

# A Research On Exploring Legal Considerations In Organizational Management And Safeguarding Workers' Mental Health Amid Information Technology Reforms

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## Abstract:

At present, workers are facing job competition, which is more and more encouraging, the pace of life is accelerating, and the pressure of employment is increasing. The mental health problems of workers arise from this, and their health protection problems are caused by various reasons of enterprise managers. In order to better understand the legal issues of enterprise organization management and workers' mental health protection, this paper analyzes the legal issues under the background of continuous reform of information technology, so as to more accurately grasp the causes of the problems, analyze the legal issues of workers' mental

health protection from the actual situation, and realize no disputes between enterprises and workers in order to help workers' fundamental interests, Make joint efforts for enterprise development and economy, and improve the quality of China's economy.

Keywords: Information technology; Organization and management; Worker; Mental health; Law.

## 1 INTRODUCTION

Since the reform and opening up, China has always taken the rapid economic development as the main goal of the whole people's efforts. The high-speed economic operation and fierce market competition have made employers more stringent requirements for workers, such as overtime work, poor wage environment, increased workplace pressure, brutal post competition, and the disregard and neglect of workers' own physical and mental health when blindly pursuing economic benefits, Have seriously affected the physical and mental health of workers. It is very important to protect physical and mental health. Similarly, workers' occupational health protection actions are also actively progressing, and the prevention and control of occupational diseases have achieved remarkable results [1]. In order to catch up with the progress, many factories, regardless of whether workers can adhere to it or not, the adverse impact of long-time work on health is immeasurable. In this regard, Wang Guanghui (2021) and others further analyzed whether there are periodic changes in the definition of working hours, and the impact on workers' health. More than a certain number of working hours will significantly deteriorate their physical and mental health [2]. Its mental health economics has become a key area of health economics. Mental health economics focuses on mental health issues in three directions: labor economics, welfare economics and macroeconomics. In order to better understand the various factors affecting workers' mental

health, Li Tinghui (2021) discussed the influencing factors and planned the direction of future research [3]. At present, in order not to affect the work efficiency of employees and enterprise efficiency, many enterprises carry out employee assistance plans for employees with high work pressure. Zouyanrong (2019) and others discuss the specific methods of system construction of the plan, so as to truly serve every employee of the enterprise and improve the mental health level of employees [4]. According to the dynamic survey data of labor force in China in recent years, this paper makes an empirical analysis on how healthy human capital affects the wage level of workers. Zhang Jing (2019) analyzes the factors that affect their wage level, which has a greater impact on middle and high-income men and middle and low-income rural registered residence workers [5]. In the process of enterprise development, many enterprises have labor disputes. These problems about labor disputes are caused by various reasons such as the non-standard internal management of enterprises. Wang Qin (2019) has further improved the synchronous development of enterprise efficiency and economy, discussed the tangled problems, and better sought solutions [6]. The main contributor to the realization of the market economy is workers, and workers' occupation is the standard. How can we evaluate the mental health level of workers and establish a more perfect and complete protection mechanism? Therefore, Zhou he (2018) and others study and implement the analysis strategy on this issue. We must analyze the current situation and practical problems of this issue before we can try to put forward legal protection measures [7]. This paper mainly analyzes the legal issues of organization management and workers' mental health protection, and discusses on the premise of the continuous reform and development of information technology.

## **2. MEANING AND CHARACTERISTICS OF WORKERS'**

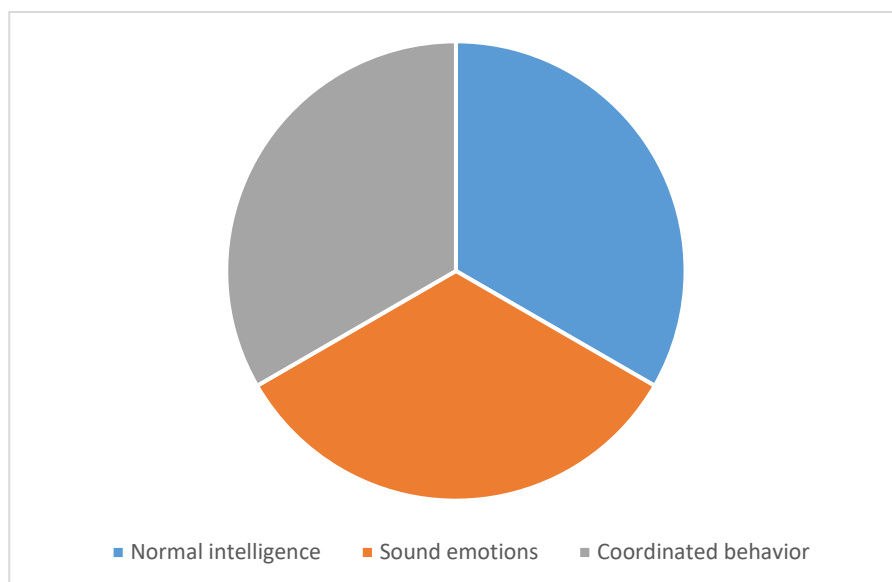
## **MENTAL HEALTH**

### **2.1 Mental health content**

Mental health refers to all aspects of psychology and the process of activities in a good or normal state. The ideal state of mental health is to maintain a state of good character, normal intelligence, correct cognition, appropriate emotion, reasonable will, positive attitude, appropriate behavior and good adaptation. Corresponding to mental health are mental sub-health and mental illness. Mental health has different meanings from different perspectives, and the measurement standards are also different. Many scholars have also studied the topic of mental health. Zhong Wenshan (2022) provided an important premise and foundation for the establishment of a health curriculum evaluation system in Colleges and universities, which can observe the effectiveness of learning from an all-round perspective and make effective judgments [8]. Of course, there are also many foreign scholars who have different opinions on the meaning of mental health, and there has not been a unified standard so far. Generally speaking, mental health is a mental state with high psychological satisfaction and external adaptability, which is efficient and positive. Occupational mental health refers to the adjustment of psychological state in time when encountering great work pressure or frustration and depression in the process of work under a specific working environment, fixed personnel composition and certain labor intensity, so as to eliminate bad emotions in a socially recognized way of behavior, avoid affecting work efficiency, and achieve the corresponding stability and harmony of physical and mental state.

The occupational mental health of its workers includes many contents, which can be divided into three aspects. First, normal governance. Intelligence refers to the comprehensive indicators of a person's insight, imagination, understanding and values. Having considerable intelligence is the basis for the unity of

people's understanding and action, and also the basic psychological requirements of life and work; Second, sound emotions. A person's emotions are not quantifiable. They are transient, sudden and intense. Therefore, the ability to mediate emotions is an important symbol of mental health. When encountering uncomfortable situations or adverse emotions, they can mediate in time to ensure emotional stability; Third, coordinated behavior, thought and action should be consistent and unified. By analyzing the data of the three factors, we can get the proportional value of each factor more accurately, as shown in **Figure 1** below. The three factors are inseparable and indispensable.



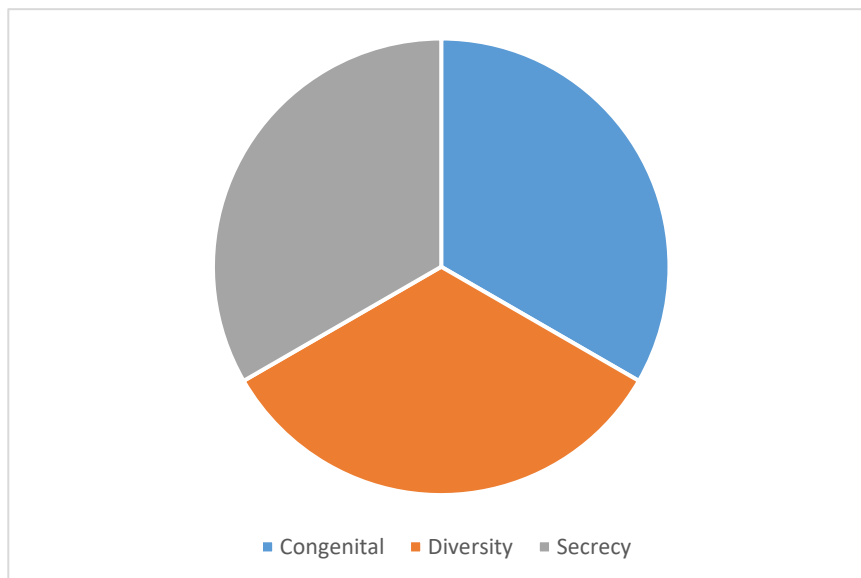
**Figure 1** Mental health of workers

## 2.2 Mental health characteristics

The basic requirement of mental health is the balanced development of all aspects of psychology, the coordination between individuals and society, and finally form a complete and unified personality quality. Individuals with good psychological quality should have a sound personality, a healthy personality, and a gift full of life, so as to give full play to their physical and mental potential and make a good adaptation to their environment and their own work. It can be seen that the

mental health of workers in their posts must have the following characteristics: first, congenital: refers to the congenital individual differences, such as the influence of mental health caused by congenital factors such as intelligence as the leading factor, except for other external factors, the influence is relatively small. Two、 Diversity: people have different ways of recognizing the world and solving problems, resulting in occupational differences. Manual workers with low income are relatively lower than mental workers. When these manual workers face the same economic pressure and occupational pressure of high-income people, they do not have an effective, simple and direct mediation plan, so their psychological tolerance is poor, and their negative emotions are released. Therefore, the probability of psychological problems is relatively high. Another decisive factor is age, which is more social experience than age. The older the age is, the higher the internal and external harmony new mental health index is, and vice versa. Dong Jun (2021) has an understanding of how to enrich experience, improve cognitive advancement in continuous progress, and better promote students and workers' understanding of cognitive development and progress in the process of learning [9]. Three、 Secrecy: when workers are under too much pressure due to the assessment mechanism and promotion opportunities of overwork at work, they are often difficult to share with others when they are dissatisfied with people and the Commission for Discipline Inspection, reprimanded and abused last time, or some women encounter sexual harassment at work. Long-term accumulation is likely to lead to mental fatigue, trance depression, etc., and suicide tragedy will occur when it is more serious. Foxconn has a heavy work, People who have been affected by bad emotions for a long time or have irregular life will further induce physical diseases. In recent years, the number of people who have died from overwork is increasing. As for the correlation between the three factors, **Figure 2** is drawn. In the figure, we can see

that the data between the three factors are the same, and they all occupy an indispensable part. The relationship between the three factors is mutual, indispensable, and they all occupy a dominant position.



**Figure 2** Characteristics of workers' mental health

### 3 CURRENT SITUATION OF MENTAL HEALTH PROTECTION OF WORKERS IN CHINA

The mental health problem of workers is an extremely important but easy to be ignored problem, but with the frequent occurrence of psychological problems of workers, they are beginning to pay attention to and pay attention to the protection of their mental health. China's attention to the legal protection of workers' mental health is on the rise, but compared with foreign achievements in the legal protection of workers' mental health, China still has many deficiencies in legal provisions, judicial practice and administrative supervision that need to be improved. The legal protection of workers' mental health is a problem involving many aspects, and all countries will take different measures according to their specific national conditions. More experts and scholars have turned their eyes here and began to study and call for the protection of workers' mental health and the maintenance of workers' spiritual rights and interests. In the enterprise, we should strengthen the psychological training and communication

of the enterprise, and strengthen the psychological guidance at ordinary times. When the employees have already had the basic ideological preparation, plus the mobilization and psychological counseling of the enterprise, even if the nature of the work is no matter how difficult, the employees are full of confidence, meet the challenges, and finish the task beautifully. Practice has proved that good psychological education, counseling and training can enhance employees' willpower, self-confidence, anti setback ability and self-control ability, and also improve employees' awareness of innovation, contribution, collective awareness and team spirit, so as to achieve a win-win situation for enterprises and employees. Cultural factors have a very important impact on the psychology of workers. The Oriental psychological characteristics lead to the sub-health rate of Chinese occupational psychology is much higher than that of other countries in the world. Chinese people experience emotional disorders, career crises, family contradictions every day, but nearly 26million people are depressed, and the most serious ones are suicidal tendencies or suicidal behaviors. In this regard, for one of the important reasons why China's cultural factors directly lead to mental health problems, some people are not good at expressing, and people who are unfamiliar with them express their feelings. They can only call the radio's emotional hotline late at night, hoping that strangers can help you, solve problems, listen to a few inspirational quotes, and even some people go to draw lots to fortune telling, pray for God's worship, and look for psychological comfort. Some people who can't let go of their extreme psychology can only let the pain erode the happiness of life and constantly blame themselves or others, looking for problems from others. Few people will think of looking for professional psychological consultants to ask. Now, many people in our life will admit that they are under pressure, but they refuse to admit that they are ill, and arbitrarily let this invisible psychological disease ravage themselves. Others



worry about being discriminated against or ridiculed and don't go to the hospital in time, resulting in serious psychological problems or deterioration of mental illness. Just like the continuous accumulation of floods, people's psychological endurance is like a water storage dam with limited capacity, which will collapse one day.

Our own denial of ourselves in employment is also one of the psychological diseases. Self distrust, in the daily work can not find the slightest fun, and work seems to become a survival work, rather than a lifelong career, complaining all day, psychological problems are extremely serious, lack of knowledge is their own health problems. The pressure in the profession and the workplace rules of survival of the fittest in the workplace have a serious impact on their own psychology. In this regard, if you want to protect the mental health of workers, you must start from the above points, in order to completely solve the occurrence of this problem and protect the rights and interests of workers. In order to avoid being excluded in the workplace, the attention of the corporate culture to employees and their own psychological quality have been improved, so as to enrich themselves. When encountering problems, you can boldly and confidently consult relevant people. With the support and attention of these factors, this problem will be solved easily, so as to solve a crucial problem in our country.

#### **4 RESULT VERIFICATION**

##### **4.1 Importance of workers' mental health**

Nowadays, the fierce competition in the market leads enterprises to only pursue interests and forget to pay attention to the health of employees. At present, the mental health of workers has attracted much attention. About 80% of the workers in South Korea said that they had suffered from physical and mental diseases due to workplace pressure. In Japan, the number of people who choose to commit suicide due to unemployment, job hunting, etc. has increased year by year. Hu Peng (2021)

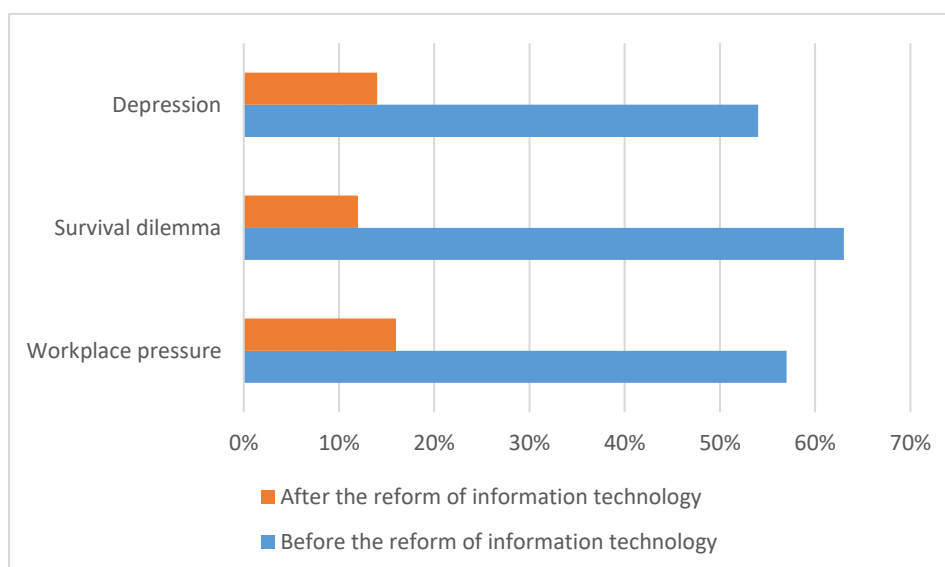
studied the reasons for the frequent occurrence of "death from overwork" in Japan, interpreted Japan's Countermeasures to prevent this social problem, and analyzed the mitigation and Enlightenment of its countermeasures to this phenomenon [10]. The mental health of workers and the development of productive forces restrict each other, affecting the optimization process of enterprises on the labor force. When the labor force has psychological problems, it is easy to slack off, which greatly reduces the work efficiency. The widespread phenomenon of overtime in China, which causes the psychological pressure of workers, is an important reason for the psychological problems of Chinese workers. Now we study the probability of psychological problems of workers at different stages, compare their workplace pressure, survival difficulties and depression, and make the data into **Table 1** as follows:

**Table 1 Probability of psychological problems of workers**

Grouping	Workplace pressure	Survival dilemma	Depression
Before the reform of information technology	57%	63%	54%
After the reform of information technology	16%	12%	14%
t	8.796	8.581	9.013
p	0.013	0.021	0.011

In **Table 1**, before the information technology reform, the stress level of workers' various workplace problems was more than 50%, while after the information reform, the stress level was greatly reduced, and the highest workplace pressure was only 16%. Perform bivariate t-test between two data, and there is a test result of  $t < 10.000$  and  $p < 0.05$ , indicating that there is a statistical difference between the data. Make the above data into a visual

diagram, as shown in **Figure 3**:



**Figure 3** Probability diagram of psychological problems of workers

It can be seen from **Figure 3** that the degree of workplace pressure, survival difficulties and depression of workers after the use of information technology is significantly reduced. It can be considered that adding information technology to the production and business activities of enterprises can effectively reduce the probability of psychological problems of workers. The mental health of workers is not only related to the physical and mental health of workers, but also affects the production efficiency of enterprises and the contradiction between supply and demand in the market. The state and enterprises should pay more attention to the psychological problems of workers and effectively solve their psychological problems, so as to make the market develop healthily and for a long time.

#### 4.2 Analysis on the influence of workers' mental health factors

With the continuous development of contemporary society, workers need to constantly adjust their physical and psychological state to adapt to the surrounding environment. Mental health is an important aspect of

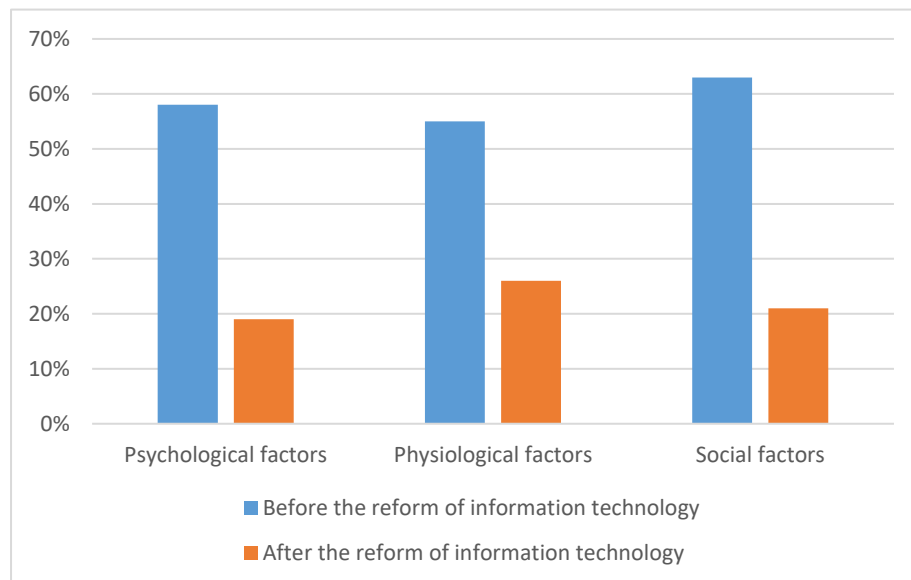
human health. Mental health refers to that all aspects of psychology are in a good state. When they cannot carry out normal psychological regulation, there will be psychological problems leading to mental health. Xia Tingsong (2020) et al. Studied the psychological health of employees in some enterprises, discussed what aspects affected their psychology, and used the methods of variance and multiple linear regression for statistical analysis, and concluded that enterprises should appropriately adjust working hours and carry out relevant vocational training to improve the psychological health of employees [11]. Generally speaking, there are several factors affecting mental health. Psychological factors: the pursuit of many people in modern society is not consistent with the current situation, and it is easy to have psychological problems over time. Physiological factors: some people may have psychological problems due to their own physiological defects or abnormalities. Social factors: personal working environment, usual interpersonal communication, and family relations, whether these aspects can make people feel comfortable directly affects people's mental state. At this stage, the changes of the psychological impact of these factors on workers before and after the organizational management reform are discussed and analyzed, and the data are made into **Table 2** as follows:

**Table 2 Influence changes of workers' mental health factors**

Grouping	Psychological factors	Physiological factors	Social factors
Before the reform of information technology	58%	55%	63%
After the reform of information technology	19%	26%	21%

t	8.145	8.024	8.367
p	0.012	0.023	0.014

As shown in **Table 2**, when information technology is not added to organizational management, psychological factors, physiological factors and social factors have more than 50% impact on workers' psychology. However, after the information technology reform, the impact of these factors on workers' psychology has decreased significantly. Bivariate t-test was performed between the data, and the results of  $T < 10.000$  and  $P < 0.05$  were obtained, indicating that there was a statistical difference between the data. Make the above data into a visual diagram, as shown in **Figure 4**:



**Figure 4** The influence of workers' mental health factors

In **Figure 4**, the impact of various factors on workers' psychology after the reform of information technology is significantly lower than that before the reform. It can be considered that the use of information technology can effectively reduce the impact of external factors on workers' psychology and contribute to mental health. So that every worker can learn to better regulate their emotions, do a good job in psychological construction, and improve their pressure resistance, so as to reduce the impact of the outside world on psychology.

### 4.3 Impact of information technology on organization and management

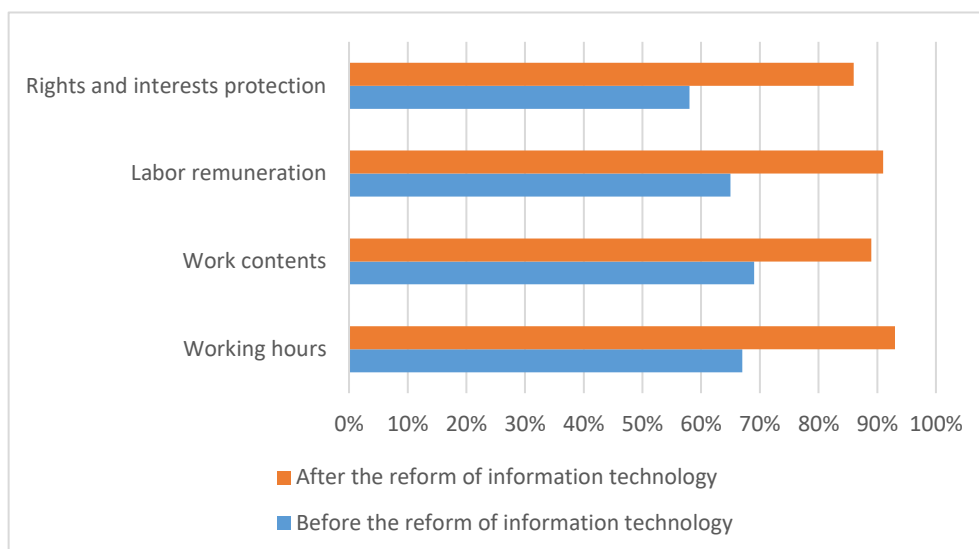
A good enterprise and country should have a complete organization and management system. Building an organization and management system is not only the need of the development of the country and the enterprise, but also the need of the development of employees. Han Wenjing (2019) studied the impact of the construction degree of enterprise management system on employee satisfaction, and put forward some suggestions on how to establish a scientific and reasonable personnel management system [12]. Establishing a harmonious internal and external environment of the enterprise and forming a complete organization and management system can mobilize the enthusiasm and initiative of employees and reduce the risk of psychological problems of employees. At this stage, the improvement of rules and regulations in terms of working hours, work contents, labor remuneration and rights and interests protection are compared and analyzed, and the data are shown in **Table 3**:

**Table 3 Table of changes in organizational management perfection**

Grouping	Working hours	Work contents	Labor remuneration	Rights and interests protection
Before the reform of information technology	67%	69%	65%	58%
After the reform of information technology	93%	89%	91%	86%
t	9.014	8.302	8.637	8.341
p	0.015	0.011	0.013	0.010

In **Table 3**, the perfection degree of various management systems of the enterprise before the information

technology reform is less than 70%, while it is more than 85% after the technology reform. Comparing the data line by line, it can be concluded that there is a bivariate t check result of  $t < 10.000$  and  $p < 0.05$  between the data before and after the information technology reform and the data of organizational management perfection. Visual analysis based on the data obtained in **Table 3** is shown in **Figure 5**:



**Figure 5** Change chart of organizational management perfection

As can be seen from **Figure 5**, after the technological reform, various management systems have been improved to varying degrees, reasonably arranging workers' working hours and work contents, evenly distributing labor remuneration, and strengthening the protection of workers' rights and interests. The analysis shows that the organizational management after the reform is more perfect, which can effectively promote the mental health of workers. A complete organization and management system can enhance the internal harmony of enterprises, eliminate all kinds of unbalanced psychology of employees, and promote the mental health development of workers.

#### 4.4 The impact of information technology on the mental

### health protection system of workers in China

Economic globalization has made the psychological problems of workers increasingly prominent. As a legal form, the right to health is constantly developing and improving. The development of information technology has made further changes in the mental health protection system of workers in China. In terms of the formulation of laws to protect the mental health of workers, it prohibits all kinds of discrimination against workers in the workplace, expands the definition of anti discrimination, avoids differential treatment, defines more strictly the constituent elements and the burden of proof that harm the mental health of workers, expands the complaint channels against mental health, and protects legal labor contracts. By comparing and analyzing the legal changes in the above aspects, the data in **Table 4** are as follows:

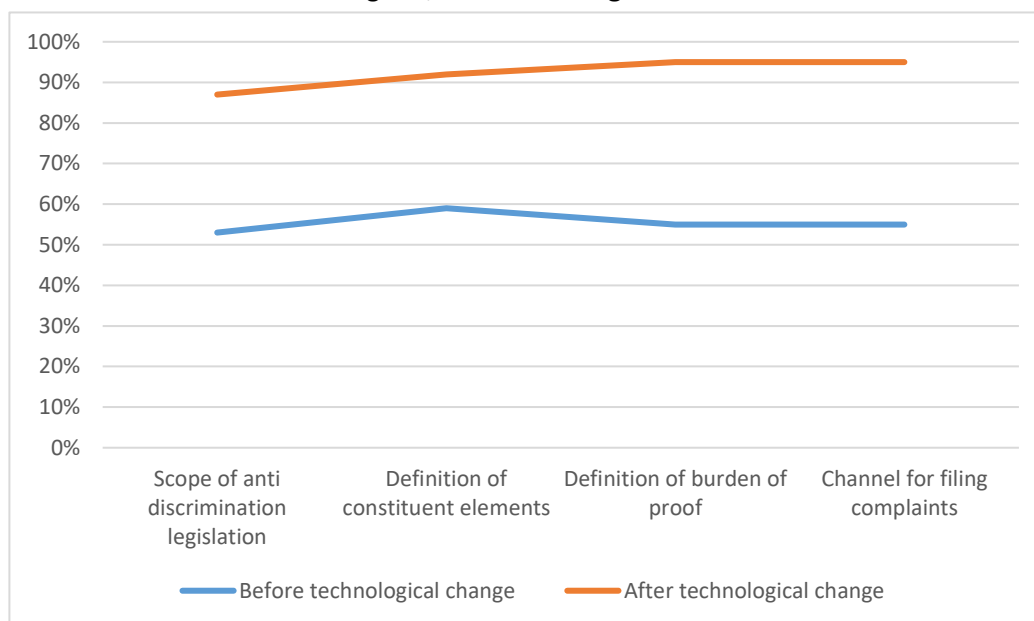
**Table 4 Comparison of mental health protection systems for workers in China**

Grouping	Scope of anti discrimination legislation	Definition of constituent elements	Definition of burden of proof	Channel for filing complaints
Before technological change	53%	59%	55%	55%
After technological change	87%	92%	95%	95%

By interpreting the data in **Table 4**, the degree of perfection of these protection mechanisms, including the scope of anti discrimination legislation, the definition of constituent elements, the definition of the burden of proof and the channels of complaint before the information technology reform, was 53%, 61%, 59% and 55% respectively, and the degree of perfection after the reform reached 87%, 85%, 92% and 95% respectively, all higher than before the reform. Convert the above data



into a visual diagram, as shown in **Figure 6**:



**Figure 6** Comparison Chart of China's workers' mental health protection system

It can be seen from **Figure 6** that after the reform of information technology, various legislative factors have been supplemented and modified to varying degrees, making the protection system more comprehensive. In short, the use of information technology can help China establish a more comprehensive mental health protection system for workers, effectively protect the psychological rights and interests of workers, so as to promote the mental health of workers.

#### 4.5 Impact of mental health on workers' quality of life

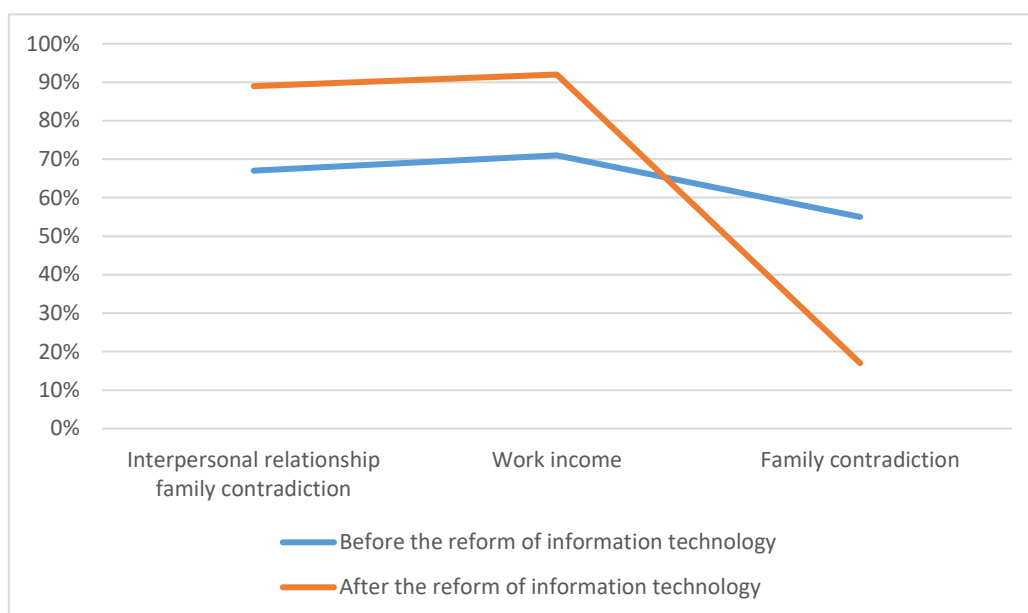
In working life, the mental health status of workers may affect their quality of life. Unhealthy psychological state will make some workers unable to deal with their relations with colleagues, superiors and subordinates or customers, and may also lead to their inability to establish good interpersonal relationships in work and life. Mental health affects workers' enthusiasm for work. Due to psychological fatigue, workers lose their enthusiasm for work, which will directly lead to a decline in work efficiency and a corresponding reduction in income. Expectations from the

family, too high evaluation standards, and comparisons with others may lead to psychological crisis, leading to family violence, family tension and other family contradictions. Now, we analyze the psychological health of workers in different periods in terms of interpersonal relations, work income and family contradictions, and the data are shown in **Table 5**:

**Table 5 Impact of mental health on workers' quality of life**

Grouping	Interpersonal relationship family contradiction	Work income	Family contradiction
Before the reform of information technology	67%	71%	55%
After the reform of information technology	89%	92%	17%
t	8.325	8.265	8.426
P	0.013	0.015	0.011

According to the interpretation of table 5, there is a statistical difference of  $t < 10.000$  and  $p < 0.05$  between the data. Before the reform, the interpersonal relationship and work income were 67% and 71% respectively, and after the information reform, they reached 89% and 92% respectively. Among family contradictions, only 17% of them occurred after the reform. In order to better reflect the changes before and after the reform, visualize the above data into **Figure 7** as follows:



**Figure 7** Impact of mental health on workers' quality of life

According to the analysis of **Figure 7**, information reform can promote mental health, reduce family conflicts, improve workers' work income, and promote their interaction with people. The results show that a healthy psychological state can enable workers to correctly deal with the pressure in work and life, which is conducive to the formation of good interpersonal relations and a positive working state, and improve the quality of workers' life and work.

## 5 DISCUSSION

Since the reform and opening up, China has always regarded full speed economic development as the main goal of the whole people. The economy is running at a high speed, the market competition is fierce, and the pressure on the production efficiency of employers has also increased sharply. As the most fundamental and important workers in economic development, enterprise employers often care too much about how to minimize costs and maximize efficiency, thus ignoring the rights and health of workers themselves. Zhang Dabing (2020) clearly and clearly traced the value under enterprise management to the source. In the new era, enterprise

management innovation is closely related to the value of customer value, employee value, enterprise value, and their internal social value relationship [13]. There are occupational differences in different occupational positions, which have a deep impact on the health of workers. Wang Xiaojuan (2022) analyzed the impact of their differences and discussed them from various aspects, such as position and gender. There is no small difference in the health level [14]. It can be seen that every factor has a certain relationship with the mental health of workers. When necessary, we should overcome and release the reasons for our own existence, deny unequal treatment, resist or appeal, and find relevant professionals for help when necessary.

## **6 SUMMARY**

Based on the legal issues of organization management and workers' mental health protection, this study analyzes and verifies the problems under the background of information technology reform. It analyzes the importance of the health problem and the impact of high-tech information technology on the mental health protection mechanism. At the same time, it also uses the change of the impact of enterprise organization and management on health to analyze it, so as to understand it more accurately, so as to get a more effective solution to the problem. In terms of long-term development goals, if this problem is not obtained or controlled properly, it will hinder China's economic development and is not conducive to the requirements of economic development. As long as it is solved reasonably, it can provide the basis for economic development, comprehensively promote China's economy to go ahead of the world, and improve the national economy, living standards and the welfare treatment of workers. For the benefit of the people, so that every family is in a well-off life, reduce the number of people who commit suicide every year because of depression, enhance their self-confidence, and make

China develop into one of the more powerful countries.

#### Data Availability

The data underlying the results presented in the study are available within the manuscript.

#### Conflicts of Interest

There is no potential conflict of interest in our paper, and all authors have seen the manuscript and approved to submit to your journal. We confirm that the content of the manuscript has not been published or submitted for publication elsewhere.

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