teaching group and innovative teaching group. The former carries out general teaching and the latter carries out innovative teaching. The number of the two groups is the same. The teaching time is one semester. During the teaching period, the relevant data of the two groups of students are recorded. The psychological state scores of the two groups of English majors during the teaching period are studied. SPSS software is used as the software to analyze the data, and grades 1-5 are used. In order to reduce the interference caused by subjective factors, the average value of all the results is processed.

**Results:** Table 1 shows the psychological state scores of the two groups of English majors after teaching. From the results in Table 1, it can be found that the fear scores of English majors in the general teaching group are significantly higher than those in the innovative teaching group, with a score of 4.03. The score of English majors in the innovative teaching group on love of learning is 4.67.

**Table 1.** Scores of psychological state of two groups of English majors after teaching

Group	Fear psychology	Love learning	Optimistic
General teaching group	4.03	3.34	2.89
Innovation teaching group	2.12	4.67	4.63

**Conclusions:** Due to the great difference between the cultural background of English and China's traditional culture, students are prone to negative psychology, such as anxiety and fear, and are easy to shrink back. They do not have the motivation to adhere to learning for a long time, which leads to the poor effect of English language and literature teaching. By integrating traditional culture into English language and literature teaching, we should strengthen the publicity of traditional culture when explaining western culture, so that students can have a deeper understanding of the differences between Chinese and Western cultures, stimulate students' interest in learning, and solve problems more actively and optimistically in the face of learning problems, so as to gradually alleviate their negative psychology.

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## RESEARCH ON THE PSYCHOLOGICAL IMPACT OF THE OPTIMIZATION OF PRESCHOOL EDUCATION TEACHING MODE ON THE WORKPLACE FROM THE PERSPECTIVE OF SOCIAL PSYCHOLOGY

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**Background:** At present, in China's pre-school education, the primary school of pre-school education is more common. The primary school orientation of pre-school education is to teach the contents of primary school education to students in advance at the stage of pre-school education. According to the psychological analysis, this method does not conform to the law of children's psychological development,

and is a typical behavior of “encouraging the young”. At the stage of preschool education, the main characteristics of children’s psychological development are as follows: at this stage, children have the ability to establish symbolic functions based on perceptual actions, and think based on psychological symbols. At this stage, the most important psychological characteristics of children are as follows: first, they have strong egocentric thoughts, which make it difficult for children to identify with others’ cognition and views, and they mainly view the world with their own thoughts, thoughts and views. The second is the lack of thinking logic ability to understand the relationship between the whole and the part. Children’s thinking is more limited by the obvious perceptual characteristics in front of them, and they cannot see the essence through the phenomenon. Then there is the irreversibility of thinking. After a child has a thought or idea, it is often difficult to change it. Finally, there is the lack of conservation of thought and thinking, that is, children cannot control the essential characteristics of certain things well. According to the law of children’s psychological development, under the current preschool education teaching mode, the learning effect of preschool education children is not very good, which leads to the workplace personnel engaged in preschool education will face the pressure from many parties, such as parents, leaders and themselves. In this case, workers are prone to psychological stress, and then produce negative emotions such as anxiety, depression, inferiority complex, irritability, etc. Social psychology is a discipline that studies the law of individual psychological changes in collective activities. Based on social psychology, it analyzes the characteristics of children’s psychological development, and optimizes and improves the current preschool education teaching mode based on the analysis results, so as to improve the teaching effect and relieve the psychological pressure of workers. Based on the analysis of social psychology, there are three main reasons for the primary school orientation of pre-school education: erroneously propagating unreasonable educational concepts. The wrong Countermeasures of preschool to deal with the pressure of students; Parents’ misconceptions about preschool education. Based on the above contents, the research puts forward strategies to optimize the current teaching mode of preschool education: popularizing preschool education is the educational concept of an independent stage; Standardizing the preschool education market; Bring the connection between young and primary schools into the scope of primary education.

**Objective:** Under the current teaching mode of preschool education, the learning effect of preschool education children is not very good, which leads to the workplace personnel engaged in preschool education will face pressure from various sources. Based on social psychology, the research analyzes the characteristics of children’s psychological development, and optimizes and improves the current preschool education teaching mode based on the analysis results, so as to improve the teaching effect and relieve the psychological pressure of workers.

**Subjects and methods:** First, fully communicate with the school, teachers and parents. After obtaining the consent of the school, teachers and parents, two classes were selected in a pre-school education institution for the experiment. One of the classes is called class A, and the optimized pre-school education teaching mode is adopted for teaching activities. The other class is called class B, which adopts the traditional pre-school education teaching mode for teaching activities. At the end of the teaching activities, the psychological stress of workplace staff was investigated through questionnaires, telephone interviews, face-to-face interviews, etc.

**Results:** In the questionnaire, it is divided into three dimensions, and the score of each dimension is 1-5 points. The higher the score, the greater the psychological pressure of workplace personnel. After collecting the questionnaire, the statistics show that after the teaching activities, the psychological pressure of class a workers is significantly lower than that of class B. The statistical results of the questionnaire are shown in Table 1.

**Table 1.** Questionnaire statistical results

Dimension number	Dimension name	Dimension score	
		Class A	Class B
1	Fear of work	2.0	4.3
2	Anxiety in class	1.2	3.8
3	Flustered	1.8	4.2

**Conclusions:** At present, in China’s pre-school education, it is common for pre-school education to be primary school, but this method does not conform to the law of children’s psychological development, and is a typical behavior of “encouraging young children”. Under the current teaching mode of preschool education, the learning effect of preschool education children is not very good, which leads to the workplace personnel engaged in preschool education will face pressure from various sources. Based on social psychology, the research analyzes the characteristics of children’s psychological development, and optimizes and improves the current preschool education teaching mode based on the analysis results, so as

to improve the teaching effect and relieve the psychological pressure of workers. The experimental results show that after the teaching activities, the psychological stress of class A is significantly lower than that of class B. The above results show that the optimized pre-school education teaching model proposed in the study can effectively alleviate the psychological pressure of workplace staff.

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## THE PRACTICAL APPLICATION OF THE EXCELLENT PERFORMANCE MANAGEMENT MODEL BASED ON THE CORE CONCEPT OF “PEOPLE-ORIENTED” IN THE MENTAL HEALTH CONSTRUCTION OF GRASSROOTS TEAM EMPLOYEES

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**Background:** In an enterprise, the grass-roots team is the most basic unit of enterprise competition and the leading force of enterprise operation. Therefore, the management of grass-roots teams is an important work in the process of enterprise development. In the management of grass-roots teams, the mental health construction of grass-roots team employees is one of the most important links, which determines the work efficiency and work passion of grass-roots team employees to a certain extent. Based on the psychological theory, the research analyzes the psychology of the grass-roots team staff. In the general grass-roots team management mode, due to the rigid system, backward management concept, lack of work enthusiasm and other reasons, the performance of grass-roots team employees is often poor, which will produce greater psychological pressure. The psychological pressure of grass-roots team employees generally comes from three aspects. The first aspect is the criticism and punishment of the enterprise leaders to the grass-roots team employees, such as performance deduction, notification of criticism, etc. The second aspect is the self reproach and inferiority complex of the grass-roots team employees, especially when compared with other grass-roots team employees with better performance. Finally, because of the low work efficiency and poor performance, the income of the staff of the grass-roots teams and groups is reduced, which makes the staff feel guilty about their families. Based on the above, it can be seen that in the traditional management mode of grass-roots team employees, the effect of mental health construction of grass-roots team employees is poor, the psychological pressure of employees is large, and it is very easy to produce anxiety, which is not conducive to the development of mental health construction, further reduces the work efficiency, and is not conducive to the development of enterprises. Therefore, based on the core concept of “people-oriented”, the research has constructed an excellent performance management mode to realize the mental health construction of grass-roots team employees, so as to stimulate the work enthusiasm of grass-roots team employees, improve work efficiency and relieve the psychological pressure of employees. The construction and implementation of the excellent performance management mode mainly includes six points: active publicity and wide mobilization; Graded training and careful guidance; Self evaluation and internal review; Expert review, comparison and commendation; Problem development, rectification and improvement; Optimize standards and move towards maturity. Based on the above contents, we can realize the construction of excellent performance management mode based on the core concept of “people-oriented” and strengthen the mental health construction of grass-roots team employees.

**Objective:** In the traditional management mode of grass-roots team employees, the mental health construction effect of grass-roots team employees is poor, the psychological pressure of employees is large, and it is very easy to produce anxiety, which is not conducive to the development of mental health construction, and further reduces the work efficiency, which is not conducive to the development of enterprises. Based on the core concept of “people-oriented”, the research has constructed an excellent performance management mode to realize the mental health construction of grass-roots team employees, so as to stimulate the work enthusiasm of grass-roots team employees, improve work efficiency and relieve the psychological pressure of employees.

**Subjects and methods:** After communicating with the enterprise, select two groups of grass-roots team employees with equivalent performance for the experiment. One of the grass-roots teams is recorded as group 1, which is managed by the excellent performance management mode based on the core concept of “people-oriented”. The other grass-roots team is recorded as group 2, and the traditional grass-roots team management mode is adopted for management. After one month, compare the mental health status and performance of the employees in group 1 and group 2.

**Results:** Self rating Anxiety Scale (SAS) was used to evaluate the changes of psychological anxiety in the two groups during the experiment. The recorded results showed that during the experiment, the SAS scores