Optimizing HR management system on attention deficit in faculty work

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Background. With the increase of occupational stress and workload, more and more occupational people have problems of work attention deficit. The HRM system will be helpful to the occupational group, so it can be used in the study of the work attention deficit of faculty members.
Subjects and Methods. 60 teaching staff of a vocational college were selected as the research subjects and randomly divided into experimental and control groups, with 30 people in each group. The experimental group applied the optimized human resource management system; the control group was managed according to the unoptimized system. Memory load n-back task was used and relevant experimental data were recorded; Pearson was used to analyze the relevant data.
Results. The mean reaction time of the experimental group in the 1-back task was (505±100) ms, while that of the control group was (457±75) ms, and the difference between the groups was statistically significant after repeated-measures ANOVA (P=0.017). In the 2-back task, the mean reaction time of the experimental group was (573±125) ms, while the control group was (511±100) ms, and the difference between the groups was statistically significant (P=0.016).
Conclusions. Faculty members optimized for the HRM system showed longer reaction time and increased ISD when completing n-back tasks, and these differences were associated with clinical symptoms of attention deficit at work. Therefore, HRM system optimization research can explore additional interventions to improve faculty members' level of work attention.
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Psychology-based analysis of cognitive barriers of corporate financial risk assessors and countermeasures

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Background. In corporate financial risk assessment, the cognitive ability of personnel plays an important role in accurately assessing and predicting risks. Therefore, it is of great significance to study the cognitive impairment of corporate financial risk assessment personnel and their countermeasures by combining psychological analysis.
Subjects and Methods. This study used psychological scales and cognitive paradigms for research. The study selected 50 staff members from a financial enterprise as the research subjects and randomly divided them into an experimental group and a control group, each consisting of 25 people. Data analysis was conducted using the Simplified Mental Intelligence Scale and the Code-recognition episodic memory paradigm, and the data was processed using SPSS22.0.
Results. By simplifying the analysis of MMSE sub-items, the two items with the strongest discriminative ability for MCI were identified, namely MMSE12 and MMSE19. The average cognitive speed score of the evaluators in the experimental group was 0.56 seconds, while the average cognitive speed score of the evaluators in the control group was 0.42 seconds. The t-test results showed a significant difference in cognitive speed between the two groups (P<0.01).
Conclusions. BABRI-mini MMSE and BABRI-EMT are suitable for rapid screening of cognitive impairment for corporate financial risk assessors. MMSE12 and MMSE19 can be used as valid indicators for assessing cognitive impairment, and the application of the situational memory scale can further improve discriminative ability. This suggests that psychology-based analysis can help corporate financial risk assessors detect and respond to cognitive impairment promptly and improve the accuracy and reliability of assessment.
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The management countermeasures of mass psychological anxiety in public health emergencies

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Background. With the improvement of people's health awareness, they gradually pay attention to public health events. When public health incidents suddenly occur, people's psychology is partially anxious. Conventional management measures only aim at patients' health diseases and often ignore patients' anxiety. To manage this kind of emotion, this study puts forward the management countermeasures of double-hearted nursing.
Subjects and Methods. The study divided 200 patients who met the inclusion criteria into two groups equally, and each group contained 50 cases of male and 50 cases of female. The patients in the control group were treated with traditional medical methods,