

as the research object, under the adjustment of a team climate, based on the psychological mechanism of job involvement, this paper discusses why and how task crafting affects proactive innovation behavior and constructs a conditional process model.

**Subjects and Methods:** A total of 334 new generation knowledge employees from 29 teams committed to participate in the study. And their tasks have been actively adjusted and redesigned. Subjects were divided into 2-time points for questionnaire testing; each time point was separated by 30 days. After collecting the test data, a multilevel moderated mediation model was conducted to test hypotheses.

**Results:** The new generation of knowledgeable employees' task crafting was positively related to proactive innovation behavior, and job involvement mediated their relationship. That is to say, the new generation of knowledgeable employees' task crafting will affect the positive psychological state of employees, more work and promote the emergence of proactive innovation behavior. In addition, team climate positively regulated the relationship between the new generation of knowledgeable employees' task crafting and job involvement; team climate also moderates the mediating effect of job involvement between the new generation of knowledgeable employees' task crafting and proactive innovation behavior.

**Conclusions:** The following conclusions were drawn from our study: First, the new generation of knowledgeable employees' task crafting can promote proactive innovation behavior. Enterprises can enhance the work autonomy of the new generation of knowledgeable employees, and allow employees to reshape their tasks according to their interests, hobbies, or self-interest preferences. Second, this study tests the mediating effect of job involvement. Enterprises should pay attention to the psychological state of employees and encourage them to work more actively and fully. Third, by creating such a positive team atmosphere, such employees can be reassured, will be bold in their work, and will produce more proactive innovation behavior, and is thus worthy of our promotion.

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## RESEARCH ON THE VOCATIONAL ORIENTED LABOR EDUCATION OF THE PRODUCTION TEAM OF PRIMARY AND SECONDARY SCHOOL STUDENTS IN THE RUSSIAN BORDER AREA BASED ON PERSONAL PSYCHOLOGICAL ROLE

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**Background:** At present, the mental health of primary and secondary school students has become an important issue of universal concern around the world. Due to the physiological development of students in the middle school stage, their individual self-cognition and emotional state have changed significantly, affecting their mental health. The uncertainty of the development of Russia's contemporary social culture and economic situation makes the students have certain deviations and concerns about their individual cognition, future development direction and other aspects, and makes them have psychological problems such as anxiety and depression. Labor education can help them correctly understand their individual values and plan their future personal development direction.

**Subjects and Methods:** The Russian educational circles re-examined the nature of labor education, put forward the concept of vocational oriented labor education, and linked labor education with the students' individual self-cognition, mental health education, personality development, and future career planning.

**Results:** Relevant Russian education departments and experts took the student production team in Stavropol Border Region as the research object, and carried out a three stage empirical study on vocational oriented labor education in border schools. The data were collated and compared for the individual cognition, mental health, and career development direction of the students in different grades of middle school. This form of labor education significantly improved their individual cognition, enhanced their understanding of society, promoted the development of their mental health, clarified the future development direction of individuals, and really solved the problems of life experience reproduction and national adaptability in specific areas.

**Conclusions:** Therefore, to develop the students' individual self-cognition and mental health education, it should give full play to the regional advantages, and explore the corresponding forms of psychological education according to local and time conditions, so as to provide some ideas and reference for promoting the current research of primary and secondary students' psychological education.

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## THE IMPACT OF EXCORIATE LEADERSHIP BEHAVIOR ON WORKPLACE DEVIATION BEHAVIOR OF POST-1990S EMPLOYEES FROM THE PERSPECTIVE OF MENTAL HEALTH: BASED ON THE MODERATING EFFECT OF EMPLOYEE EMOTIONAL INTELLIGENCE

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**Background:** The mental health of employees is not only related to the personal development of employees, but also to the development of enterprises. In an organization, individual behavior will not only affect others, but also affect the subsequent attitude, emotion and behavior pattern of the actor. Workplace deviant behaviors of employees reflect the mental health problems of employees from a certain perspective.

**Subjects and Methods:** In order to explore the mechanism of emotional intelligence and excoriate leadership behavior on workplace deviant behaviors of post-90s employees. From the perspective of Chinese management context and based on social exchange theory, this paper empirically studies the impact of excoriate leadership behavior on workplace deviant behaviors of post-90s employees, and further analyzes the moderating role of emotional intelligence in the above relationship.

**Results:** The study found that only the leaders being demanding and leaders being intolerant of the excoriate leadership behavior could positively affect the deviant behaviors of the post-1990 employees in terms of organizational orientation and interpersonal orientation deviation behavior. And leaders assigning overworked tasks does not affect employees' workplace deviation behavior. Emotional intelligence can only negatively regulate the relationship between leaders being demanding and employees' organizational orientation deviation behavior, at the same time, higher emotional intelligence can also weaken the influence of leaders being intolerant on organizational orientation and interpersonal orientation deviation behavior.

**Conclusions:** Therefore, the organization should try its best to avoid the emergence of excoriate leadership behavior, especially to avoid mental health problems as a result of being too harsh and intolerant of employees, and cultivate the positive leadership style of managers. At the same time, we should pay attention to the improvement and cultivation of employees' emotional intelligence in management, and weaken the negative impact of Excoriate leadership behavior on employees' workplace deviation behavior. Compared with the existing research, the contribution of this paper is to separate the excoriate leadership behavior in Chinese management context from the research on abusive supervision. It further expands the research on the positive or negative influence of excoriate leadership behavior on employees, and it provides evidence of China's experience and enriched-related literature for overtime management, which is part of the Excoriate leadership behavior of post-90s employees.

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## RESEARCH ON THE ART AND MENTAL HEALTH OF MOTHER DUCK FLUTE PLAYING IN FUJIAN AND TAIWAN

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**Background:** In life, people can achieve the goal of joyful spirit through various artistic means. Music appreciation is an art form that provides a way to cultivate the soul. The beneficial role of art and mental health has been widely recognized. In order to give more effective play to art and play a positive role in mental health, people usually explore the process of improving mental health through art, carry out the association between art and mental health, and promote the resolution of individual internal conflicts and the sublimation of inner feelings.

**Subjects and Methods:** Music therapy is a treatment of physical and mental health through music appreciation experience, music creation and music performance. Art therapy is a personal therapeutic application aimed at people suffering from diseases and trauma, seeking self-development, and communicating through artistic creation, artistic appreciation and artistic expression. Music art makes people stay young. If you love music art, you will love life. Listening to a good song and watching a good play will make you feel happy, glorious and energetic.

**Research results:** Since ancient times, people have used music to soothe emotions, stimulate inspiration, and express feelings. In physiology and therapy, music therapy is an auxiliary therapy. Psychotherapy believes that because it is a good nonverbal therapy with strict restrictions, the treatment procedure is more direct and effective than general therapy. Music and art not only improve people's mood, but also make people younger. Artists tend to look younger than usual in the same year. In addition to paying attention to dressing and maintenance, it is art that makes them younger.

**Research conclusion:** Music can prolong life, and music art can make people feel beautiful. A landscape painting can attract people to enjoy the beauty of the poet, forget their worries and troubles, and improve people's feelings. The elderly are prone to physical and mental fatigue. If they can listen to crosstalk and watch comedies laugh, they can