

**Table 1.** The influence of self-efficacy on alleviating college students' English learning anxiety.

Factor	Willingness	Effort	Persistence
Freshman	4	3	3
Sophomore	4	3	4
Junior	3	4	3
Senior student	3	4	4

**Conclusions:** Self-efficacy can help college students effectively improve their sense of pleasure and participation in learning English, make them more aware of their huge potential in learning English, promote better development of college students, and comprehensively improve their English literacy. Self-efficacy can also stimulate college students' learning interest and learning motivation, and give full play to their autonomy, thereby improving learning efficiency and promoting their all-round development. It is of great significance to study the influence of learning self-efficacy on college students' English learning. For educators, it is helpful for parents and educators to realize the important role of students' self-efficacy, and it can provide new theoretical support and improvement for educators in teaching methods, methods, and educational concepts. Thinking about the direction. For the majority of college students, recognizing the importance of self-efficacy can help them correct their learning attitude, study English seriously, shoulder the mission of reality and history, and participate in social competition with a positive attitude.

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## THE GOVERNANCE STRUCTURE OF THE TRADE UNION-ENTERPRISE RELATIONSHIP ON ENTERPRISE PERFORMANCE AND EMPLOYEES' PSYCHOLOGICAL ANXIETY AND DEPRESSION

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**Background:** With the continuous improvement of the market economy, competition among enterprises has become the norm. Knowledge and information are strategic assets for enterprises to enhance their competitiveness, and the mastery and application of knowledge and information are inseparable. Giving full play to the role of human capital and forming a competitive advantage that cannot be copied or imitated is the foundation for an enterprise to remain invincible. Therefore, enterprises increase their investment in human capital by recruiting high-end talents, increasing employee training, and improving wages and benefits, in order to obtain and maintain their advantages in human resources. In recent years, discussions on mental and psychological issues such as depression and anxiety on social media have attracted attention. Most people say that they are under varying degrees of work and life pressure, and this pressure will have varying degrees of negative impact on individuals. In this case, simply investing in input capital cannot truly exert the effect of human capital. With the birth and development of the union-enterprise relationship governance structure, it provides an operable way to give play to people's subjective initiative and find ways to improve performance from psychological factors. The study of the union-company relationship is based on employee incentives based on intrinsic motivation, so that employees can give full play to their talents to complete work tasks. It can also inspire employees to learn actively and enhance their self-worth. This will ultimately enhance the value of corporate human capital, strengthen corporate Bring benefits.

The main performance evaluation method adopted by enterprises is financial performance evaluation. The research and analysis of short-term profits of enterprises through financial indicators can effectively reflect the overall situation of enterprise production and operation within a period of time. Today, with increasingly fierce competition, the innovation ability, market ownership and control ability, internal management and process, employee learning ability and creativity of enterprises are becoming more and more important to modern enterprises, and they are the source and motivation for enterprises to obtain

and maintain their core competitive advantages.

**Objective:** The survival and development of enterprises has always received extensive attention. Human resources, as a unique and difficult-to-imitate asset of an enterprise, can bring sustainable competitive advantages to enterprises, because human initiative can mobilize and integrate resources, produce a multiplier effect, and achieve efficient development and development of resources. use. Human capital and social capital play a positive role in corporate practice. The governance structure of the union-corporate relationship has a stronger positive effect and greater impact on individual work performance. It controls the individual's motivation and attitude towards work, surpassing human capital and social capital provides a new research perspective for human resource management.

**Subjects and methods:** When companies conduct work and interpersonal skills assessments on employees, they find that a good union-corporate relationship governance structure will make employees more proactive and proactive in their work, and their abilities will also be improved. This article mainly conducts research from the four aspects of tolerance and forgiveness, humility and sincerity, gratitude and dedication, respect and courtesy under the union-enterprise relationship governance structure. Six large, medium and small enterprises in this city were selected as the research objects, and questionnaires were issued to their employees to collect statistics on their work efficiency and the impact on the development of the enterprise under a good union-enterprise relationship.

**Study design:** A questionnaire was issued to a total of 500 employees in six companies, and the questionnaire was required to be completed at one time. The time for each person to fill out the questionnaire was about 15-20 minutes. A total of 500 copies were issued, 493 copies were recovered, and the effective number of copies was 487.

**Methods:** Use Excel to calculate the impact of the union-corporate relationship governance structure on corporate employees.

**Results:** Employees in a good union-enterprise relationship governance structure will enhance the company's overall development capabilities. In terms of human resource management, the more positive mentality construction for employees, the more performance rewards, the greater the utility. Employees' positive work mood, full work enthusiasm and good personal health all play a decisive role in the development of the company.

In the survey results, five levels from 0 to 4 are used to quantify the impact value of specific factors. 0 means irrelevant, 1 means slight influence, 2 means general influence, 3 means obvious influence, 4 means sufficient influence, in order to reduce the impact Individual subjective causes large errors. Take 500 employees' evaluation values and take the average, and the results are determined by rounding off. The specific statistics table is shown in Table 1.

**Table 1.** The impact of the governance structure of the union-corporate relationship on corporate employees.

Factor	Forgiveness	Modest and honest	Thanksgiving	Respect and polite
Large enterprise	4	4	3	3
Medium-sized enterprise	4	3	3	4
Small companies	3	3	4	4

**Conclusions:** Today's society pays more and more attention to the values of talents, emotional intelligence, wisdom, character and psychological quality of being in the world, especially in today's increasingly fierce competition. Individuals with psychological anxiety and depression have difficulty in stably exerting their abilities and talents in the face of setbacks and difficulties. In the context of the era of knowledge economy, the update speed of knowledge and information is accelerating, the development of information technology is changing with each passing day, and the external environment of the organization has become increasingly complex and uncertain. This puts forward higher requirements on the organizational structure of enterprises, and the transformation of organizational structure is imminent. The birth and emergence of the union-enterprise relationship governance structure is exactly the result of the organizational structure reform. As a basic work unit in the organization, the team can complete work independently. The geographical proximity of its members is more conducive to communication, knowledge sharing and innovative activities. Through the union-enterprise relationship governance structure, it is possible to achieve an incentive effect on individual behaviors and meet their social needs. The satisfaction of needs will bring positive feelings and encourage them to produce positive behaviors, thus forming a virtuous circle. Conducive to the overall operation of the enterprise.

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## AN ANALYSIS OF THE INTEGRATION PATH OF SOCIAL PSYCHOLOGY AND COMMUNITY PUBLIC GOVERNANCE STRUCTURE

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**Background:** With the development of society, various branches of psychology continue to appear, and social psychology is one of them. It points out that the development and change of society will have an important impact on people's ideas and mental health. Since the reform and opening up, profound changes have taken place in my country's economic system, social structure, interest pattern, and people's thinking. New social groups are increasing, new social problems are increasing, and new social affairs are emerging day by day. On the one hand, China's social transformation has brought about the gradual differentiation of social functions. On the other hand, it has also caused a large number of social problems to settle at the grassroots level of the community. Since the reform and opening up in the 1980s, China's economic system, social structure, interest pattern, and people's thinking have undergone profound changes. New social groups are increasing, new social problems are increasing, and new social affairs are emerging day by day. As an important carrier for the integration and reconstruction of the grassroots society, the community, the transformation of its governance structure and the development of public services have an important impact on the sound operation of the social order.

Social psychology refers to the study of the psychological and behavioral occurrence and change laws of individuals and groups in social interaction. Social psychology explores interpersonal relationships at the individual level and social group level. The contents of research on the individual level include: individual socialization process, communication, speech development, partners, family and living environment, and the impact of schools on individuals. The content of research at the social group level includes: group communication structure, group norms, attitudes, racial prejudice and aggressive behavior, customs and culture. From the perspective of social psychology, this paper analyzes the integration path of social psychology and community public governance structure.

**Objective:** In social psychology, the living environment will play a vital role in people's psychological changes and the formation of characteristics. In all living environments, society is one of the important social environments in which people live. With the deepening of community construction, China's community has gradually developed into an intermediary and network organization, and various community governance bodies such as the government, residents, associations, and professional organizations have begun to face-to-face contact and interact with each other. Therefore, as an important carrier for the integration and reconstruction of grassroots society, the exploration of the transformation of its governance structure and the development of public services has an important impact on the sound operation of social order.

**Study design:** All tasks of building a harmonious society need to be implemented at the community level, and the community governance structure is the core and key of community construction. Therefore, it is very urgent to strengthen the community construction task focusing on improving the community governance structure. Using the stratified cluster random sampling method, 1,000 community residents were surveyed and analyzed on the urban development situation. 1000 questionnaires were distributed and 976 valid questionnaires were returned.

**Methods:** Use Excel to calculate the integration of community public governance structure.

**Results:** Community is not only the cell of society, but also one of the living environments that will have an important impact on people's mental health mentioned in social psychology. The key to building a harmonious society is to build a harmonious community and coordinate and balance the various interest relationships in the community. In the process of community governance, the importance of mental health development of residents is truly recognized, combined with social psychology, and governance concepts are updated to effectively alleviate residents' psychological anxiety. The community can also start from the specific system and carry out the reform of the governance system, which is conducive to promoting the harmonious development of the community. By innovating governance methods and improving the information management level of the community, the quality of life of community residents can be effectively improved. In the survey results, five levels of 1-5 are used to quantify the impact value of specific factors. 1 represents irrelevant, 2 represents slight impact, 3 represents general impact, 4 represents significant impact, and 5 represents sufficient impact. In order to reduce the impact Individual subjective