

A Study on the Relativity of Teachers' Incentive Policy to Students' Mental Health

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Abstract: With the continuous development of society, the state and society also pay more attention to education, how to better students to learn is a study carried out by many scholars, and many studies show that students' positive emotions can help students to learn and live better. So many colleges and universities appear incentive policies to stimulate students' positive emotions. This paper will introduce various soft and hard incentive policies in colleges and universities, and deeply study the impact of incentive policies on students' mental health positive emotions..

1. Preface

Nowadays, many students have been indifferent or even immune to the hard incentive policies adopted by college teachers and the guidance of teachers. Therefore, we should strengthen the soft incentive policy which is lacking in the university education, analyze the difference of the soft and hard policy through the research, then explore the difference of the soft and hard policy encouraging the students to formulate the management education mode of the university students. This paper expounds the research results of soft policy incentive from the aspects of theory and practice, through understanding students' psychological situation, psychological pursuit, life values for policy incentive and strategic guidance, let students find their own situation, detect the deficiency of thought and behavior, actively promote and perfect themselves, and stimulate students' enthusiasm, initiative and upward fighting spirit.

2. Questions Raised

With the continuous development of social economy, college students also face more pressure such as family, society, economy and so on. These pressures make the mental health of college students nowadays appear a lot of problems, thinking and behavior of a large deviation. The ideological problems are manifested in: lack of honesty, lack of political belief, lack of ideological pursuit, poor moral consciousness and so on[1]. Behaviour shows absenteeism, lateness, playing with mobile phones in class, indulging in the Internet, escapism, blind comparison, poor life style. Most colleges and universities adopt two methods to solve these problems, both punishment and incentive, punishment is mainly to make verbal warning and homework punishment for students who make less mistakes, and students who make more serious mistakes are given relevant punishment. Incentives are generally hard material rewards, such as scholarships for students with outstanding academic performance and various merit ratings, as well as political incentives that prioritize development and membership. Therefore, this paper will introduce the relevant theory of management in college students' psychological education, and combine the knowledge of finance and economics to reform and optimize the incentive policy of colleges and universities, and formulate detailed reform strategies by studying the changes of students' mental health level under the two modes of soft incentive and hard incentive. This paper takes the ordinary college students as the research object, and the evaluation method is mainly in the form of questionnaire, and uses the relevant knowledge of statistics to compare and analyze the incentive effect of hard incentive policy and soft incentive policy. Summarize the influence degree of different incentive policies on college

students' mental health and put forward some suggestions.

3. Basic Idea of Motivation

motivation, what is motivation. A scholar in the United States has given the definition that all types of desire, conditions, motivation and so on will inspire people, it is a state of mind in human activities. The scholar was hailed as the first to study incentive management theory[2]His name is Bellethhen (Barnard). At present, there are many management and education scientists in China and the West are actively studying this problem, and now it has become an important subject in the field of management, and has formed a complete knowledge system.



Figure 1 Positive emotions

Another American psychologist named William. Jaime also found that in general, if a person does not receive an incentive, then he can only play 20% to 30% of the ability level; but if he receives a full and effective incentive, then his enthusiasm and ability to play will reach about five times the increase. In other words, in the field of education, if the use of incentives is appropriate, then the enthusiasm and ability of students will be about five times higher. As an important generation in our country, mental health education is very important, and effective and active policy management for college students is our primary problem.

Incentive is divided into hard and soft forms: hard incentive form is mainly manifested as material reward and punishment measures, belong to a management model. Soft motivation is to stimulate students' psychology, stimulate potential, let students learn independently and improve themselves.

4. Research Subjects and Methods

4.1. Research Subjects

In this experiment ,400 college students were selected to cover all grades from freshman to senior, and 400 questionnaires were collected, and the distribution of each grade was average[3]Four hundred people were divided into two groups, one accepting soft incentives and the other accepting hard incentives.

4.2. Experimental Methods

This is to use the questionnaire to measure the two incentive policies on the two groups of students caused by different rigid, including interpersonal relations, psychological state, sleep, diet, moral concepts, life pursuit and other responses to the mental health of college students, the questionnaire before and after the experiment, to analyze the difference between the two incentive policies.

5. Hard Incentive Policy Experiment

5.1. Rigid Incentive Policies

The hard incentive policy is divided into the following types: scholarship, can appropriately increase the amount and scope of scholarships, increase various selection activities; various competitions, can create various competitions with prize prizes to attract students, the form of competition can be, political ideas, knowledge competitions, reading recitation, speech, etc.

5.2. Discussion

Some achievements have been made after the hard incentive policy, which is characterized by quick results and wide range, but there are still many defects, such as the unreasonable scholarship system, it is impossible for all studies to increase the amount of scholarships, but also cause a certain trend of comparison, resulting in students in the pursuit of material conditions. There are some negative consequences of this approach[4]For example, in the course of scholarship and competition, it is likely that psychological stress caused by intense competition affects students' mental health.



Figure 2 Positive emotions

6. Experiment on Soft Incentive Policy

6.1. Soft Incentive Policies

Soft incentive policies generally have the following types: spiritual incentives, such as vigorously publicizing all kinds of good people and good deeds that occur in schools, organizing students to watch educational lectures, reporting seminars, speeches, etc.; strengthening the improvement of students' living standards and providing a comfortable learning environment for students;

6.2. Discussion

From the experimental results after the implementation of soft incentive policy, we can conclude that this incentive policy can quickly achieve positive incentive effect compared with hard incentive policy. In addition, soft incentive policy has more advantages than hard incentive policy, such as long-term implementation of soft incentive policy students' psychology will change unconsciously, the longer the more obvious growth trend, the effect will be better; after the elimination of incentives will also have an impact on students' psychology, and hard incentive policy after the elimination of incentives, students' mental health level will return to the original level. So in the long run, soft incentive policy is more stable than hard incentive policy.

7. Creation of College Students' Incentive Management

7.1. Improve the Relevant System

If we want to use scientific and reasonable incentive methods correctly, we must break through the traditional incentive management mode and strengthen the students' self-initiative. Schools should be building a new student association to achieve self-management, as long as the new students give more incentives and rights, this is also an incentive policy for new students.



Figure 3 Positive emotions

7.2. Professionals

In order to achieve better motivation management of college students, we need more and better professionals, divide teaching and management into two parts in education, set up a psychological consultant in each class, do a good mental health consultation survey for the students in this class, let the counselors better manage the mental health of students, and also provide the general basis for the management of students, but also let students fully feel the attention and concern of learning to them.

7.3. Courses

In order to achieve better motivation management of college students, we should carry out some psychological motivation related courses, the form of courses is mainly to let students lecture, teachers listen to the lecture[5]Let the students tell about the recent life, learning encountered some situations and experiences, experience after the experience and what is the harvest, which problems encountered in the middle. This will not only increase the students' speech skills, but also enable teachers to fully understand the students' recent learning and living conditions, and formulate corresponding counseling plans. The opening of psychological incentive courses can make the relationship between students and teachers pull in, and achieve a beautiful and harmonious campus culture atmosphere.

8. Experiment Prospect

There are many defects in this comparative experiment, so the results do not reach the ideal results, the questionnaire can not judge the other factors that may affect the mental health of college students. After all, people, sample students of different, happened in their time, encounter different also lead to the result of deviation. Second, the proportion of women in the experiment was significantly higher than that of men, and the difference of gender would determine their behavior and motivation.

9. Conclusion

To sum up, this paper has carried on the related incentive policy contrast experiment in the school, obtained the hard incentive policy and the soft incentive policy effect difference. Both soft and hard incentive policies can improve the mental health level of college students to a certain extent, but the effect of soft incentive policies is better, and the effect of hard incentive policies is relatively short, which may also cause negative effects. Therefore, in the incentive management of college students, we should always use soft incentive methods to improve the mental health level of college students, encourage college students to face life more actively, active learning, in the process of appropriate use of a bit of hard incentive policy to assist in the promotion. In this way, we can effectively improve students' mental health level and carry forward the moral quality of the Chinese nation.

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