

performance of students' emotional anxiety through big data technology can reasonably give targeted emotional anxiety treatment methods, alleviate students' emotional anxiety problems, reduce students' learning pressure, and effectively promote the scientific and healthy development of college students.

**Table 1.** Changes of students' ability before and after teaching

Project		Before teaching	After teaching	P
Application ability	Anxious students	1	3	<0.05
	Normal students	2	4	
Psychological improvement	Anxious students	1	3	<0.05
	Normal students	3	4	

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## THE INFLUENCE OF HUMAN RESOURCE MANAGEMENT INTEGRATED WITH PERSONALIZED PSYCHOLOGICAL CARE ON EMPLOYEES' MENTAL ANXIETY

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**Background:** Mental anxiety is a typical psychological disease. People with mental anxiety generally have problems such as inattention, nervous tension, insomnia and dreams, memory decline and work efficiency decline. With the acceleration of the pace of social development, more and more people have mental anxiety and other symptoms. Mental anxiety not only affects people's work efficiency, but also has an adverse impact on the whole body and mind. Usually, in addition to the care and attention of the surrounding people, patients need to reasonably adjust their body and mind, maintain an optimistic and positive attitude, and treat problems with an ordinary psychology, which is conducive to alleviating the psychological symptoms of anxiety. At present, there are many treatments for mental anxiety. The common ones are drug treatment, which can regulate the mental pressure of patients and improve their physical and mental resistance. Physical rehabilitation training, through the guidance and training of doctors, do reasonable physical training, regulate body and mind, and alleviate mental anxiety. And psychological auxiliary treatment, through humanistic care, psychological counseling and other ways to adjust the patients' mental anxiety symptoms. No matter what method to choose to treat mental anxiety symptoms, people around patients need more patience and care, maintain enthusiasm and make effective communication, so as to help patients get out of the dilemma of mental anxiety.

At present, more and more enterprise employees suffer from mental anxiety symptoms due to various pressures, which not only affects their personal physical and mental development, but also has a negative impact on their work, which has been highly concerned by the enterprise human resources management department. In the development of enterprises, we should not only pay attention to the development interests of enterprises, but also maintain the enterprise development culture and pay attention to the comprehensive development quality of employees, so as to ensure the common progress of employees and enterprises. The comprehensive development quality of employees includes the requirements of learning ability, working ability, physical and mental quality, and each index has an important impact on the development of employees. In the face of more and more employees' mental anxiety, the enterprise human resources management department needs to pay attention to it. At present, more and more enterprises have set up psychological care centers for employees in human resource management to help employees solve problems in life and work. At the same time, the enterprise also integrates personalized psychological care services, such as organizing friendship activities within the enterprise to enhance employee friendship. Set up employee assistance projects to solve some practical difficulties of employees. At the same time, regular physical examination of employees shall be added to improve the relationship between employees and the enterprise through communication, comfort and small gifts on holidays, so as to have a positive impact on the mental anxiety of employees. Therefore, in view of the common mental anxiety problems of

enterprise employees, this paper analyzes the causes of employees' mental anxiety, and studies the impact of integrating personality psychological care on employees' mental anxiety symptoms.

**Objective:** To explore the current situation of mental anxiety of enterprise employees, analyze the common manifestations and adverse effects of mental anxiety patients, study some common treatment schemes of mental anxiety, and then analyze the impact of integrating personalized psychological care on mental anxiety symptoms of enterprise employees.

**Study design:** Take 60 patients with mental anxiety in an enterprise as the research object, implement the integrated personalized psychological care management strategy in the enterprise human resource management, and count the changes of employees' psychological interaction at work after six months, so as to evaluate the impact of the integrated personalized psychological management strategy on employees' mental anxiety.

**Results:** Table 1 shows the comparison of the number of psychological changes of 60 employees with mental anxiety before and after. It can be seen from the table that after the personalized care and management of the enterprise, the mental anxiety of the employees has been improved, and the employees show more confidence, work more actively, and the psychological anxiety has been alleviated.

**Table 1.** Comparison table of psychological changes of 60 employees with enterprise mental anxiety before and after

Positive psychology	Before work	After work	<i>P</i>
Good performance	20	50	<0.05
Positive working attitude	9	45	<0.05
Self-confidence	10	48	<0.05

**Conclusions:** With the acceleration of social development, more and more people suffer from mental anxiety. Mental anxiety symptoms not only affect people's physical and mental health, but also affect patients' work and study. Therefore, people should pay high attention to it. For enterprise employees suffering from mental anxiety, this paper studies the impact of human resources department on employees' mental anxiety symptoms by integrating personalized psychological care strategy. The results show that human resources department can significantly alleviate employees' mental anxiety symptoms and have a positive impact on employees' development by integrating personalized psychological care. Therefore, the development of enterprises should not only pay attention to the long-term development goals of enterprises, but also pay attention to the physical and mental care of enterprise employees, so as to ensure the scientific and healthy development of enterprises.

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## RESEARCH ON THE APPLICATION OF EDUCATIONAL PSYCHOLOGY IN IMPROVING THE QUALITY OF STUDENTS' FOREIGN LANGUAGE LEARNING

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**Background:** Educational psychology is the psychology that studies human learning in the educational environment. Through the psychological research of all influencing factors in the educational environment, it excavates the most suitable learning methods for learners and promotes learners to solve various problems encountered in the process of development. Educational psychology focuses on the research of students' emotion, thinking and other ability indicators. Through research, we can optimize the teaching design and adjust students' psychological state, so as to enable students to achieve the best learning state in the learning environment. However, in the actual teaching, the development of students is affected by many factors, such as teachers' teaching ability, students' learning talent, teaching environment and teaching conditions, which will affect students' psychological emotion. At the same time, in the research of educational psychology, we also pay attention to the research of teachers' psychological activities, such as teachers' comprehensive quality and ability, teaching implementation methods, the influence of external factors, students' classroom performance and so on. Two psychological factors will determine the final learning effect of the classroom. In the research of educational psychology, some scholars believe that in order to improve the educational effect of the classroom, we should start from the psychological aspects of teachers and students, and reasonably implement the teaching plan according to the psychological