

## A STUDY OF GROUP PSYCHOLOGICAL RECONSTRUCTION IN CORPORATE MERGERS AND ACQUISITIONS

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**Background:** The current global economic integration process continues to advance, causing the market environment to change repeatedly and the competitive pressure to expand. In order to seek breakthroughs and development, enterprises often choose to adopt mergers and acquisitions to extend their survival time. At this time, employees are under great psychological pressure, which, if not effectively guided, will have a negative impact on the quality of M&A.

**Objective:** The objective of this study is to respond effectively to the psychological changes of employees and to actively promote the psychological reconstruction of the contract, which is the most important factor in the long-term sustainable development of an enterprise. In practice, if employees are unable to adapt to the changes caused by a merger or acquisition, and are unable to bear the psychological pressure of the change, conflicts may easily arise, leading to the failure of the merger or acquisition. It is therefore necessary to strengthen this area of research.

**Subjects and methods:** The author's research is based on practical experience of companies that have carried out mergers and acquisitions. From a realistic point of view, the actions taken by the company initiating the M&A can be seen as aggressive and proactive, whereas the opposite is true for the company being acquired, and this difference is also reflected in the psychology of the employees. However, for employees on both sides of the merger, the impact of the merger on the company's development and on their professional development is significant, and this has led to a number of common psychological phenomena. For example, there is a surge in fear, anxiety and helplessness, and a serious problem of psychological contractual imbalance. At the root of this, the psychological changes in the group during a merger or acquisition are related to the disruption of economic interests, vested interests, interpersonal relationships and career development normality triggered by the merger or acquisition. At this point, employees are forced to face changes in the environment brought about by the M&A, and uncertainty about their future development is greatly increased, and with exaggerated group emotions, this negative emotion can spread rapidly.

**Result:** As a result of the study, it was found that changes in group psychology in M&A stem from psychological contract imbalance and development anxiety, and that reconstructing the psychology of the employee group contract must go through four stages: creation, bonding, cohesion and integration, and achieve benefit, normative, cognitive and emotional reconfiguration.

In this paper, the reconstructive process and reconstructive methods are derived after the study, which can play an important role in helping to achieve the research objectives, as follows: Reconstructive process. The psychological contract is rich in connotations and will directly affect the mindset and behaviour of employees, the focus of group psychological reconstruction in corporate M&A. To strengthen the reconstruction of the psychological contract of the whole group, it is necessary to emphasise the integrity of the process and the scientific nature of the method. It is easy to see from practical experience that group psychological reconstruction in M&A requires four stages, which are interlinked and indispensable. Firstly, the creation phase, when morale is high and enthusiasm for work is high. However, due to the tacit understanding of the members and internal and external factors, it is difficult to guarantee the effectiveness of the work; therefore, the group psychology in this period is mainly characterised by a mixture of excitement and anxiety. The second phase is the bonding phase, where turmoil and conflict are the most obvious features of this phase, the essence of which is the formation of "we" while maintaining self-reliance; therefore, interpersonal tensions, low morale and uncertainty about the future are the norm, but the overall productivity of this phase is steadily increasing. Thirdly, the cohesion phase, when the organisational style has been established, resource allocation, interpersonal interaction and collaboration are maturing; there is a mixture of autonomous working and teamwork, the working environment is tense and orderly, and organisational cohesion, discipline and efficiency have increased significantly. Fourthly, the integration period; the effective integration of several informal groups within the organisation is needed to enable employees to abandon stereotypes and existing habits and to re-establish a new sense of community, thus forming a new identity.

**Reconstruction methods.** In order to carry out effective group psychological reconstruction, companies must attach great importance to reconstructing the interest pattern during the M&A process; to reshape the group psychology in a benefit-oriented manner, so that employees can work towards the same interest

goal, and then, after satisfying their material and spiritual needs, achieve convergence of interests and maximise organisational benefits. At the same time, new group norms should be gradually established, new group cognitive structures should be created, social influence theory should be applied, herd psychology should be brought into play, and the psychology and behaviour of the group should be changed on the basis of moral, conceptual, normative, cultural and cognitive drivers. In addition, there should be good emotional guidance to reshape the affective and emotional patterns of corporate employees.

**Conclusion:** In conclusion, group psychological reconstruction is an important part of the corporate M&A process that cannot be ignored and is a solid foundation for ensuring the quality of corporate M&A. For companies to effectively carry out group psychological reconstruction it is important to follow established rules, emphasise the integrity of the process and ensure that the four reconstruction stages are effectively promoted. Moreover, a variety of reconstruction methods should be used to achieve human intervention in the psychological behaviour of employees to ensure that they can successfully break through and meet the challenges.

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## **MUSIC EDUCATION BASED ON STUDENTS' PSYCHOLOGICAL NEEDS NEW THINKING ON THE WAY**

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**Background:** Music education is an important part of quality education and plays an important role in the development of students' comprehensive abilities. Music not only cultivates students' aesthetics and enriches their spiritual world, but also builds a healthy personality through music education. Combining music education with psychological education can transform and optimise the way music education is thought about and promote the holistic development of students in a more professional way. Music education in the context of psychology is a form of education that combines music pedagogy and psychological activity, and requires a thorough analysis of the psychology of students and music teaching from a psychological perspective. The development of music psychology Initially, a number of foreign music psychologists explored the connection between objects and sensations, and after much effort, discovered that there was a connection between musical sounds and sensations, and constructed a psychophysical approach to the study and related laws. Music education in the context of psychology is relatively complex, and there are many problems with the psychology of music education that make it difficult to carry out. In particular, when psychology is used as the basis for music education, the teaching environment, teaching content, teaching methods, teaching processes and other teaching aspects and elements need to take into account the influence of music, psychology and education disciplines, and to balance the relationship between the three in order to ensure that students can fully grasp music psychology and develop relevant musical abilities in the process of music education. This is the only way to ensure that students can fully grasp the psychology of music and develop their musical abilities in music education.

**Objective:** The study of music education in the context of psychology is necessary in order to develop a healthy psychological state, to shape the student's spirituality and to enhance his or her artistic perception. In the psychological context, the music curriculum is both the foundation and the core of music education, ensuring that the student is the main subject and that the emotional part of the personality is fully expressed in the teaching process, leaving enough space for the student to compose the landscape of the world with music. As music education continues to develop, the traditional concept of teaching should be constantly transformed to achieve a more efficient education with the student as the main subject. The art of music cannot be formed without the human mind, and it is essential to carry out the psychology of music education in order to be able to fully express the human spirit and emotions in music. In the process of music education, there should be constant innovation and creativity, in which not only the content of musical works but also the communication between people should be shown, and social phenomena should be expressed through musical forms. In order to be able to really draw students' attention to art in music education, so that they can have artistic perceptions that originate from within