# **Hotel Management**

# Standard Operating Procedure

Department: This SOP applies to all departments and functions within the hotel, including but not limited to front desk, housekeeping, food and beverage, security, and maintenance

Objective: This SOP aims to serve as a starting point for following a set of guidelines for the smooth and efficient operation of [HOTEL NAME]. Staff can also use this document as a checklist to ensure standard operating procedures are being carried out.

#### General Hotel Procedures:

#### 1) Guest Check-In:

- Greeting and welcoming guests.
- · Confirming reservations and collecting required information.
- Assigning rooms and issuing key cards.
- Explaining hotel policies and services.
- Providing local information and answering guest queries.

#### 2) Guest Check-Out:

- Greeting and welcoming guests.
- Confirming reservations and collecting required information.
- Assigning rooms and issuing key cards.
- Explaining hotel policies and services.
- Providing local information and answering guest queries.

#### Housekeeping:

Cleaning and maintaining guest rooms.

# **Hotel Housekeeping Standard Operating Procedures Manual**

Jianjun Gao

Hotel Housekeeping Standard Operating Procedures Manual:

Unveiling the Magic of Words: A Overview of "Hotel Housekeeping Standard Operating Procedures Manual"

In a world defined by information and interconnectivity, the enchanting power of words has acquired unparalleled significance. Their ability to kindle emotions, provoke contemplation, and ignite transformative change is truly awe-inspiring. Enter the realm of "Hotel Housekeeping Standard Operating Procedures Manual," a mesmerizing literary masterpiece penned by way of a distinguished author, guiding readers on a profound journey to unravel the secrets and potential hidden within every word. In this critique, we shall delve in to the book is central themes, examine its distinctive writing style, and assess its profound effect on the souls of its readers.

https://staging.conocer.cide.edu/public/publication/HomePages/introductory%20quantum%20mechanics%20liboff%20solutions%20manual.pdf

#### **Table of Contents Hotel Housekeeping Standard Operating Procedures Manual**

- 1. Understanding the eBook Hotel Housekeeping Standard Operating Procedures Manual
  - The Rise of Digital Reading Hotel Housekeeping Standard Operating Procedures Manual
  - Advantages of eBooks Over Traditional Books
- 2. Identifying Hotel Housekeeping Standard Operating Procedures Manual
  - Exploring Different Genres
  - o Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Hotel Housekeeping Standard Operating Procedures Manual
  - User-Friendly Interface
- 4. Exploring eBook Recommendations from Hotel Housekeeping Standard Operating Procedures Manual
  - Personalized Recommendations
  - Hotel Housekeeping Standard Operating Procedures Manual User Reviews and Ratings

- Hotel Housekeeping Standard Operating Procedures Manual and Bestseller Lists
- 5. Accessing Hotel Housekeeping Standard Operating Procedures Manual Free and Paid eBooks
  - Hotel Housekeeping Standard Operating Procedures Manual Public Domain eBooks
  - Hotel Housekeeping Standard Operating Procedures Manual eBook Subscription Services
  - Hotel Housekeeping Standard Operating Procedures Manual Budget-Friendly Options
- 6. Navigating Hotel Housekeeping Standard Operating Procedures Manual eBook Formats
  - o ePub, PDF, MOBI, and More
  - Hotel Housekeeping Standard Operating Procedures Manual Compatibility with Devices
  - Hotel Housekeeping Standard Operating Procedures Manual Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Hotel Housekeeping Standard Operating Procedures Manual
  - Highlighting and Note-Taking Hotel Housekeeping Standard Operating Procedures Manual
  - Interactive Elements Hotel Housekeeping Standard Operating Procedures Manual
- 8. Staying Engaged with Hotel Housekeeping Standard Operating Procedures Manual
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Hotel Housekeeping Standard Operating Procedures Manual
- 9. Balancing eBooks and Physical Books Hotel Housekeeping Standard Operating Procedures Manual
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Hotel Housekeeping Standard Operating Procedures Manual
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Hotel Housekeeping Standard Operating Procedures Manual
  - Setting Reading Goals Hotel Housekeeping Standard Operating Procedures Manual
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Hotel Housekeeping Standard Operating Procedures Manual
  - Fact-Checking eBook Content of Hotel Housekeeping Standard Operating Procedures Manual
  - Distinguishing Credible Sources

- 13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
- 14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

## **Hotel Housekeeping Standard Operating Procedures Manual Introduction**

In todays digital age, the availability of Hotel Housekeeping Standard Operating Procedures Manual books and manuals for download has revolutionized the way we access information. Gone are the days of physically flipping through pages and carrying heavy textbooks or manuals. With just a few clicks, we can now access a wealth of knowledge from the comfort of our own homes or on the go. This article will explore the advantages of Hotel Housekeeping Standard Operating Procedures Manual books and manuals for download, along with some popular platforms that offer these resources. One of the significant advantages of Hotel Housekeeping Standard Operating Procedures Manual books and manuals for download is the cost-saving aspect. Traditional books and manuals can be costly, especially if you need to purchase several of them for educational or professional purposes. By accessing Hotel Housekeeping Standard Operating Procedures Manual versions, you eliminate the need to spend money on physical copies. This not only saves you money but also reduces the environmental impact associated with book production and transportation. Furthermore, Hotel Housekeeping Standard Operating Procedures Manual books and manuals for download are incredibly convenient. With just a computer or smartphone and an internet connection, you can access a vast library of resources on any subject imaginable. Whether youre a student looking for textbooks, a professional seeking industry-specific manuals, or someone interested in self-improvement, these digital resources provide an efficient and accessible means of acquiring knowledge. Moreover, PDF books and manuals offer a range of benefits compared to other digital formats. PDF files are designed to retain their formatting regardless of the device used to open them. This ensures that the content appears exactly as intended by the author, with no loss of formatting or missing graphics. Additionally, PDF files can be easily annotated, bookmarked, and searched for specific terms, making them highly practical for studying or referencing. When it comes to accessing Hotel Housekeeping Standard Operating Procedures Manual books and manuals, several platforms offer an extensive collection of resources. One such platform is Project Gutenberg, a nonprofit organization that provides over 60,000 free eBooks. These books are primarily in the public domain, meaning they can be freely distributed and downloaded. Project Gutenberg offers a wide range of classic literature, making it an excellent resource for literature enthusiasts. Another popular platform for Hotel Housekeeping Standard Operating

Procedures Manual books and manuals is Open Library. Open Library is an initiative of the Internet Archive, a non-profit organization dedicated to digitizing cultural artifacts and making them accessible to the public. Open Library hosts millions of books, including both public domain works and contemporary titles. It also allows users to borrow digital copies of certain books for a limited period, similar to a library lending system. Additionally, many universities and educational institutions have their own digital libraries that provide free access to PDF books and manuals. These libraries often offer academic texts, research papers, and technical manuals, making them invaluable resources for students and researchers. Some notable examples include MIT OpenCourseWare, which offers free access to course materials from the Massachusetts Institute of Technology, and the Digital Public Library of America, which provides a vast collection of digitized books and historical documents. In conclusion, Hotel Housekeeping Standard Operating Procedures Manual books and manuals for download have transformed the way we access information. They provide a cost-effective and convenient means of acquiring knowledge, offering the ability to access a vast library of resources at our fingertips. With platforms like Project Gutenberg, Open Library, and various digital libraries offered by educational institutions, we have access to an ever-expanding collection of books and manuals. Whether for educational, professional, or personal purposes, these digital resources serve as valuable tools for continuous learning and self-improvement. So why not take advantage of the vast world of Hotel Housekeeping Standard Operating Procedures Manual books and manuals for download and embark on your journey of knowledge?

#### **FAQs About Hotel Housekeeping Standard Operating Procedures Manual Books**

What is a Hotel Housekeeping Standard Operating Procedures Manual PDF? A PDF (Portable Document Format) is a file format developed by Adobe that preserves the layout and formatting of a document, regardless of the software, hardware, or operating system used to view or print it. How do I create a Hotel Housekeeping Standard Operating Procedures Manual PDF? There are several ways to create a PDF: Use software like Adobe Acrobat, Microsoft Word, or Google Docs, which often have built-in PDF creation tools. Print to PDF: Many applications and operating systems have a "Print to PDF" option that allows you to save a document as a PDF file instead of printing it on paper. Online converters: There are various online tools that can convert different file types to PDF. How do I edit a Hotel Housekeeping Standard Operating Procedures Manual PDF? Editing a PDF can be done with software like Adobe Acrobat, which allows direct editing of text, images, and other elements within the PDF. Some free tools, like PDFescape or Smallpdf, also offer basic editing capabilities. How do I convert a Hotel Housekeeping Standard Operating Procedures Manual PDF to another file format? There are multiple ways to convert a PDF to another format: Use online converters like Smallpdf, Zamzar, or Adobe Acrobats export feature to convert PDFs to formats like Word, Excel, IPEG, etc. Software like Adobe

Acrobat, Microsoft Word, or other PDF editors may have options to export or save PDFs in different formats. How do I password-protect a Hotel Housekeeping Standard Operating Procedures Manual PDF? Most PDF editing software allows you to add password protection. In Adobe Acrobat, for instance, you can go to "File" -> "Properties" -> "Security" to set a password to restrict access or editing capabilities. Are there any free alternatives to Adobe Acrobat for working with PDFs? Yes, there are many free alternatives for working with PDFs, such as: LibreOffice: Offers PDF editing features. PDFsam: Allows splitting, merging, and editing PDFs. Foxit Reader: Provides basic PDF viewing and editing capabilities. How do I compress a PDF file? You can use online tools like Smallpdf, ILovePDF, or desktop software like Adobe Acrobat to compress PDF files without significant quality loss. Compression reduces the file size, making it easier to share and download. Can I fill out forms in a PDF file? Yes, most PDF viewers/editors like Adobe Acrobat, Preview (on Mac), or various online tools allow you to fill out forms in PDF files by selecting text fields and entering information. Are there any restrictions when working with PDFs? Some PDFs might have restrictions set by their creator, such as password protection, editing restrictions, or print restrictions. Breaking these restrictions might require specific software or tools, which may or may not be legal depending on the circumstances and local laws.

### **Find Hotel Housekeeping Standard Operating Procedures Manual:**

introductory quantum mechanics liboff solutions manual introduction to theory of computation introduction to managerial accounting 4th edition of intuit property management quickbooks introduction to communication systems solutions manual invader english edition

## investigate the catering and hospitality industry

invertebrates second edition

introduction to medicinal chemistry 5th edition 2013 introduction to mechatronics and measurement systems introduction to medicinal chemistry patrick 5th edition

## introduction to food service palacio

introduction to vba for excel 2nd edition introductory statistics 7th edition solution manual introduction to mechanical engineering third edition solution

### **Hotel Housekeeping Standard Operating Procedures Manual:**

marketing strategy text and cases semantic scholar - Aug 25 2022

web marketing strategy o c ferrell michael hartline google books the powerful new marketing strategy features its most aggressive case revision program to date

#### marketing strategy text and cases paperback amazon co uk - Jul 04 2023

web buy marketing strategy text and cases 6th edition by hartline michael ferrell o c isbn 9781285073040 from amazon s book store everyday low prices and free

#### marketing strategy text and cases 6th edition textbook - Mar 20 2022

web dec 20 2012 coupon rent marketing strategy text and cases text and cases 6th edition 9781285073040 and save up to 80 on textbook rentals and 90 on used

#### marketing strategy text and cases 6th edition chegg - Dec 17 2021

marketing strategy text and cases 006 edition kindle edition - Oct 27 2022

web dec 20 2012 marketing mindtap course list 88 02 81 in stock thoroughly revised and updated marketing strategy 6e continues with one primary goal to teach

marketing strategy text and cases 6th edition chegg - Jan 30 2023

web jan 1 2013 michael d hartline marketing strategy text and cases 006 edition kindle edition by o c ferrell author michael hartline author format kindle edition 4 4

#### marketing strategy text and cases powell s books - Apr 01 2023

web dec 20 2012 marketing strategy text and cases edition 6 by o c ferrell michael hartline 9781285073040 paperback barnes noble home textbooks add to

#### marketing strategy text and cases 6th edition vitalsource - May 02 2023

web packed with cutting edge coverage current examples new cases and photographs the sixth edition delivers a practical straightforward approach to analyzing planning and

#### marketing strategy text and cases 6th edition chegg - Nov 27 2022

web jul 26 2001 marketing strategy 6th edition emphasizes teaching students to think and act like marketers it presents strategy from a perspective that guides strategic

marketing strategy o c ferrell michael hartline google books - May 22 2022

web it presents strategy from a perspective that guides strategic marketing management in the social economic and

technological arenas in which businesses function today helping

the leading provider of higher education course - Dec 29 2022

web packed with cutting edge coverage current examples new cases and photographs the sixth edition delivers a practical straightforward approach to analyzing planning and

#### marketing strategy text and cases google books - Sep 06 2023

web packed with cutting edge coverage current examples new cases and photographs the sixth edition delivers a practical straightforward approach to analyzing planning and

## marketing strategy text and cases edition 6 paperback - Feb 28 2023

web coupon rent marketing strategy text and cases 6th edition by ferrell ebook 9781285607139 and save up to 80 on online textbooks at chegg com now

marketing strategy text and cases 6th edition chegg - Jan 18 2022

#### marketing strategy text and cases 6th edition only books - Feb 16 2022

marketing strategy text and cases 6th edition - Oct 07 2023

web dec 20 2012 packed with cutting edge coverage current examples new cases and photographs the sixth edition delivers a practical straightforward approach to

marketing strategy text and cases worldcat org - Jun 22 2022

web our interactive player makes it easy to find solutions to marketing strategy text and cases 6th edition problems you re working on just go to the chapter for your book hit

## marketing strategy o c ferrell michael hartline bryan w - Apr 20 2022

web jan 1 2013  $\,$  marketing strategy text and cases 6th edition text and cases view textbook solutions eisbn 1285607139  $\,$  eisbn 13 9781285607139 authors o c

#### marketing strategy text and cases 6th direct - Jun 03 2023

web marketing strategy text and cases 6th edition is written by o c ferrell michael hartline and published by cengage learning the digital and etextbook isbns for

#### marketing strategy text and cases google books - Aug 05 2023

web jan 1 2013 packed with cutting edge coverage current examples new cases and photographs the sixth edition delivers a practical straightforward approach to

marketing strategy text only 6th edition amazon com - Jul 24 2022

web mar 3 2021 o c ferrell michael hartline bryan w hochstein cengage learning mar 3 2021 business economics 576 pages learn how to think and act like an effective

# marketing strategy text and cases 6th edition textbooks com - Sep 25 2022

web part 1 setting the stage for marketing strategy 1 marketing in today s economy 2 strategic marketing planning part 2 discovering market

matrix keypad interfacing with atmega32 2022 ai classmonitor - Jul 18 2022

quora a place to share knowledge and better understand the world - Apr 14 2022

interfacing of 4x4 matrix keypad with atmega 32 micro controller - Dec 23 2022

i am trying to interface an atmega32 micro controller with a 16 2 lcd and a 4 4 keypad matrix i am simulating with proteus and using winavr compiler the lcd part is okay i have

4 4 matrix key board interfacing with atmega32 - May 28 2023

jan 31 2018 this tutorial demonstrates a different way of interfacing a 4 4 matrix keypad with atmega32 avr microcontroller keypad is one of the most important input devices used in

## interfacing a 4x4 keypad matrix with atmega32 - Oct 01 2023

jun 7 2012 here is a project for beginners to interface a 16 key 4 4 keypad with atmega32 using 8 pins i e one port of the microcontroller this is useful particularly where we need more

## interfacing 4 4 matrix keypad with atmega 32 - Jul 30 2023

nov 23 2020 interfacing of a 4x4 matrix keypad with atmega 32 micro controller is discussed in this video we have discussed how to operate 4x4 matrix keypad exp

atmega32 microcontroller projects circuit digest - Mar 14 2022

#### 4 4 keypad interfacing with atmega32 microcontroller - Nov 21 2022

we would like to show you a description here but the site won t allow us single wire 4.4 matrix keypad using avr electronics for you - Oct 21 2022

jul 15 2015 touch keypad interfacing with atmega32 microcontroller in this tutorial we are going to interface a 4x2 8 key touch keypad with atmega32a microcontroller we all know keypad is one

#### 4x4 keypad interfacing with avr microcontroller - Aug 31 2023

4x4 keypad interfacing with avr atmega16 atmega32 avr atmega co your browser does not support javascript the keypad is

an input device which generally used in

4x3 4x4 matrix keypad interface with atmel avr - Jun 28 2023

oct 24 2023 1 connect pin1 vss to ground 2 connect pin2 vdd or vcc to 5v power 3 connect pin3 vee to ground providing maximum contrast ideal for beginners 4 connect

4x4 keypad interfacing with avr atmega16 atmega32 - Mar 26 2023

jul 17 2017 matrix keypads are well known for their simple architecture and ease of interfacing in this project we will learn how to interface a 4x4 keypad with avr atmega32

## matrix keypad with atmega8 part 1 nerdyelectronics - Jan 24 2023

matrix keypad interfacing with atmega32 downloaded from zapmap nissan co uk by guest werner george embedded c programming and the atmel avr book only phi learning

## 4 4 keypad interfacing with atmega32 microcontroller - Apr 26 2023

apr 10 2017 touch keypad interfacing with atmega32 microcontroller monday april 10 2017 ibrar ayyub in this tutorial we are going to interface a 4 2 8 key touch keypad with

matrix keypad interfacing with atmega32 pdf zapmap nissan co - Jun 16 2022

4x4 keypad interfacing with atmega32 and led display - Aug 19 2022

# keyboard interfacing with atmega32 keyboard youtube - Feb 10 2022

#### touch keypad interfacing with atmega32 microcontroller - Sep 19 2022

aug 8 2021 keyboard interfacing basics 1 4 4 keyboard connection with avr controller 2 flowchart of the keyboard scanning logic 3 debounce logic basics 4 debounce logic

touch keypad interfacing with atmega32 microcontroller - Feb 22 2023

show the 8051 interfacing with real world devices such as lcds keyboards adcs sensors real time clocks and the dc and stepper motors the use of a large number of examples

interfacing a 4 4 keypad matrix with atmega32 itecnote - May 16 2022

experiencing recruitment and selection overdrive - Mar 02 2022

web feb 28 2008 giving a voice to both applicants and recruiters in a unique package experiencing recruitment and selection uses real life stories to explore issues such as why people apply for jobs perceptions of fairness how failure affects

internal applicants the impact of market forces on decisions how recruiters select for fit and much more in experiencing recruitment and selection organizational - Jul 18 2023

web giving a voice to both applicants and recruiters in a unique package experiencing recruitment and selection uses real life stories to explore issues such as why people apply for jobs perceptions of fairness how failure affects internal applicants the impact of market forces on decisions how recruiters select for fit and much more in

expertise recruitment recruitment agencies in lebanon jobs in - Oct 29 2021

web i would like to express my appreciation of the level of professionalism expertise recruitment have showed at all the following levels client relation servicing and norms of ethics promptness of reply to requests thoroughness in pre selection of candidates organizing of interview schedules follow up on outcome of interviews clear and simple

#### experiencing recruitment and selection a narrative study - Jul 06 2022

web method as part of their professional certificate in management students were asked to relate a recent recruitment and selection experience as an applicant or selector to analyse this episode

experiencing recruitment and selection perlego - May 04 2022

web giving a voice to both applicants and recruiters in a unique package experiencing recruitment and selection uses real life stories to explore issues such as why people apply for jobs perceptions of fairness how failure affects internal applicants the impact of market forces on decisions how recruiters select for fit and much more

#### experiencing recruitment and selection analytics mirowin - Dec 31 2021

web experiencing recruitment and selection 5 5 fundamental hrm practices while the second half examines contemporary themes and issues such as work place bullying flexibility and emotion at work each chapter contains two thought provoking case studies encouraging readers to identify examine and apply key

experiencing recruitment and selection paperback amazon co uk - Sep 08 2022

web experiencing recruitment and selection offers readers a unique insight into this life changing event one that is very different to the current recruitment literature as it gives a voice to both applicants and recruiters using real life stories this book explores applicants and selectors experiences of the recruitment and selection process

#### experiencing recruitment and selection by jon billsberry goodreads - Oct 09 2022

web jan 1 2007 experiencing recruitment and selection jon billsberry 5 00 1 rating0 reviews recruitment and selection can be a stressful and traumatic process for both people and organizations but how does it feel to actually be involved

experiencing recruitment and selection worldcat org - Apr 03 2022

web experiencing recruitment and selection find a copy online

experiencing recruitment and selection taylor francis online - Apr 15 2023

web jan 5 2010 recruitment and selection services efficiency and competitive reasons in the outsourcing of hr practices **experiencing recruitment and selection taylor francis online** - May 16 2023

web jan 5 2010 experiencing recruitment and selection by j billsberry chichester john wiley 2007 206 pp 26 99 isbn 9780470057315 reviewed by dr mike clark senior lecturer centre for employment studies

## expertise recruitment linkedin - Nov 29 2021

web expertise recruitment 12 978 followers on linkedin based in lebanon expertise recruitment is a leading recruitment and executive search firm serving all industries based in lebanon

experiencing recruitment and selection researchgate - Jun 05 2022

web feb 1 2010 experiencing recruitment and selection offers readers a unique insight into this life changing event one that is very different to the current recruitment literature as it gives a voice to

## wiley experiencing recruitment and selection 978 0 470 05731 5 - Aug 07 2022

web giving a voice to both applicants and recruiters in a unique package experiencing recruitment and selection uses real life stories to explore issues such as why people apply for jobs perceptions of fairness how failure affects internal applicants the impact of market forces on decisions how recruiters select for fit and much more

#### experiencing recruitment and selection google books - Aug 19 2023

web feb 28 2008 john wiley sons feb 28 2008 psychology 224 pages recruitment and selection can be a stressful and traumatic process for both people and organizations but how does it feel to actually

## experiencing recruitment and selection amazon com - Feb 13 2023

web nov 19 2007 experiencing recruitment and selection offers readers a unique insight into this life changing event one that is very different to the current recruitment literature as it gives a voice to both applicants and recruiters using real life stories this book explores applicants and selectors experiences of the recruitment and selection process

#### experiencing recruitment and selection open research online - Mar 14 2023

web experiencing recruitment and selection offers readers a unique insight into this life changing event one that is very different to the current recruitment literature as it gives a voice to both applicants and recruiters using real life stories this book explores applicants and selectors experiences of the recruitment and selection process

<u>experiencing recruitment and selection jonbillsberry org</u> - Feb 01 2022

web experiencing recruitment and selection offers readers a unique insight into these life changing event and gives a voice to both applicants and recruiters using real life stories this book explores applicants and selectors experiences of the recruitment and selection process there are insights into

experiencing recruitment and selection by john billsbery 2007 - Nov 10 2022

web sep 15 2009 experiencing recruitment and selection by john billsbery 2007 chichester england john wiley sons ltd 206 pp isbn 978 0 470 05731 5 and isbn 978 0 470 05730 8

experiencing recruitment and selection wiley - Sep 20 2023

web giving a voice to both applicants and recruiters in a unique package experiencing recruitment and selection uses real life stories to explore issues such as why people apply for jobs perceptions of fairness how failure affects internal applicants the impact of market forces on decisions how recruiters select for fit and much more

wiley vch experiencing recruitment and selection - Jan 12 2023

web experiencing recruitment and selection offers readers a unique insight into this life changing event one that is very different to the current recruitment literature as it gives a voice to both applicants and recruiters using real life stories this book explores applicants and selectors experiences of the recruitment and selection process

## experiencing recruitment and selection apa psycnet - Jun 17 2023

web abstract this book offers readers a unique insight into this life changing event and gives a voice to both applicants and recruiters using real life stories this book explores applicants and selectors experiences of the recruitment and selection process

paving the way for research in recruitment and selection recent - Dec 11 2022

web in order to validate some of the findings on predictive validities of selection and recruitment methods and to avoid the common method bias in recruitment and selection research more broadly future research should consider using observer scores or other type of measurements other than self reports sackett lievens et al citation 2017 this