

В ходе эмпирического исследования была разработана индивидуальная коррекционная программа, направленная на обучение подростков навыкам саморегуляции эмоций и релаксации, которая была апробирована на клинической группе из 22 респондентов. При повторной диагностике респондентов установлена высокая эффективность предложенной коррекционной программы. У респондентов наблюдались снижение уровня личностной и ситуативной тревожности, снижение стенов враждебности и агрессии. Испытуемые получили навык понимания своих эмоций и эмоций других людей.

**Заключение.** Полученные эмпирические данные указывают на достоверную обратную связь изученных факторов: чем ниже уровень эмоционального интеллекта респондентов подросткового возраста, тем выше их склонность к аутоагрессивному поведению. Важнейшим направлением профилактики аутоагрессивного поведения является развитие их эмоционального интеллекта. Необходимо проведение семинаров и тренингов с целью обучения адаптивным навыкам саморегуляции эмоций.

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### **ВЗАИМОСВЯЗЬ МЕЖДУ СТРЕССОМ НА РАБОТЕ И ЭФФЕКТИВНОСТЬЮ РАБОТЫ НОВЫХ СОТРУДНИКОВ: ИСТОРИЯ ВОПРОСА**

Статья посвящена анализу состояния исследований взаимосвязи между стрессом на работе и эффективностью работы новых сотрудников по данным литературных источников.

Ключевые слова: стресс, эффективность труда, психология труда, трудовой капитал.

### **THE RELATIONSHIP BETWEEN STRESS AT WORK AND THE PERFORMANCE OF NEW EMPLOYEES: BACKGROUND OF THE ISSUE**

The article is devoted to the analysis of the state of research on the relationship between stress at work and the performance of new employees according to literary sources.

Key words: stress, labor efficiency, labor psychology, labor capital.

**Introduction.** With the accelerated development of globalization and marketization, the competition faced by enterprises has become more intense, and it is increasingly difficult to achieve success and lead. In order to achieve competitive advantage in the fierce market

environment, enterprises need to continuously introduce fresh blood through the addition of new employees to stimulate the vitality of the enterprise and enhance the enterprise's market resilience and innovation and development ability. However, new employees also face different degrees of work pressure, such as the difficulty of work tasks, time constraints, heavy workload, and work environment pressure. These pressures can further affect work performance and work well-being.

The purpose of this work is to analyze the state of research on the relationship between stress at work and the performance of new employees according to literary sources.

**Material and methods.** Theoretical methods were used (analysis of psychological literature on the research problem, its generalization and systematization).

**Results and discussion.** In China, there is a gradual increase in the number of scholars who have conducted relevant studies on job stress of new employees. Most of the previous studies focus on discussing the influencing factors of internal stressors in enterprises, usually analyzing only the influence of one factor, such as job content, work environment, interpersonal relationships, etc. These studies help companies understand the existing stressors and take certain measures to address them.

Li Jia, Hu Jie and Qiu Lina reviewed the mechanisms of stress on job performance from the perspective of mediating and moderating effects, summarized the negative effects of stress on job performance, and proposed suggestions to reduce stress such as improving self-efficacy and seeking organizational support [1].

Xianmin Wu and Tao Zhao proposed a dynamic perspective to study the relationship between employee stress, organizational support, and job performance, and explored the influence of temporal factors on this relationship, as well as management strategies for different temporal stages, such as different support strategies for new employees during the adjustment period and the job stability period[2].

Wang Yan, Xue Yang and Feng Xing divided modern workplace stress into three aspects: work stress, family stress and social stress, and reviewed coping strategies to face these stresses, such as positive mindset, regulating emotions, and relieving physical tension, and made suggestions to alleviate workplace stress and improve work performance[3].

Shuai Huang, Chongjin Tang, and Ping Gao reviewed the research progress and theoretical framework of stress management, individual effectiveness, and organizational effectiveness in the past 10 years, and summarized the impact mechanisms of stress management on individual and organizational effectiveness, as well as the limitations and development directions.

Feng Yang, Xiaojing Zhao, and Li Sun explored the relationship between work stress and psychological well-being of college teachers. By comparing and evaluating different types of interventions (including physical exercise, relaxation training, and psychological counseling), they proposed recommendations for work management of college teachers to reduce their work stress and improve their psychological well-being[4].

Xiaowei Jia and Lin Li reviewed the research progress of using adaptive strategies to regulate burnout, and discussed the mechanism of the role of adaptive strategies in regulating burnout, as well as the classification and use of adaptive strategies, which provided theoretical and practical guidance to alleviate burnout.

Yinzhi Chen, Ling Ding and Pan Chen explored the application of the job requirement-resource model in explaining the output of human capital investment in China, analyzed the mechanisms of job requirements and job resources on the output of human capital investment, and proposed suggestions to alleviate job stress and improve job resources to improve employees' job performance and personal growth [5].

Xuchen Zhu and Qi Du analyzed the mechanism of mental health damage caused by role conflict and proposed individual and organizational management coping strategies to alleviate employees' role conflict and improve mental health.

Liu, Da, Song, Yuhua, and Yao, Tao explored the mechanisms of work stress on workload and psychological health from the perspectives of mediating and moderating effects, and proposed management suggestions to alleviate work stress and promote psychological health, such as improving employees' self-efficacy and establishing a supportive organizational culture [6].

Zhao Chunsheng and Li Da explored the influence of power bias on job stress and the moderating role of personal perception and organizational support in it, and proposed suggestions to alleviate job stress by reducing power bias and improving employees' perception and organizational support.

In foreign countries, the research on job stress for new employees has been relatively mature. Researchers mostly classify stressors and analyze their different effects on job performance.

Gao, J., Wang, J. Y., Wang, L., & Fu, J. analyzed the effects of job stress and work-family conflict on career commitment and the mediating effect of organizational support in it. By analyzing the findings, suggestions were made to improve the level of organizational support, adjust work intensity, and enhance personal competence.

Lin, F., Chen, C. M., & Wang, C. J. studied several aspects of occupational stress, psychological capital, job satisfaction, and employee turnover intention, analyzed the relationship between them using structural equation modeling, and proposed the mediating effect of job satisfaction between them. It also suggested that adjusting workload, improving psychological capital, improving work environment, and optimizing management measures to reduce turnover intention[1-4].

Guo, Y., Zhang, Y., Liu, Y., & Jiang, M. examined the relationship between job stressors, coping styles, and psychological capital among university faculty members and made suggestions for stress management. The study showed that appropriate job stress can improve university teachers' performance, while psychological capital can alleviate negative emotions and fatigue and enhance personal self-control levels.

Finocchio, L., & Bonfatti, I. explored the relationship between burnout, work-family conflict, and organizational commitment, further examining the mediating role of perceived organizational support in this context. The authors proposed ways to increase the level of organizational support by providing more job resources, improving management practices, and supporting family life to improve employee performance and satisfaction [1,4, 6].

Hadi, A. M., Courtright, S. H., & Posen, H. J. used job resource theory to examine the effects of job demands and resources on employees' subjective well-being. The study showed that moderate job demands and resources can increase employees' subjective well-being, while excessive job demands and insufficient job resources can decrease employees' well-being. The authors suggest increasing job resources by improving employees' autonomy and self-determination and supporting their growth and development to improve their job well-being and performance [1,4, 6].

Kim, J. H., & Kim, J. K. explored the effects of occupational stress, emotional labor, and organizational support on nurses' job satisfaction and made some useful management suggestions. The study showed that emotional labor increases nurses' occupational stress, while organizational support can alleviate stress and increase job satisfaction, as well as appropriate training and recognition can help nurses better cope with emotional labor [1,4, 6].

Hartig, J., Montoya-Weiss, M., & Bock, G. W. examined the moderating effect of trait anxiety on the relationship between workload and job stress. The findings suggest that trait anxiety increases the workload and stress faced by call center agents and therefore they should be provided with more training and resources to increase their self-control and adaptability to improve job performance and satisfaction [5, 6].

Ouyang, F., Huang, S., Bechtel, R., & Huang, W. examined the effects of resource wastage, emotional fatigue, and job stress on employee well-being and provided effective management recommendations. The study found that resource wastage reduces employee well-being, while emotional fatigue and job stress mediate this relationship. The authors

suggest mitigating these negative effects and improving employee performance and well-being by improving employee resource efficiency, creating a positive work climate, and fostering positive emotional feelings [3, 6].

**Conclusion.** The study of the mechanism of the influence of stress at work on the efficiency of new employees, as well as in checking the deterrent role of happiness at work and psychological capital. Data from literary sources explores the mechanism of the influence of stress at work among new employees, which can give business leaders new ideas and strategies to help them effectively manage stress at work and improve labor productivity and psychological health of employees; at the same time, studying the regulatory role of happiness at work and psychological capital can also provide more scientific and reasonable methods management for managers of enterprises, and also help enterprises to further increase the productivity and competitiveness of employees and achieve sustainable development. At the same time, research on the regulation of labor well-being and psychological capital can provide managers of enterprises with more scientific and reasonable management methods and help enterprises in the future

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### ИССЛЕДОВАНИЕ ВЗАИМОСВЯЗИ МЕЖДУ СУПРУЖЕСКИМИ ОТНОШЕНИЯМИ РОДИТЕЛЕЙ И ВЗГЛЯДАМИ СТУДЕНТОВ КОЛЛЕДЖА НА БРАК И ЛЮБОВЬ

Статья посвящена анализу состояния исследований взаимосвязи между супружескими отношениями родителей и взглядами студентов колледжа на брак и любовь по данным литературных источников.

Ключевые слова: супружеские отношения, брак, семья; студенты частных университетов; прогнозирование психического здоровья.

### RESEARCH ON THE RELATIONSHIP BETWEEN THE MARITAL RELATIONS OF PARENTS AND THE VIEWS OF COLLEGE STUDENTS ON MARRIAGE AND LOVE

The article is devoted to the analysis of the state of research on the relationship between the marital relations of parents and the views of college students on marriage and love according to literary sources.

Key words: marital relations, marriage, family; students of private universities; prediction of mental health.