actively and flexibly organize rich and colorful activities, strive to create a relaxed and harmonious living atmosphere, create a friendly and mutual aid social atmosphere, and promote their good cognition and healthy development of life.

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THE INFLUENCE OF ORGANIZATIONAL SUPPORT AND COLLEAGUE SUPPORT ON ORGANIZATIONAL COMMITMENT AND TURNOVER INTENTION
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Background: The research on turnover intention mainly focuses on the relationship between turnover intention, job satisfaction and organizational commitment; few studies have considered the relationship between turnover intention and commitment, because they may be related to job support. Therefore, this study uses two methods of organizational support and colleague support to study their impact on organizational commitment and turnover intention. More specifically, this study aims to determine: 1. When the two kinds of support are used together, whether it helps to strengthen employees' commitment to the organization, and then affect employees' turnover intention; 2. Which support variables have a greater impact on organizational commitment; Thirdly, as the second-order factor of verification, organizational commitment includes three first-order factors: emotional commitment, continuous commitment and normative commitment.

Research Objects and Methods: This study was conducted in the hotel industry of the people's Republic of China; This study developed an online questionnaire, which involves organizational support, colleague support, organizational commitment and turnover intention. All questionnaires were measured by Likert five-point scale; The responses range from 1 (strongly disagree) to 5 (strongly agree). LISREL8 214 questionnaires were measured, the structural model and four hypotheses were tested. Chi square test, degrees of freedom, approximate root mean square error (RMSEA), non-standard fitting index (NNFI) and comparative fitting index (CFI) were used to evaluate the model data fitting. At the same time, in order to test the relationship between the fitting index and people's emotions, especially depression, the automatic thinking questionnaire (atq) is designed to evaluate the frequency of automatic negative thoughts related to depression. To find out the internal self-description of depressive patients to express their cognitive experience. Atq involves four levels of depression: (1) individual maladjustment and desire for change; (2) Negative self-concept and negative expectation; (3) Lack of self-confidence; (4) A sense of helplessness. The questionnaire asked the subjects about the frequency of 30 different ideas in the last week. The frequency is divided into five grades: 1 none; 2 = occasionally; (III) sometimes; 4 = frequent; 5 = persistent. All items were negative experiences of depression, pointing to depression, and their scores were positively correlated with the degree of depression. In other words, the higher the frequency, the heavier the depression (e.g. "I'm worthless", "my future is hopeless", "I'm disappointing"). The total score ranges from 30 (no depression or very mild depression) to 150 (extreme depression). In the original literature, hollon & Kendall (1980) did not give a critical value of depression, but only gave a score of 79.6 ± 22.5 3. In our studies, 48.6 ± 10.90 in non-depressed patients.

Results: Among the 214 respondents, women accounted for 68.2% (146). In the second-order model, the loads of three specific factors (emotional commitment, continuous commitment and normative commitment) and overall factors (organizational commitment) are 0.86, 0.70 and 0.94 respectively. The four hypotheses are supported by the significance of good model data fitting index and structure coefficient.

Conclusion: The results of this study show that the combination of organizational support and colleague support will make a great contribution to the cultivation of organizational commitment, and the cultivation of organizational commitment will have a negative impact on turnover intention. In addition, this study also found that the path coefficient of colleague support to organizational commitment is higher than that of organizational support. Organizational commitment is a second-order factor, which can be explained by three first-order factors: emotional commitment, continuous commitment and normative commitment. This study found that colleagues' emotional support has a positive and significant impact on job satisfaction, because appropriate support helps to reduce job stress and naturally improve job satisfaction. The empirical study also found that employees' emotional support and standardization can reduce work pressure and naturally face work pressure. When perfect construction support is provided and appreciated, there will be a sense of job achievement after completing the task, which will help to improve job satisfaction. The survey was conducted in China's hotel industry; The results of this study can be extended to other environments. Training opportunities at work, the organization's personal development policy, encouraging the application of newly acquired knowledge and skills at work and the support of colleagues are important factors to strengthen organizational commitment, which in turn will reduce the willingness to leave. In addition, employees need / desire good working relationships and personal promotion opportunities. This study is one of the few studies that apply the second-order model of three dimensions of organizational commitment to organizational commitment. It also recognizes that the support of organizations and colleagues is an important factor affecting employees' attitudes towards organizational commitment and turnover intention.

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A DIACHRONIC CASE STUDY OF ENGLISH TEACHERS’ ONLINE EMOTION REGULATION
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Background: With the deep integration of information technology and teaching, using network platform for teaching reflection has become the only way for teachers' professional development. Through a diachronic case study, this study discusses the characteristics of