

Applying Psychological Counseling in Table Tennis Training to Staff Motivation

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Abstract

In recent years, there are the negative impact due to employees' work pressure in increasingly organizations, which warns us to lay stress on such problems. Psychological counseling is a kind of psychological counseling and guidance method that changes the individual's self-cognition through verbal communication skills, so as to enhance their behavior ability and self-development. This article will try to draw lessons from the content of psychological counseling in table tennis training and apply it creatively to employee motivation.

Keywords

Table tennis training; Psychological counseling; Staff motivation.

1. Introduction

With the occurrence of incidents such as Foxconn employees jumping off buildings, there has been extensive discussion from all walks of life. Why are there still so many employees dissatisfied or even taking their own life under the existing relatively perfect management and incentive system? This is not only a problem of the system itself, but also of the employees themselves. It is also the final result of the long-term accumulation of contradictions between an organization and individuals.

During their training, table tennis players will endure great pressure, which is much alike the staff in the organization. However, it is never heard that table tennis players take the extreme measures due to pressure, so that it needs us to lay stress on, from which we can seek the methods of motivation to the employees in the organization through table tennis training.

2. Importance of "Status" for Employee Motivation

The long-lasting scientific training methods are the reason why table tennis in China thrives all along. This training method not only consists of the physical fitness, skills and tactics, but also consists more training in the aspect of psychological such as stress training, while psychological counseling is a very significant part of psychological training.

As we all know, athletes are particular about "state", which not only means the specific level of technical mastery, but also is more like a "feeling", a desire to control, a desire to believe in oneself and satisfy oneself. However, this "state" cannot be sustained all the time. When athletes meet a low ebb, how to help athletes get out of the low ebb and make faster progress has become an urgent problem to be solved. At this time, psychological counseling has turned into a significant method of adjusting athletes' "state".

In the men's singles semi-finals of the Beijing Olympic Games, Wang Liqin regrettably lost to Marin so that he missed the opportunity to strive for the Olympic gold. However, the bronze medal race will be held soon after this match. For the sake of finishing the mission of raising the three Five-Star Red Flag in the men's singles at the same time, the national table tennis coaching

team timely conducted the psychological counseling for Wang Liqin to help him weigh the pros and cons who had just lost the match. In the end, Wang Liqin stood on the field with full enthusiasm and won the competition. When the three the Five-Starred Red Flags were raised, the three athletes sang the same national anthem on the podium at the same time.

There are similarities between employees and athletes in the organization that employees have their own psychological and physiological characteristics. Such characteristics lead to the impossibility of being in a full "state" of work all the time. Under such circumstances, how to help employees maintain a good "state" in the work as much as possible a matter which needs to be taken into account for employee motivation for sake of enhancing their personal performance and the performance of the entire organization. If employees can adjust their working states as athletes, their working efficiency will be enhanced immensely.

3. Managers Should Focus on the Psychological State of Employees

Taking an overall view on the history of the development of management theory, the cognition of "people" has generally evolved from natural person to economic person, from economic person to social person, from social person to complex person. From the process of social and organizational development, we can find that the society attaches more and more importance to "people", which has more and more appealed for people-oriented.

Of course, when society and organization develop to a certain stage, the system is more and more perfect, the system is more and more perfect. However, the distance between people's heart and human feelings is getting farther and farther. Most organizations only rely on material incentives to meet their employees' material needs but ignore their inner world. Foxconn's piece rate system is a scientific incentive method, but how sad it is for employees to end their lives due to the unbearable work pressure. Because such organizations often seek to use absolutely rational, cold system to manage and motivate employees, while they ignore the staff is "people", who are emotional "people"!

Meanwhile, many organizations have been conscious of this situation so that they made bold attempts in management and motivation to help employees adjust their working state. For example, Google employees' offices can be decorated and renovated according to their personal needs where they can also keep pets. Japanese companies have specially set up "decompression chambers" with real-life models. When employees encounter difficulties in their work, they can hit the models in the decompression chambers to achieve the purpose of decompression and self-evacuation. Haidilao Hot Pot requires that when the store manager meets a certain time requirement, he can get a large sum of money for changing jobs. Even in an open letter to soldiers and officers, the commander of the Chinese army explicitly mentioned that emergency situations such as the birth of a wife and the death of her parents in the home must be handled by taking time off from work, abandoning the previous idea of "giving up a small family and caring for everyone".

When we really calm down and ponder over these attempts, it is easy to find that most of these measures start from the employees themselves. In other words, it makes the employees digest the pressure and relieve the pressure themselves. However, if employees really need to digest the pressure themselves, they can't find other ways to eliminate the pressure, so that the problem may be more serious than we thought.

In ancient and modern times, in China and abroad, people naturally have a kind of awe for managers. Such awe makes the distance between employees and managers far away, which even creates estrangement. However, the relationship between managers and employees is more like a cooperative relationship. Whether such a cooperative relationship is close or not depends on the joint action of both parties rather than one party. In such a cooperative relationship, when employees are eager to be respected, managers play more of a coaching role

to care, mentor and help, rather than an authoritative role to ignore, command, and pressure, so that it should be a healthy and normal management and managed relationship. Eventually, when such partnerships translate into a kind of follow-up, an identity, the employee's potential will be maximized.

4. Conclusions and Recommendations

4.1. Meet the Relevant Needs of Employees and Stimulate Their Active Motivation

In addition to material motivation, the root motivation of table tennis players in table tennis is to experience a sense of achievement and realize self-worth from success. The same is true of employees, who not only get the corresponding material rewards from their work, but also need to obtain the satisfaction of success and realize their self-value. Therefore, when employee motivation is applied into the psychological counseling, they should always grasp this fundamental motivation, and understand that the initial motivation of employees is positive and to seek progress to meet their psychological needs for work progress and self-realization, urge them to adjust their working conditions. Only in this way can the measures not deviate from the correct direction.

4.2. Guide Employees to Face Up to Difficulties and Pressures and Solve Problems

Success-oriented table tennis players attribute success to their own efforts and failure to insufficient efforts, but failure-oriented table tennis players attribute success to luck or failure of their opponents. Before the Rio Olympics, the state of Zhang Jike was questioned by people. In the men's singles eighth finals, Zhang Jike lost the first set, and Liu Guoliang gave him psychological counseling when guiding him outside the stadium, so there is a famous saying: "Wake up, it's the Olympics. The race has started." Zhang Jike immediately adjusted his state and won four consecutive games thus won the match.

Employees have similar characteristics who attribute their poor performance to their different orientations. Therefore, when we conduct psychological counseling for different types of oriented employees, we have to operate on a situation-by-case basis. For success-oriented employees, it should actively lead them to work harder to complete a certain job or learn a certain skill. For failure-oriented employees, it should convey the idea for them that "success does not represent victory, and failure does not represent defeat" so as to transfer their anxiety caused by poor work results and adjust their psychological state in the face of failure. Moreover, for this type of employees, it should also design goals which are consistent with their actual situation to enhance their self-confidence, step by step, thus guide them to achieve higher-level goals.

4.3. Flexible Use of Counseling Skills Based on the Specific Situation

There are three general situations in table tennis training and competition: Smooth, failed, confused. When training and competition are going smoothly, coaches often warn athletes to prevent from producing the self-satisfaction. When training and competition in the face of adversity, coaches do most is to get rid of such negative psychology through psychological counseling such as encouragement. When training and competition are flat and scorching, coaches need to help athletes quickly seek a breakthrough out of the status quo so as to help them perfect themselves or win.

This is also true in the actual work of employees: The work is smooth, not smooth and plain. In the actual operation of psychological guidance, it also depends on these three specific circumstances: In a smooth situation, it must beware of employees become complacent, which is a psychological state that affects employees' productivity, so to help them find out what

hidden dangers they do not notice in their work to cause them to think about the safety of their lives, guide them to overcome these hidden dangers, so that they can achieve higher goals;

In bad situations, it should employees improve the psychological of fearing mistakes and blame. It should remember not to complain or abuse, which will only stimulate their anti-production behavior. It should help them to find work deficiencies and try to make up for these deficiencies taking more encouraging ways. Encouragement and inclusion are more likely to give employees a desire to improve, so that they will generate the initiative behavior of relevant employees, such as recognition, rewards and active for the sake of gratitude, which can both gain people's hearts and improve performance, why not;

In a dull and confused situation, most employees are simply content to do their job who are not motivated to work. At this point, managers can give them more innovative job tasks and put appropriate responsibilities on them, and suggest that their work will influence on the image and honor of the department and even the organization, thereby guiding them to challenge and connecting the organization with the individual. It can not only enhance their enthusiasm, but also build the identity and cohesion of the organization, which is a way to kill two birds with one stone.

4.4. Self-Counseling, Face-to-Face Work Pressure

Table tennis coaches shoulder the responsibility of national table tennis education who naturally undertake huge pressure. Therefore, timely self-counseling is also the way to improve their own work performance. However, managers themselves have corresponding work tasks. If they divert employees but neglect themselves, they will lose sight of one thing and lose sight of another. Managers can operate from the following aspects when facing the work pressure to ease themselves: Identify the root cause of the current pressure and define which pressures can be discharged and which pressures are outside the scope of self-control. Take the form of "curve" to ease the pressure outside the scope of control. For example, when you cannot get rid of the pressure exerted on you by your superiors or customers, you can try to improve your communication and communication skills so that they can understand your seriousness, efforts and establish harmonious relations with them.

When you can't eliminate the source of stress, you can change the way you look at stress and your surroundings, which is called "pressure is motivation."

Judging from the perspective of fair and justice, when you are in the perspective of managers, you adopt the universal principles and moral standards requires self-treatment to be as unbiased as possible in what can be changed, thus you can handle and face pressure with a peaceful state of mind.

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