

hermeneutic viewpoints are employed to analyze the problem of commensurability between scientific positivism and humanistic interpretation. Secondly, we explore the reasons no answers to the certainty of variables and the problem of psychological constancy in the causality law have been found and analyze the irrational factors in the process of documentary production. There are namely psychological factors of operationalism or cognitive obsessive-compulsive disorder. Finally, we reveal that the knowledge gap and tension between the respective concerns of the audience and producer are difficult to resolve.

Results: The following situations exist in the production and communication of documentaries: The incommensurability between paradigms of scientific positivism and humanistic interpretation. Difficulties in documentary production: psychological factors exist in inconstancy in scientific causality and irrationality represented by artistic methods. In other words, there are rational and affective disorders between the inner world and the outer world of the subject. Commensurability and tension in the respective cognitions of the producer and audience interpreters. This indirectly verifies that the positivist approach is unfit for documentary production.

Conclusions: This understanding of documentaries transcends the conventional subject-object model and advocates for each heterogeneous actor to interact and evolve to create a dynamic and open knowledge network. Additionally, the two interpreter roles in the documentary production process are not static, but they are formed by the constant impact of dynamic and heterogeneous factors. Therefore, future studies on documentary authenticity should adopt a concrete, historical, and practical approach to exploring the documentary production process. This would enable researchers to comprehensively understand the demand for authenticity in documentaries. Finally, we propose a postpositivist approach to fulfill the ontological demand for authenticity in documentary production, and deal with the two interpreters' rational and affective disorders.

* * * * *

EFFECT OF ANXIETY PSYCHOLOGY ON UNETHICAL PRO-ORGANIZATIONAL BEHAVIOR OF EMPLOYEES

Liping Yin, Jianyong Xiao & Shufang Xue

School of Cultural industry and Tourism Management, Henan University, Kaifeng 475001, China

Background: Previous research on fear has focused on the formation of fear, interventions, and effects on individual risk and ethical decision making, with an emphasis on individual-level research. As a component of anxiety, anxiety is the emotional experience and behavior performance in the state of anxiety. Individuals in this state feel afraid, worried, nervous, upset and other emotions. When employees are faced with great external threats in the organizational scene, they tend to do things that are more beneficial to the organization or themselves, while ignoring the morality of their behavior. This in turn leads them to behave unethically. Based on the stress cognitive evaluation theory of the influence of anxiety on employees' unethical pro-organizational behavior, this study explores the relationship between external threat fear and individual unethical cognition and behavior under major crisis.

Subjects and Methods: Experience-sampling methodology was used to collect relevant data for this study by conducting a two-stage questionnaire survey on the administered sample. Sampling was conducted for employees engaged in service work. After the outbreak of major crisis events, 101 service personnel were followed up for 9 consecutive working days, 101 service personnel were followed up for 9 consecutive working days by using the influence of anxiety on employees' unethical pro-organizational behavior. Samples between 101 levels and within 909 levels were obtained, and structural equation model was established to test the research hypothesis.

Results: The fear of external threats has a positive impact on unethical pro-organizational behavior. It illustrates that when employees have a great sense of fear due to external threats, they are prone to defend against possible damage by making unethical behaviors. Moral licensing mediates the positive relationship between fear of external threat and unethical pro-organizational behavior. It indicates that employees who experience fear of external threats will shift their perceptions of unethical behavior through ethical licensing to justify unethical behavior. The job insecurity moderates the relationship between fear of external threat and moral licensing. In other words, compared to employees with low job insecurity, employees with high job insecurity have a higher moral licensing effect after generating fear because of external threats.

Conclusions: This study mainly discussed the internal mechanism of the relationship between fear of external threat and unethical pro-organizational behavior of employees in China. Based on the cognitive evaluation theory of anxiety and stress, this study places individuals in organizational scenarios and deeply analyzes the deep-seated causes of employees' unethical psychology and behavior under major external crisis, and clarifies the theoretical logic between fear of external threat and immoral psychology and behavior.

* * * * *

DERIVATIVES HEDGING IN FAMILY BUSINESSES: BASED ON PSYCHOLOGICAL ANXIETY AND FEELINGS OF POSSESSION

Chih-Feng Liao¹ & Wang Zhang²

¹Department of Finance and Banking, Shih Chien University, Taiwan

²College of Economics and Management, Nanjing Agricultural University, Nanjing, China

Background: There are several studies that focus on agency costs of family businesses based on psychological ownership and feelings of possession. By the definition from Pierce et al. in 2001, psychological ownership is a state in which individuals feel as though the target of ownership is theirs. Strong experience of psychological ownership leads persons to become more emotionally engaged in the activities. The evidences show that feelings of possession play an important and central role in business firms. Psychological ownership of the firm is more closely related to its business strategy. However, persons may also exhibit anxiety over the potential loss of personal ownership, which may lead to withdrawal from collaboration and communication. Therefore, this study investigates how the anxiety from psychological ownership and feelings of possession to affect the hedging derivatives strategy in family businesses.

Subjects and Methods: The samples in this study are from 9,631 listed companies in the Taiwan Stock Exchange (TWSE) and Taiwan Economic Journal (TEJ) from 2009 to 2019. The study uses data on the derivative usage and corporate characteristics to explore the influence of family business on the hedging derivatives using based on psychological ownership theory and feelings of possession. The empirical method in this study uses a logistic regression to explore the probability that a family business uses derivatives for hedging.

Results: The study finds that family businesses are unlikely to use derivatives for hedging and supports the agency theory. The empirical result finds that when a firm is controlled by a family, the probability of the firm using derivatives to hedge is reduced by approximately 7.62%. This result shows that the anxiety from psychological ownership and feelings of possession reduce the using of hedging derivatives in family businesses. This result is consistent with the findings from previous studies. The previous studies failed to demonstrate an incremental value of psychological ownership to firm's performance. The robustness also confirms this result. The study also reveals a statistically significant positive correlation between corporate age and the use of derivatives for hedging.

Conclusions: The study emphasizes the value of corporate governance. Due to the anxiety from psychological ownership and feelings of possession, the study finds that even family businesses cannot be sure that controlling shareholders will use derivatives to hedge in the firm's interest. Rather, firms with better corporate governance are likely to use derivatives for hedging and protect the firm's interest. Thus, the family businesses can protect shareholders' interests and reduce the impact from the anxiety from psychological ownership and feelings of possession by improving corporate governance.

* * * * *

THE CURRICULUM REFORM OF DETAIL DESIGN OF BUILDING DECORATION IN HIGH VOCATIONAL EDUCATION AND ITS INFLUENCE ON RELIEVING STUDENTS' ANXIETY

Xin Zou, Rong Guo & Dongyan Luo

Guangdong Innovative Technical College, Dongguan, Guangdong, 523960, China

Background: Psychology involves perception, cognition, emotion, thinking, personality, behavior habits, interpersonal relationship, social relationship, etc. Educational psychology is a branch of psychology, a discipline formed by combining pedagogy and psychology, which can point out the direction for the development of education. In the class of the curriculum detail design of building decoration in higher vocational colleges, it is necessary for college teachers to understand the developmental laws of educational psychology, apply pedagogy and psychological knowledge scientifically, improve teaching targets, reduce the students' academic anxiety and satisfy their psychological needs with high-quality education.

Subjects and Methods: Educational psychology is in a state of continuous development and change. For college teachers, it is necessary to actively study educational psychology and apply the new theories of educational psychology into their own knowledge system in time, so as to improve college students' mental health more effectively. In the process of higher vocational education, as college students are the main body of teaching and the center of the classroom, students' mental health has great influence on the education tasks, therefore college teachers have to pay more attention to students' mental status in order to optimize the teaching process and achieve better teaching effects by using educational psychology rationally. This article researches the impact educational psychology has on the high vocational education by studying college students' mental status and surveying college students' level of happiness, and summarizes the curriculum reform of detail design of building decoration in higher vocational education based on the healthy perspective of educational psychology.

Results: This article summarizes the role of educational psychology in teaching and learning for both teachers and students, besides, points out that as college students' mental health is very important for the higher vocational education system, the role of educational psychology in classroom organization should be played with more attention because it can reduce students' anxiety and improve students' level of happiness greatly. By applying the educational psychology into the higher vocational curriculum, detail design of building decoration, teachers can help students to improve their learning efficiency and cultivate a correct worldview and value with better personality.