

Analysis on the social psychological mechanism of leaders' rights from the perspective of legal psychology

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Abstract

In order to better promote the development of society and clarify the influence level of leaders' rights, this paper analyzes the social psychological mechanism of leaders' rights from the perspective of legal psychology. Combined with data analysis method, this paper investigates the influence of leaders' rights. Based on this, the content, method and data quality of leader's right social psychological mechanism are collected and analyzed, and the basic direction that should be followed in the construction of social psychology is to apply it. We should make clear the tool orientation of legal psychology in the construction of social psychology, and vigorously avoid purely data-driven and unrealistic observation orientation, so as to ensure the healthy development of social order.

Keywords. legal psychology; leader's rights; social psychological mechanism; degree of teamwork.

Introduction

The construction of social psychological mechanism is an important basis for the transformation from traditional social management to modern social governance. Therefore, the successful modern leadership management must first solve the problem of social psychological structure. The construction of social psychological mechanism is an important content and means of national governance system and capacity modernization. Based on this, this paper puts forward the performance analysis method of social psychological mechanism of leaders' rights from the perspective of legal psychology, so as to effectively ensure social stability and order, and the core content of constructing social psychological mechanism is the internal harmony of individuals and interaction with people. In order to realize the transformation of modern social governance, we must pay attention to and solve the problems existing in the current social psychological construction. According to the objective requirements of multiple win-win in modern social governance, from the perspective of participation, the construction of social psychological mechanism of leaders' rights from the perspective of legal psychology has rich and unique psychological characteristics. Understanding, grasping and optimizing individual psychological quality is of great significance to promote and enhance the process and effect of multiple subjects' participation in public affairs.

1 Background of social psychological mechanism of leaders' rights

Social psychology is a kind of general mental state which has not been processed and sorted out by thinkers to a specific era, nationality, professional class and social masses. It refers to the sum of people's feelings, ideals, customs, social tendencies and other social psychological factors. The social psychological mechanism generally refers to the emotion, thought and emotional system existing in human body (Zhu et al. 2019). The ideology in the social psychological

mechanism generally refers to the thought, emotion and behavior standard system, which is the general psychology in the society, namely the public psychology. Under the influence of social psychological mechanism, individuals are affected and restricted by social psychological mechanism. The characteristics of social psychological mechanism include spontaneous universality, continuous accumulation, intuition and space-time difference (Yu et al. 2018). It can be seen that the social psychological mechanism plays a leading and guiding role in social behavior under the guidance of social environment. There are various social psychological mechanisms for the generation of leadership right, but few scholars have conducted in-depth study on it. With the development of society and the deepening of research, many scholars believe that social psychology is an important factor affecting the social psychological mechanism of leaders' rights (Goldenhar, Schwatka, and Johnson 2019). In fact, any major mechanism of social psychology has its potential social motivation. If we can find and discover the deep social psychological mechanism produced by the leadership right in time, we should take effective measures to guide it.

The social psychological mechanism refers to a system formed by the interaction and mutual influence of internal and external factors of social psychology under a certain regularity. At present, China's economic and social development is facing a severe challenge in the period of political and social development. In this process, there will inevitably be some problems, some of which are relatively serious (Mazutis and Abolina 2019). In the reform of state-owned enterprises, due to imperfect procedures and inadequate preparation, a large number of state-owned assets are lost. Some social problems are caused in the process of reform. Solving and coordinating this relationship brings many challenges to the leadership and decision-making of public policy leaders. The political psychological root of the lack of legal belief lies in the standard of officials, interests and rights. In the process of

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political socialization, social members reflect on social relations, political behavior, political system and political phenomenon spontaneously; in China, due to the emphasis on the rule of man and the neglect of the rule of law, the right rent-seeking based on the right standard is caused (de Bonviller, Wheeler, and Zuo 2020). The right standard of leaders is a political, historical, cultural and psychological problem. Cultural factors are the important psychological root of the lack of legal belief in China. Chinese traditional culture pursues unity, attaches importance to tradition, attaches importance to thinking, and ignores development. Because most Chinese tend to be too conservative and unwilling to go to extremes, they tend to drift with the tide, which is a common social psychological and behavioral phenomenon (Mokhtar et al. 2019). Therefore, the influence of leaders' rights on social psychological mechanism is still relatively large, which is not conducive to the healthy development of social order.

A survey on the development of social psychological mechanism of leaders' rights

In order to better analyze the performance of social psychological mechanism of leaders' rights, empirical research was conducted from the perspective of legal psychology. SPSS13.0 and eviews7 were used to analyze the data. Referring to the relevant research abroad, there are mainly clausca Wallis method, Mann Whitney nonparametric method, Wilcoxon and OLS regression method. Based on the game of standard public social psychological mechanism, hierarchical leadership is added to artificially control the psychological influence mechanism of three leadership rights, which are divided into three levels: high, medium and low. In order to facilitate the research. Firstly, the research route of the current situation of the social psychological mechanism of leaders' rights is shown as figure 1.

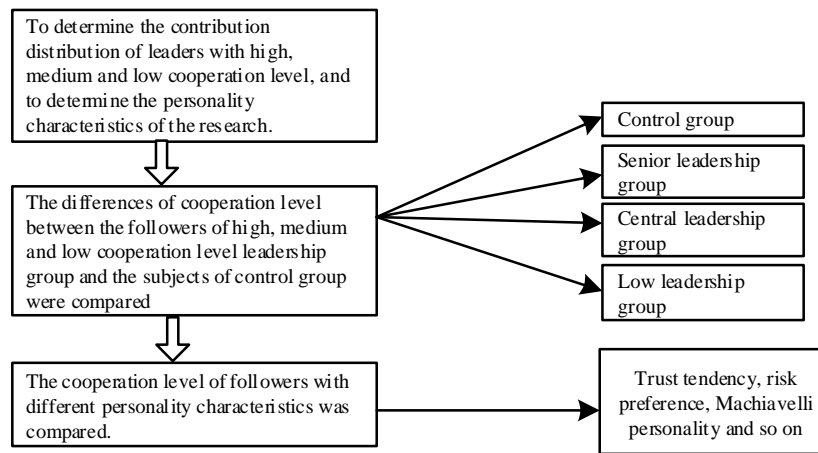


Fig. 1 The research route of social psychological mechanism of leaders' rights

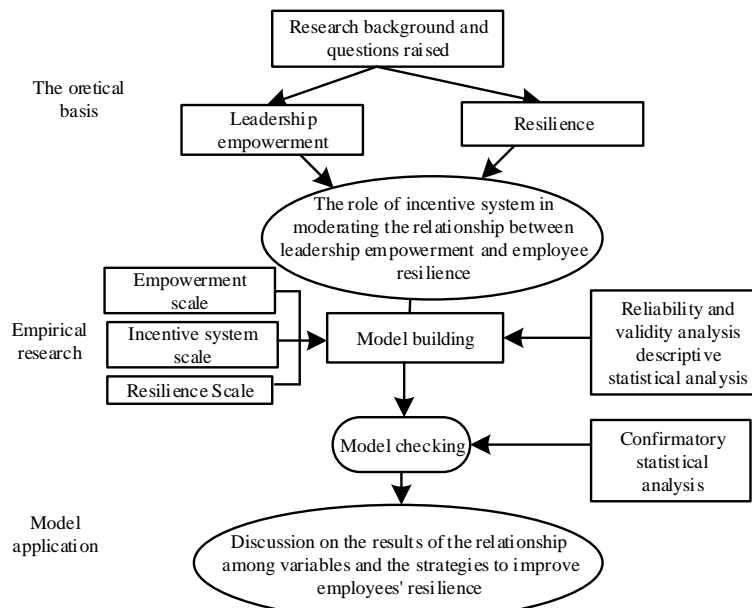


Fig. 2 Experimental research steps

The reliability and validity of the data were analyzed by SPSS. Factor analysis is used to verify the data of the

psychological influence of leaders' rights. Correlation analysis, variance analysis and regression analysis were

carried out to optimize the experimental research steps. The figure 2 shows the details of the experimental research steps. 130 college students and graduate students participated in the experiment, including 66 males and 64 females. There were 10 cases in control group, high value group, middle value group and low value group, 10 cases in each group. Each group of the control group is composed of 4 subjects. The experimental assistant is the "leader" of the high, medium and low leadership cooperation groups. Each group of the three leading groups is composed of three

subjects. The experimental data processing software is SPSS, which is equipped with five computers. These five computers are respectively placed in different laboratories, one of which is mainly used for testing, and the other four are mainly used for testing terminals. Using the method of variance analysis, this paper analyzes five statistical variables in the information of social and psychological mechanism of leaders' rights. The results in Table 1 are obtained.

Table 1 Information variance influenced by social psychological mechanism of rights

Independent variable	Gender		Gender		Education		Working years		Position	
	F	Significance	F	Significance	F	Significance	F	Significance	F	Significance
Authorization of conduct	0.234	0.629	4.931	0.27	0.303	0.582	1.833	0.172	6.364	0.012
Psychological empowerment	0.526	0.404	0.015	0.904	0.078	0.780	0.052	0.820	3.744	0.054

The relationship model of leadership to employee flexibility includes two rights dimensions (behavioral rights and psychological rights), among which three moderating variables are salary rights, equity rights and spiritual rights.

Through four dimensions (self-efficacy, positive attitude, self-awareness, communication ability) to analyze the influencing factors, draw the conclusion in table 2.

Table 2 Correlation coefficient matrix between variables

	Mean value	Standard deviation	1	2	3	4	5	6	7	8	9
1. Act authorization	3.3382	.77085	1								
2. Psychological empowerment	3.2606	.74188	.752	1							
3. Salary incentive	3.3528	.76955	.711	.740	1						
4. Equity incentive	3.0927	.90000	.495	.503	.508	1					
5. Spiritual stimulation	3.3821	.77037	.684	.639	.757	.528	1				
6. Self efficacy	3.3854	.86335	.636	.651	.656	.405	.620	1			
7. Positive attitude	3.4732	.92647	.561	.541	.543	.448	.523	.683	1		
8. Self cognition	3.4927	.89863	.540	.505	.512	.455	.488	.591	.724	1	
9. Communicative competence	3.4610	.90122	.547	.523	.574	.444	.558	.621	.760	.688	1

Furthermore, the influence of team cooperation degree under leader's power on followers is discussed as a reference data of social psychological mechanism. The influence scores of the control group and the followers were 18.93, 8.27 and 0.30 respectively, while the average influence scores of the followers were 8.10, 6.37 and 3.99

respectively, and the control group was 8.14. It is worth noting that the standard deviation for each group is 0, because the leaders of each group have the same way of distribution. Therefore, the influence level of leadership power team is obtained, as shown in table 3.

Table 3 Influence level of leadership team (unit: piece)

Group	N	Total (SD)	Followers (SD)	Leader (SD)	Follower leader
Senior leadership group	10	10.81(3.26)	8.10(4.34)	18.93(0.00)	-10.83
Central leadership group	10	6.77(1.30)	6.37(1.73)	8.27(0.00)	-1.90
Low leadership group	10	3.06(1.89)	3.99(2.52)	0.30(0.00)	3.69
control group	10	8.14(2.49)	/	/	/

Further investigation and demonstration on the level of social psychological influence of leadership rights are shown in figure 3.

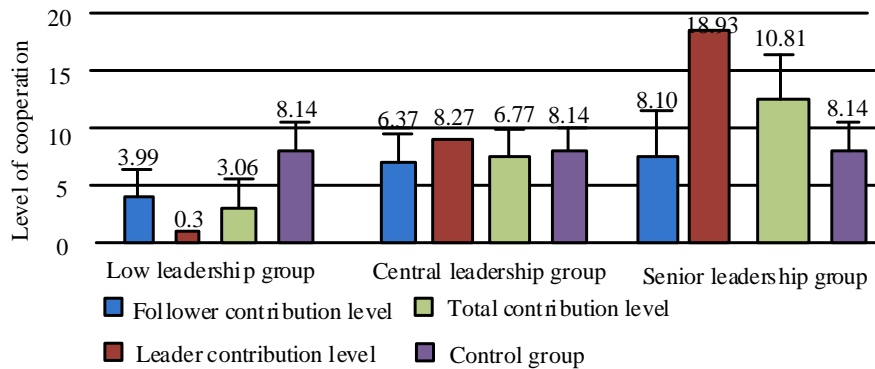


Fig. 3 Survey on social psychological influence of leadership

Based on the figure 3, it is not difficult to find that there are significant differences in the level of cooperation between the research groups. Based on this, the contribution level of the social psychological mechanism of leadership rights is further studied. The specific results are shown in table 4

Table 4 Contribution level of social psychological mechanism of leadership rights

Group	Followers in	Low follower	Control group
High follower	-0.76	-2.19*	-0.27
Followers in	—	-1.78	-1.44
Low follower	—	—	-2.65**

By Mann Whitney rank sum test, it is found that different levels of leadership have different demonstration effects on the team. However, the cooperation between leadership power and team psychological influence has no significant

negative impact on the team by low-level leadership. Furthermore, the changes of the social contribution level of leadership in different periods were recorded and counted for subsequent analysis. The details are shown in figure 4.

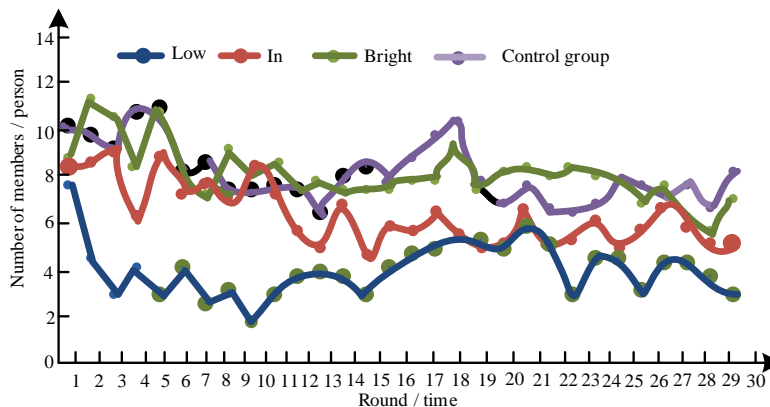


Fig. 4 Changes of social contribution level of leadership

Based on figure 4, it can be found that the high level group is close to the high level group, and the medium level group is slightly higher than the low level group. The general trend is that the number of members of senior, middle and senior leading groups and control groups decreases with the increase of rounds, while the number of members of low-level leading groups decreases rapidly in the second round, but remains relatively stable. Statistical analysis software was used to analyze the influence of leadership on employee resilience. The independent variables of leadership power are divided into two dimensions: behavioral rights and psychological rights. Employee resilience in dependent

variables mainly includes three dimensions: self-efficacy, positive attitude, self-awareness and communication ability. The paper analyzes whether there is a significant correlation between employee flexibility and dependent variables, whether the research hypothesis is tenable, and whether there is a significant correlation between each dimension. If the coefficient between variables is significant, then the hypothesis is tenable. Based on this, the regression analysis results of leadership and employee elasticity are shown as table 5.

Table 5 Regression results of leadership empowerment on employee resilience

Dependent variable	Independent variable	Standardized regression coefficient	Coefficient significance Sig.	R2	After adjustment R2	Model significance Sig.																																																																		
Self-efficacy	Position	0.007	0.871	0.404	0.398	0.000																																																																		
	Authorization of conduct	0.710	0.000				Positive attitude	Position	0.48	0.419	0.317	0.310	0.000	Authorization of conduct	0.052	0.000	Self-recognition	Position	0.067	0.263	0.296	0.289	0.000	Authorization of conduct	0.529	0.000	communicative competence	Position	0.061	0.311	0.303	0.296	0.000	Authorization of conduct	0.537	0.000	Self-efficacy	Position	0.199	0.375	0.046	0.36	0.000	Authorization of conduct	0.061	0.004	Positive attitude	Position	0.096	0.107	0.301	0.294	0.000	Authorization of conduct	0.532	0.000	Self-recognition	Position	0.114	0.060	0.268	0.261	0.000	Authorization of conduct	0.495	0.000	Communicative competence	Position	0.107	0.074	0.285	0.278
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The results showed that leadership empowerment was significantly correlated with self-efficacy ($b = 0.710, P < 0.01$); leadership empowerment was significantly correlated with employee resilience ($b = 0.529, P < 0.01$); leadership empowerment was significantly correlated with employee resilience ($b = 0.537, P < 0.01$). It is found that leadership empowerment has a significant positive impact on employees' self-efficacy, work attitude, self-awareness and communication ability. As shown in the above figure, leadership empowerment ($b = 0.061, P < 0.01$) has a significant positive impact on psychological empowerment and resilience ($b = 0.532, P < 0.01$); ($b = 0.495, P < 0.01, P < 0.01$) has a significant positive impact on Psychological Empowerment ($b = 0.495, P < 0.01, P < 0.01$); ($b = 0.514, P < 0.01$) has a significant positive impact on leadership behavior empowerment.

Evaluation algorithm of social psychological mechanism of leaders' rights

Based on the above data, the social psychological mechanism evaluation of leaders' rights from the perspective of legal psychology shows that the social groups including leaders must start from the two aspects of internal identification and acceptance to form a social psychological mechanism on the practical level, so as to form legal belief. According to

different research, the leader's right is divided into leader's behavior right and leader's psychological right. As for the behavior right of leaders, we should understand the existing working environment, the right from work support and the right to make decisions independently (Castiglioni et al. 2019). Based on the background of a domestic enterprise, taking the employees as the research object, the leadership authorization mode as the independent variable, the employee flexibility as the dependent variable, the incentive mechanism as the moderating variable, and the leadership authorization mode as the research object, this paper investigates the leadership authorization from the leadership authorization to the leadership authorization, from the leadership authorization to the leadership authorization, from the leadership authorization to the leadership authorization, from the leadership authorization to the leadership authorization, from the leadership authorization to the staff psychological authorization. From the aspects of incentive system adjustment to incentive mechanism theory, this paper constructs the influence model of leader's rights on social psychological mechanism. The details are shown in figure 5.

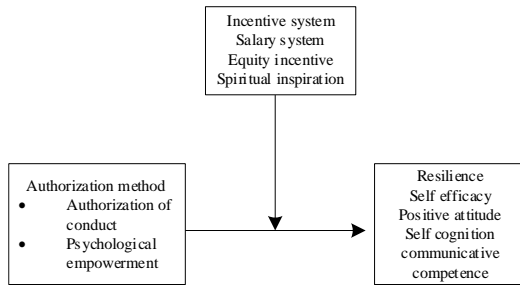


Fig. 5 The influence model of leader's rights on social psychological mechanism

The social psychological mechanism under the leader's rights reflects the social psychological mechanisms of different forms of rights, which influence motivation and function. Based on legal psychology, people's actual behavior is affected by subjective consciousness v . If there is a special relationship between e_i and obstacle factor t , its equivalence can be attributed to the force of individual to individual, which is recorded as f . Then the driving force between people and obstacles under the social psychological mechanism is m . These two forces work together to produce the influencing factors of psychological mechanism obstacles.

$$m_i \frac{dv_i}{dt} = m_i \frac{v_i'(t)e_i(t) - v_i(t)}{\tau_i} + \sum_{j=0} f_i + \sum_w f_{iw} \quad (1)$$

The subjective influence on individual behavior can be transformed into the "social force" exerted by the individual, which shows the leader's motivation to move forward to a certain goal with his own desire

$$f_i^0 = m_i \frac{v_i^0(t)e_i - v_i(t)}{\tau_i} \quad (2)$$

Among these factors, m_i is the influence degree of leadership power, $v_i^0(t)$ and $v_i(t)$ are expected influence and actual influence, e_i is expected direction; τ is adaptation time. Based on the social development goal P , the expected psychological mechanism development function can be calculated.

$$e_i^0(t) = f_i^0 (p - x_i) m_i \frac{dv_i}{dt} \quad (3)$$

Further adjustment can be obtained as follows:

$$v_i(t) = dr_i / d_t \quad (4)$$

If the influence of psychosocial forces of leadership power is set as f_{ij}^s , then:

$$f_{ij}^s = v_i(t) \exp d_{ij} \left[\left(e_i^0(t) - f_i^0 \right) / \tau_i \right]^i \quad (5)$$

If r_i and r_j represent the standard vector between the two centers of leadership power, the evaluation

algorithm of the influence of Leadership Center is as follows:

$$n_{ij} = f_{ij}^s (r_i - r_j) / d_{ij} \quad (6)$$

Furthermore, by assuming that the interaction between particles will produce two additional forces B , based on which, the evaluation parameters of psychological mechanism performance are calculated, and the following equation is obtained.

$$f_{ij} = n_{ij} \exp \left[(r_j - d_{ij}) / B_i \right] n_{ij} + g(x) (r_i - d_{ij}) n_{ij} + g(x) (r_{ij} - d_{ij}) \Delta v_{ji}^2 t_{ij} \quad (7)$$

Where:

$$g(x) = \{ x(x..0) \}^{0(x<0)} \quad (8)$$

Further conversion can be obtained as follows:

$$f_{iw} = \exp \left[(r_i - d_{iw}) / B_i \right] n_{iw} + g(x) (r_j - d_{iw}) n_{iw} - g(x) (r_i - d_{iw}) \quad (9)$$

Through analysis and simulation, it is found that the social psychological mechanism of leaders is very consistent with the reality of low density, but the social psychological mechanism of leadership as a right does not meet the requirements of practical development (Pan et al. 2019). Generally speaking, normative variables refer to the norms with strong relationship between independent variables and dependent variables. Based on this, the relationship among moderator, independent variable and dependent variable is further defined, and the model of moderating variable acting on the regulatory effect of social psychological mechanism is established. The details are shown in figure 6.

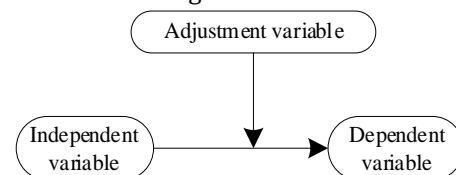


Fig. 6 Model of social psychological mechanism regulation effect

Through the regression analysis of the incentive mechanism, this paper discusses its regulating function, so as to create a good social psychological environment for the construction of China's socialist country ruled by law (Setyani et al. 2019). Make the society accept and accept the law. Compared with western countries, the acceptance of law by all social strata in China is relatively low, and the public's ability to understand, understand and internalize the law can not meet the needs of the development of the rule of law society (Guo and Wang 2020). Therefore, it is an urgent problem to confirm the social psychological mechanism of leaders' rights (Kuem, Khansa, and Kim 2020). The social psychological mechanism of legal acceptance is the application of

social psychological mechanism method in the process of legal acceptance, so as to optimize the construction of social psychological mechanism and reasonably guide the development of social psychological mechanism (Comfort 2005).

4 Analysis of social psychological mechanism and optimization of adjustment methods

In order to better build an orderly social psychological mechanism, emergency to improve public awareness and acceptance of the law (Rosicova et al. 2011). At present, due to the low degree of legal acceptance in China, individuals will be affected by the psychology of conformity in the process of accepting the law, which leads to prominent problems in the social psychological mechanism of leadership power. Therefore, in the process of constructing social psychological mechanism, we should accept and agree with the internal rules (Shahvarpour et al. 2018). To guide the masses to form their own social opinions, we should also take into account the opinions of the majority of the people in the society, and should not be driven by the psychology of conformity and make correct decisions. In addition, ruling the country according to law is an important content closely related to the consciousness of rule of law (Hoang-Tung and Kubota 2019). We should enhance citizens' awareness of rights and realize the recognition and affirmation of the law (Sun, Liu, and Zhao 2019). The proper regulation of social psychological mechanism can stimulate people's desire for social justice, thus forming citizens' belief in law. While establishing the social psychological mechanism, we should pay more attention to our own rights and form a virtuous circle. At the same time, we should actively improve the legal system, ensure the people's participation in political discussion, and form citizens' legal psychological belief (Zhang, Zhang, and Kaparathi 2020). The laws formulated by the state are in line with the citizens' pursuit of fairness and justice, and can enable citizens to fully understand and experience the social resources distribution and legal rights and obligations, and fully realize the citizens' trust psychology in law from the emotion and cognition of social psychological mechanism (Nakagawa 2020). In the process of legislation and law enforcement, citizens really participate in the process of rights operation through various ways and means, and feel their rights, obligations and responsibilities as citizens, thus forming their own legal beliefs. In addition, the formation of public belief in law is mainly through public opinion guidance and social infection. In the

process of constructing the social psychological mechanism, a considerable number of citizens have reached a consensus on a certain topic, which is tendentious (Shamma 2018). Such views and opinions involve the interests and views of specific classes, strata and social groups. Social infection is a wide range of information and emotional transmission process, usually through the state, party and government organs, mass media and other public opinion guidance, publicity and dissemination of law, so as to form social infection. Therefore, we should actively use the media to guide the construction of social psychological mechanism to form a healthy and orderly social environment.

Conclusion

The construction of social psychological mechanism is an important exploration and attempt to apply psychology to the national strategy, which has the characteristics of being inclusive and complementary. With the development of big data, the construction of social psychological mechanism also needs to objectively and soberly understand the advantages and disadvantages of big data, and promote modern social governance. As a beneficial supplement to the traditional psychological research paradigm and operation mode, big data analysis is worthy of attention and attention on the one hand, and its own shortcomings should be noticed on the other hand, and the basic direction should be followed in the construction of social psychological mechanism. As far as the content and Realization of modern social governance are concerned, it is necessary to orientate big data as a tool, to avoid purely data-driven observation perspective which is divorced from reality. Correspondingly, the construction of social psychology should be guided by the influencing factors of social psychology in the field of people's livelihood and the practical problems reflected, and pay attention to the participants and service objects of social governance, so as to realize social autonomy. Governance is to protect the basic rights of all citizens.

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