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IMPACT OF HIDDEN FLOW OF TALENTS IN COLLEGES AND UNIVERSITIES ON THE PSYCHOLOGY OF PERSONNEL MANAGEMENT IN COLLEGES AND UNIVERSITIES

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Background: Young talents in colleges and universities are the most dynamic and creative group in colleges and universities. In recent years, as the relationship between colleges and society has become closer and the trend of personnel mobility has intensified, people have begun to pay more and more attention to the issue of talent mobility in colleges and universities. The so-called hidden mobility means that some college teachers not only want to maintain the stability of their work in public units, but also want to take part-time jobs in their spare time, and ultimately devote a lot of time and energy to their second profession. The main reason for the hidden flow of talents is that the welfare and material security provided by their colleges and universities are insufficient, and other posts in the society can provide them with more benefits. Although for the talent itself, the hidden flow provides more benefits. But for personnel management personnel in colleges and universities, hidden mobility increases their workload and increases the difficulty of personnel management in colleges and universities. This has a certain impact on the psychology of university personnel management personnel. The main work of personnel management personnel mainly belongs to human resource management. Human resource management refers to the use of modern scientific methods to conduct reasonable training, organization and deployment of human resources combined with certain material resources, so that human resources and material resources can always maintain the best ratio. At the same time, it is an activity to appropriately induce, control and coordinate people's thoughts, psychology and behavior, and give full play to people's subjective initiative to achieve organizational goals. Therefore, personnel management personnel often need to apply relevant knowledge of psychology in their work. However, there are few researches on the psychological state of personnel managers, and the psychological problems of personnel managers will seriously affect the scientific nature of personnel management. Therefore, it is necessary to study the psychological changes of college personnel management personnel caused by hidden mobility.

Objective: At present, the hidden mobility of talents in universities is a hot topic in the field of human resource management research in universities, but from the current research, there is more attention to the explicit mobility of talents in universities, but less attention is paid to the hidden mobility. There are many studies on the factors that affect the hidden flow of talents in colleges and universities, but there are few studies on its impact. In addition, there are many researches on personnel management personnel using psychological knowledge to conduct human resource management methods, but there are few researches on their own psychological changes. To this end, this research focuses on the impact of hidden mobility of talents in universities on the psychology of university personnel management personnel.

Subjects and methods: Because the hidden mobility of talents in universities will increase the workload of personnel management personnel, in this process, the psychology of personnel management personnel will change. Investigating and researching this change can help you understand their psychology in time. According to this change, they will be psychologically guided in time to adjust their mentality and better manage their work. To this end, people engaged in personnel management work are used as experimental subjects to test their attitudes towards a series of phenomena of hidden talent flow through the form of questionnaires.

Study design: In order to ensure the reliability and validity of the research, a random sampling method was adopted to select 60 university personnel managers as experimental subjects. After issuing questionnaires and collecting the results of the questionnaires, SPSS was used for data analysis. Judge the main attitude of personnel managers towards the hidden flow of talents.

Methods: Select five representative events from the related events and phenomena of the hidden mobility of talents to conduct targeted investigations. Mainly include: lax state, delaying work, engaging in other business during working hours, arriving late and leaving early, ignoring management personnel. For the above five incidents, the psychological state of personnel management personnel can be divided into: indifferent; relatively dissatisfied; that the phenomenon has a greater impact on their own work; dissatisfied and jealous; seriously affecting work enthusiasm. Investigate the psychological state of personnel management personnel through the above items.

Results: The statistical results of the psychological state survey of personnel management personnel are

shown in Table 1.

Table 1. Personnel manager's main attitude towards the recessive talent flow.

| | Lax state | Delay work | Late and leave early | Ignore managers | Engage in other business during working hours |
|---|-----------|------------|----------------------|-----------------|---|
| It doesn't matter | 3 | 1 | 27 | 0 | 0 |
| More dissatisfied | 9 | 16 | 25 | 8 | 1 |
| Believe that this phenomenon has a certain impact on one's own work | 33 | 26 | 5 | 21 | 5 |
| Dissatisfied and jealous | 0 | 0 | 0 | 0 | 36 |
| Seriously affected the enthusiasm for work | 15 | 17 | 3 | 31 | 18 |

According to the data in Table 1, most of the personnel management personnel have a dissatisfied attitude towards the hidden loss of talents. Among them, for slack and delayed work, most managers believe that this phenomenon has an impact on their own work, but only some people believe that this phenomenon affects work enthusiasm. Although some people expressed dissatisfaction with the phenomenon of arriving late and leaving early, it did not cause a serious impact. Regarding the ignorance of managers, many personnel managers believe that this phenomenon has seriously affected their work enthusiasm. For other businesses during working hours, the general attitude of personnel managers is dissatisfaction and a certain degree of jealousy, mainly because of the restrictions of most universities. In addition to the further education and part-time activities of personnel management personnel, when unfairness occurs in the work, personnel in the personnel department will have a certain degree of jealousy.

Conclusions: It can be seen that most of the personnel management personnel are dissatisfied with the hidden loss of talents in colleges and universities, and it will have a certain impact on their work enthusiasm. In order to ensure the quality of talent management in colleges and universities, colleges and universities should suppress the hidden loss of talents in a timely manner, and promptly guide the psychological state of the personnel management department.

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SPECIAL MOVEMENT ARRANGEMENT OF DANCE BASED ON SOCIAL PSYCHOLOGY

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Background: Choreography can bring people aesthetic enjoyment, but choreography is a very hard work, which may lead to students' psychological depression and affect students' development. Therefore, it is necessary to analyze the characteristics of choreography of students' choreography of physical dance from the perspective of social psychology. This is because psychology is a popular subject closely related to people's daily life, which absorbs the essence of various related disciplines, and can provide rich nutrition for related disciplines. In particular, social psychology can reveal the reasons why students have certain characteristics, and can help people understand and explain how the thoughts, feelings and behaviors of individuals are affected by the real, imagined and implied existence of others. The arrangement of movement feeling dance routine is to create the continuous flow of the project, to form a cohesive whole, to show the unique ability, and to shape the personality, style or individual performance style of the athletes. On the premise of abiding by the rules, we should not only have new ideas, but also have unique project style and characteristics, reflecting different novelty, creativity, uniqueness and competitiveness. In order to make the students of dance major develop better and arrange better special movements of dance with body sense, so as to be loved by more audiences, this paper discusses the related problems of social psychology in dance teaching.

Subjects and methods: In order to improve the novelty, creativeness, uniqueness and competitiveness of the students' special movements, this paper analyzes them from the perspective of social psychology, and puts forward some social psychological strategies to improve the level of the students' special movements.

Study design: Through the social psychology method analysis how promotes the student body feeling dance special movement arrangement the effect, thus receives more audiences' affection. The main contents are as follows: