

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

of group 1 grassroots team employees continued to decline. There was no significant change in SAS scores of group 2 grassroots team employees. The SAS score changes of the two groups of grass-roots team employees are shown in Table 1.

**Table 1.** SAS score changes of two groups of grassroots team employees

Time/weeks	SAS score	
	Group 1	Group 2
0	65.4	66.2
1	61.7	65.9
2	50.3	67.2
3	42.5	63.4
4	41.7	65.8

**Conclusions:** 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. 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 results showed that during the experiment, the SAS scores of group 1 grassroots team employees continued to decline. There was no significant change in SAS scores of group 2 grassroots team employees. The above results show that adhering to the core concept of people-oriented and building an excellent performance management model can effectively relieve the psychological pressure of employees and improve management efficiency.

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## THE INFLUENCE OF CHINESE NATIONAL OPERA ON THE DEVELOPMENT OF CONTEMPORARY CHINESE VOCAL MUSIC UNDER MUSIC ANTHROPOLOGY

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**Background:** Chinese national opera has a long history. The traditional national art, represented by the singing art in traditional opera, has diversified forms of expression, and art forms such as regional folk songs and local minor are developed on this basis.

**Subjects and methods:** Taking Beijing opera Farewell to My Concubine and national vocal opera Jiang Jie as an example, this paper mainly analyzes the inheritance and reference of Chinese national vocal music to Chinese opera under the influence of Chinese national opera elements.

**Results:** Modern Chinese national vocal music reflects high national aesthetic consciousness in terms of performance and artistic connotation, and it has been sung by generations. National vocal opera Jiang jie, in vocal music performance of artistic expression, stresses the embodiment of seven aspects of technical points including sound, emotion, words, taste, expression, culture and images. This coincides with the singing, reading, acting skills and fighting advocated by the representative of the Beijing opera Farewell to My Concubine in Chinese national opera, and it shows that Chinese national opera has a profound influence on the development of contemporary Chinese vocal music.

**Conclusions:** The traditional Chinese opera Farewell to My Concubine and the national vocal music Jiang Jie are inextricably linked in terms of musical characteristics. Its rich tune characteristics have become an inexhaustible source of folk song creation. They all fully reflect the real-life experience of working people in the process of production and the ideal and vision of a better life. The musical characteristics between the two also have a very wide range of similarities and differences, which has a far-reaching guiding role in the development of contemporary vocal music diversification.

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