Predicting a waiter's tip amount in Dollars based on the customers total bill, gender(sex), time of the day, if the customer is a smoker or not and size of the group.

QIYU HUANG

Dec 21st 2020

Github

Code and data supporting this analysis is available at: https://github.com/cybernavily/Final.git'

Keywords

Linear Regression, Robust Algorithms, Data Analysis, Descriptive Analytics, p-value, t-statistic, R2 value, significance level, supervised learning.

Abstract.

An Analysis of Waiters tip amounts given the customers total bill, gender(sex), time of the day, smoker and size of the group. This study seeks to analyse the factors that influence the tipping behavior of customers: The likelihood of a customer giving a tip and the size of the tip. 244 eating events were recorded in a restaurant used for this analysis. The data was reported in a collection of case studies for business statistics. The report indicates that the average tipping rate is 7.048% of the total bill. The overall analysis demonstrates that customers tipping decisions and tip sizes are functions of their social interest. It is safe to conclude that customers consider tipping more of a social norm rather than self-interested rational behavior.

Specifying the Research Question

Is it possible to predict a waiters amount of tip in dollars based on the customers total bill, gender(sex), time of the day, smoker and size of the group

Introduction

Tipping is the norm in restaurants all over the world. According to Lynn et al. (1993)The amount of tip varies depending on the nature of the customer and quality of service received. According to Azar (2007), the tip amount ranges from 15% to 20% of the total bill for excellent service. The aim of this project is to use machine learning, collaborative data filterting and Supervised learning to solve tabular data problems. We will analyse a dataset with 244 records with one waiters tips over a few months working in a restaurant.

Studying customers tipping behavior can be helpful in measuring customer satisfaction (Rathore, 2015) and in turn restaurant managers can leverage such information to improve the quality of their services. Based on previous studies, tip size is reportedly increased by friendly service, good suggestions, excellent food, prompt delivery of the main course and check, a self-introduction by the waiter, and receiving separate

checks ("Introduction: The promise of collaborative public service delivery," 2019). The tip is decreased by waiting a long time for a beverage and being seated in a bad location.

Servers also show that there are no differences in tipping behavior. However, they have expressed that the effort required for some social groups in order to receive the same amount of tip is higher (Toporek, 2015). If this is the case then they would be more motivated to engage in cost-based statistical discrimination against groups that require more effort to serve.

The independent variable is the amount of tip in Dollars. Dependent variables are:

The customers total bill. Customers gender(sex). Time of day. Is the customer a smoker or not? The size of the group

Methodology

Thorough Data Cleaning In this step, we clean the dataset by checking for missing values. None was found, we also check for duplicates. Only one record was found but we shall use it since it is very likely to have duplicate records based on the variables in the data. We then ensure that each column has the correct datatype in preparation for further analysis and modelling.

Univariate analysis Here we check the distribution of each and every column in a bid to understand how each varies. We also analyse the measures of central tendency for numerical columns and value counts for categorical columns.

Bivariate Analysis Analysing the relationships between variables in pairs. Some of the pairs include: Total_bill vs the tip amount, Gender distribution, gender vs smoker

Regression Modelling: modelling the data using a multiple Linear Regression model.

Conclusion Documenting the findings, reports and references. Was the analysis successful? Was the data sufficient? Was the statistical approach appropriate? How relevant is the analysis and who are the beneficiaries?

Data Source and relevance Data: https://www.kaggle.com/jsphyg/tipping

One data set will be used to investigate the factors that influence how customers tip in restaurants. The dataset is from kaggle which is a credible data source for data science projects. The data has 244 rows and 7 columns which is enough to train and test the results of our model. One waiter recorded information about each tip he received over a period of a few months working in one restaurant.

Can you predict the tip amount?

Model

A Multiple Linear Regression was used for this analysis since we have more than one predictor variable. The coefficients then indicate which variables affect the dependent variable the most. Postive values depict a positive correlation while negative coefficients indicate low or no correlation. The coefficients are then used to predict the response variable. The general equation for a multiple linear regression is

```
y = a + b1x1 + b2x2 + \dots bnxn.
```

y is the response variable.

a, b1, b2...bn are the coefficients.

 $x1, x2, \dots xn$ are the predictor variables.

Data Cleaning

```
library("readr")
df <- read.csv("tips.csv")
head(df)</pre>
```

Loading the dataset

```
##
     total_bill tip
                        sex smoker day
                                         time size
         16.99 1.01 Female
                                No Sun Dinner
## 1
## 2
          10.34 1.66
                                No Sun Dinner
                       Male
                                                 3
## 3
         21.01 3.50
                                No Sun Dinner
                       Male
                                                 3
## 4
         23.68 3.31
                       Male
                                No Sun Dinner
                                                 2
         24.59 3.61 Female
## 5
                                No Sun Dinner
                                                 4
## 6
         25.29 4.71
                       Male
                                No Sun Dinner
```

```
tips_df <- data.frame(df)
head(tips_df)</pre>
```

Previewing the top of the dataset

```
total_bill tip
                       sex smoker day
                                      time size
## 1
         16.99 1.01 Female
                               No Sun Dinner
## 2
         10.34 1.66
                      Male
                               No Sun Dinner
                                                3
## 3
         21.01 3.50
                      Male
                               No Sun Dinner
                                                3
## 4
         23.68 3.31
                      Male
                              No Sun Dinner
                                                2
## 5
         24.59 3.61 Female
                               No Sun Dinner
                                                4
## 6
         25.29 4.71 Male
                               No Sun Dinner
```

```
summary(tips_df)
```

Previewing the summary of the dataset

```
##
     total_bill
                                                         smoker
                        tip
                                       sex
   Min. : 3.07
                   Min. : 1.000
                                   Length:244
                                                      Length: 244
                   1st Qu.: 2.000
##
   1st Qu.:13.35
                                   Class : character
                                                      Class : character
  Median :17.80
                 Median : 2.900
                                   Mode :character
                                                      Mode : character
## Mean :19.79
                   Mean : 2.998
##
   3rd Qu.:24.13
                   3rd Qu.: 3.562
##
  Max.
         :50.81
                         :10.000
                   Max.
       day
                          time
                                             size
## Length:244
                      Length: 244
                                        Min. :1.00
## Class :character
                      Class : character
                                        1st Qu.:2.00
## Mode :character
                      Mode :character
                                        Median:2.00
##
                                        Mean :2.57
##
                                        3rd Qu.:3.00
##
                                        Max. :6.00
```

Properties of the dataset

```
dim(tips_df)
Dimensions
## [1] 244
#The dataframe has 244 row entries and 7 columns
colnames(tips_df)
Column Names
## [1] "total_bill" "tip"
                                "sex"
                                            "smoker"
                                                         "day"
## [6] "time"
#The seven column names are:
sapply(tips_df, class)
Column data types
## total bill
                                          smoker
                     tip
                                 sex
                                                        day
                                                                   time
    "numeric"
                "numeric" "character" "character" "character"
##
##
         size
##
    "integer"
Data Cleaning
Missing values
```

```
#Checking the sum of missing values per column
colSums(is.na(tips_df))
## total_bill tip sex smoker day time size
## 0 0 0 0 0 0 0 0
```

Duplicates

#there are no misssing values in the data

Checking the appropriate datatypes for each column

```
sapply(tips_df, class)
##
    total_bill
                        tip
                                     sex
                                               smoker
                                                               day
                                                                           time
##
     "numeric"
                  "numeric" "character" "character" "character" "character"
##
          size
     "integer"
##
Univarite analysis
#install.packages("pacman")
figure_nums <- captioner::captioner(prefix = "Fig")</pre>
#Checking customer spending in the restaurant (Bill)
# mean
mean(tips_df$total_bill)
Total Bill
## [1] 19.78594
# median
median(tips_df$total_bill)
## [1] 17.795
# mode
x <- tips_df$total_bill</pre>
#sort(x)
names(table(x))[table(x)==max(table(x))]
## [1] "13.42"
#each of the values printed below appear thrice in the dataset
#distribution
hist(x, col=c("darkorange"))
Most of the customers spend between 10 and 25 dollars in the restaurant
The users spend an average 19.78594 dollars for their meals.
The modal amount spent on the site "13.42"
The median amount spent is 17.795.
The distribution above is right-skewed.
# mean
```

mean(tips_df\$tip)

Histogram of x

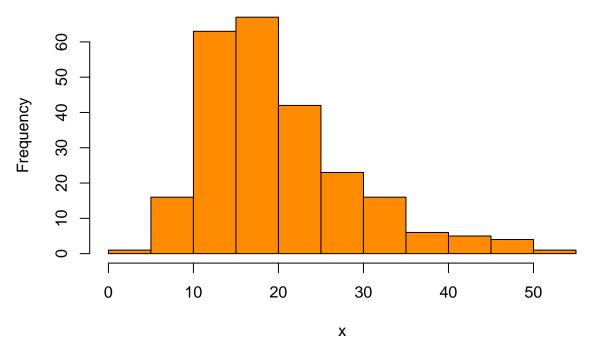


Figure 1: Plot1: Histogram of Total bill

```
Tip
## [1] 2.998279
# median
median(tips_df$tip)

## [1] 2.9
# mode
a <- tips_df$tip
#sort(x)
names(table(a))[table(a)==max(table(a))]

## [1] "2"
#distribution
hist(a, col=c("pink"))</pre>
```

The average amount of tips is 2.998279 dollars

The modal tip is 2 dollars

The median tip is 2.9 dollars.

The distribution above is right-skewed.

The highest frequency is 0-5 dollars.

The highest tip given is 7 dollars.

Histogram of a



Figure 2: Plot2: Histogram of Tips

\mathbf{Sex}

```
#gender of the user
# measures of central tendency
unique(factor(tips_df$sex))

Male
## [1] Female Male
## Levels: Female Male
gender_df <- table(tips_df$sex)
#distribution
barplot(gender_df, main="Gender Distribution",col=c("darkgreen"),xlab="Gender")</pre>
```

The gender distribution is not equal. The males are twice the females.

This also means that most people who eat in restaurants are male.

```
#This column indicates whether a customer is a smoker or not.
unique(factor(tips_df$smoker))
```

Smoker

[1] No Yes

Gender Distribution

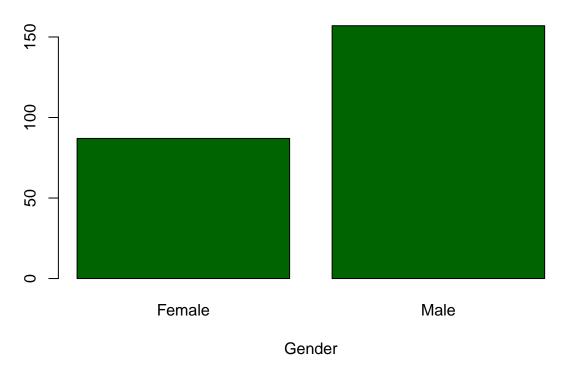


Figure 3: Plot3: Barplot of Gender

```
## Levels: No Yes
smoker_df <- table(tips_df$smoker)
#distribution
barplot(smoker_df, main="Smoker Distribution",col=c("brown"),xlab="Smoker")</pre>
```

Most of the customers who visit the restaurant are not smokers and the number of non-smokers are twice the number of smokers.

```
#Day of the week
unique(factor(tips_df$day))

Day

## [1] Sun Sat Thur Fri
## Levels: Fri Sat Sun Thur
day_df <- table(tips_df$day)
#distribution
barplot(day_df, main="Day of the Week",col=c("yellow"),xlab="Day")</pre>
```

The data was obtained from Thursday through to Sunday

Friday has the least number of customers.

Satruday has the most number of customers.

Saturday and Sunday are the busiest days.

Smoker Distribution

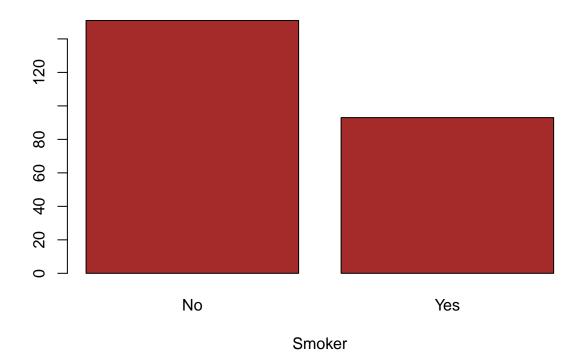


Figure 4: Plot4: Barplot of Smokers

Day of the Week Second Second

Figure 5: Plot5: Barplot of Days

```
#Time of Day
unique(factor(tips_df$time))

Time

## [1] Dinner Lunch
## Levels: Dinner Lunch
time_df <- table(tips_df$time)
#distribution
barplot(time_df, main="Time Distribution",col=c("darkblue"),xlab="Time")</pre>
```

Time Distribution

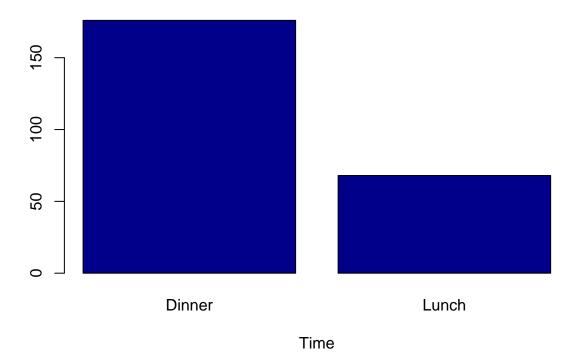


Figure 6: Plot6: Barplot of Time

Most of the clients have dinner at the restaurant as opposed to having lunch there.

```
unique(factor(tips_df$size))

Size

## [1] 2 3 4 1 6 5

## Levels: 1 2 3 4 5 6

size_df <- table(tips_df$size)

#distribution
barplot(size_df, main="Size Distribution",col=c("purple"),xlab="size")</pre>
```

The most popular number for the amount of diners is 2.

Size Distribution

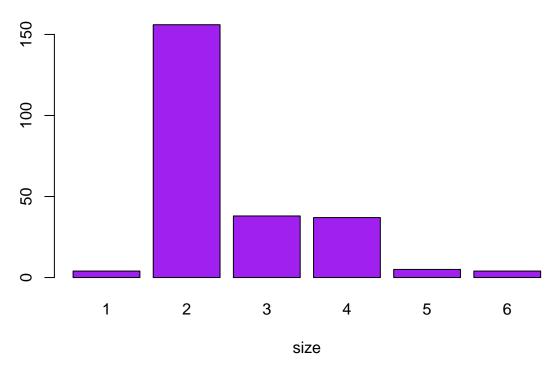


Figure 7: Plot7: Barplot of Size

very few customers visit the restaurant by themselves.

Groups of 3 and 4 are abit common.

there are no groups for more than six customers in one sitting.

Bivariate Analysis and Multivariate Graphical Data Analysis

```
#substettng the data for further numerical analysis
tips_df2 <- subset(tips_df, select = c(total_bill,tip,size ))</pre>
head(tips_df2)
##
     total_bill tip size
## 1
          16.99 1.01
## 2
          10.34 1.66
                         3
## 3
          21.01 3.50
                         3
## 4
          23.68 3.31
                         2
          24.59 3.61
          25.29 4.71
## 6
```

Correlation

```
#The default method is Pearson, but we can also compute Spearman or Kendall coefficients.
mydata = cor(tips_df2, method = c("spearman"))
```

```
mydata1= cor(tips_df2, method = c("kendall"))
mydata2= cor(tips_df2, method = c("pearson"))
mydata #spearman
##
              total_bill
                               tip
                                        size
## total_bill 1.0000000 0.6789681 0.6047911
              0.6789681 1.0000000 0.4682679
## tip
              0.6047911 0.4682679 1.0000000
## size
mydata1 #kendall
##
             total bill
                               tip
## total_bill 1.0000000 0.5171810 0.4843421
              0.5171810 1.0000000 0.3781847
## tip
              0.4843421 0.3781847 1.0000000
## size
mydata2 #pearson
##
              total_bill
                               tip
## total_bill 1.0000000 0.6757341 0.5983151
              0.6757341 1.0000000 0.4892988
## tip
## size
              0.5983151 0.4892988 1.0000000
```

Using the 3 correlation coefficients to get the correlation between the features, we can see that the correlation is average in most cases.

This means that most of the variables are somewhat dependent of each other

Significance levels (p-values) can also be generated using the rcorr function which is

found in the Hmisc package.

```
#mydata.coeff = mydata.rcorr$r
#mydata.p = mydata.rcorr$P
library(corrplot)

## corrplot 0.84 loaded
corrplot(mydata)
```

A default correlation matrix plot (called a Correlogram) is generated. Positive correlations are displayed in a blue scale while negative correlations are displayed in a red scale

There is average positive correlation between the variables in the data.

The Plots below are scatterplots of a few pairs of variables

```
# Libraries
library(ggplot2)

# create data
amount_spent <- tips_df$total_bill
Tip <- tips_df$tip
data <- data.frame(amount_spent,Tip)</pre>
```

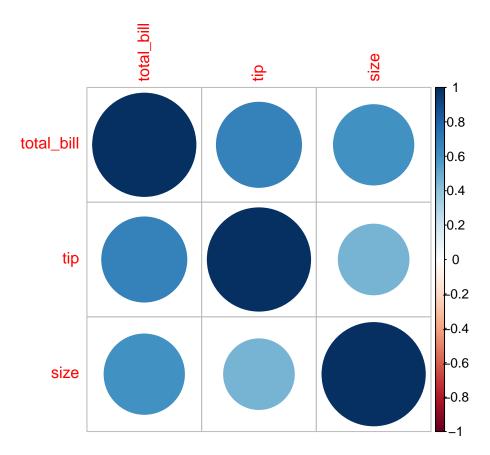


Figure 8: Plot8: Corrplot of Total_bill, Tips and Size

```
# Plot
ggplot(data, aes(x=amount_spent, y=Tip)) + geom_point()
```

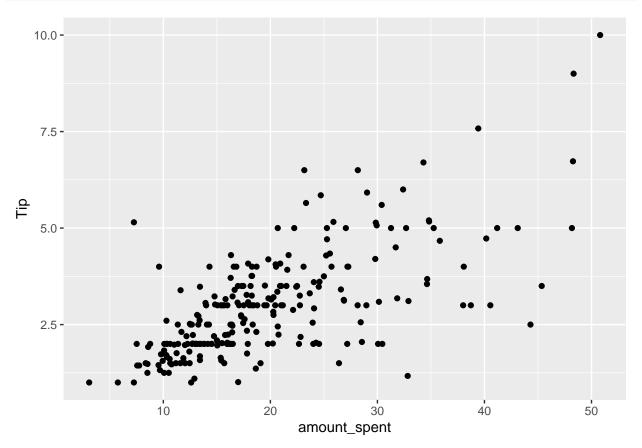


Figure 9: Plot9: Plot of Amount spent vs Tips

```
#positive non-linear correlation
avg_tip_percentage <- transform(tips_df, new = amount_spent / Tip)
mean(avg_tip_percentage[["new"]])</pre>
```

Amount spent in the restaurant vs amount of tip

```
## [1] 7.048932
```

```
#The average tipping rate is 7.048%
```

```
library(tidyverse)
```

```
sex VS Smoker
```

```
## -- Attaching packages ------ tidyverse 1.3.0 --
## v tibble 3.0.4 v dplyr 1.0.2
## v tidyr 1.1.2 v stringr 1.4.0
## v purrr 0.3.4 v forcats 0.5.0
```

```
## -- Conflicts -----
                                           -----ctidyverse_conflicts() --
## x dplyr::filter() masks stats::filter()
## x dplyr::lag()
                    masks stats::lag()
#Male respondents who clicked on an add
dim(tips_df%>% filter(sex == 'Male', smoker == 'No'))
## [1] 97 7
#97
#Male respondents did not click on an add
dim(tips_df%>% filter(sex == 'Female', smoker == 'No'))
## [1] 54 7
#54
#Female respondents who clicked on an add
dim(tips_df%>% filter(sex == 'Male' , smoker == 'Yes'))
## [1] 60 7
# 60
#Female respondents who clicked did not on an add
dim(tips_df%>% filter(sex == 'Female', smoker == 'Yes'))
## [1] 33 7
# 33
gender_vs_smoker <- c( 97 , 54 , 60 , 33 )
# barchart with added parameters
barplot(gender_vs_smoker, main = " gender_vs_smoker " , xlab = " Label ", ylab = " Count ",
names.arg = c("Male&Non-smoker Female&Non-smoker Male&Smoker Female&Smoker"),
col = "darkred",
horiz = FALSE)
```

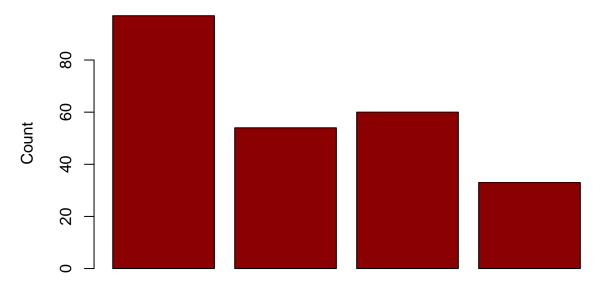
There are more male smokers than female smokers.

The number of male non-smokers is also high indicating a gender bias in the data.

The number of female non-smokers is higher than that of female smokers.

Multivariate Analysis

gender_vs_smoker



Male&Non-smoker Female&Non-smoker Male&Smoker Female&Smoker

Label

Figure 10: Plot10: Barplot of Gender vs Smoker

```
head(tips_df)
##
     total_bill tip
                        sex smoker day
                                         time size
## 1
          16.99 1.01 Female
                                No Sun Dinner
                                                  2
## 2
          10.34 1.66
                                No Sun Dinner
                       Male
                                No Sun Dinner
## 3
          21.01 3.50
                       Male
                                                  3
## 4
          23.68 3.31
                       Male
                                No Sun Dinner
                                                  2
## 5
          24.59 3.61 Female
                                No Sun Dinner
                                                  4
          25.29 4.71
                                No Sun Dinner
## 6
                       Male
#subsetting the data
tips_df3 <- subset(tips_df, select = c(sex,smoker,day,time))</pre>
head(tips_df3)
##
        sex smoker day
                         time
## 1 Female
                No Sun Dinner
       Male
                No Sun Dinner
               No Sun Dinner
## 3
       Male
## 4
       Male
               No Sun Dinner
## 5 Female
               No Sun Dinner
       Male
                No Sun Dinner
#converting the sex column to categorical variables.
#Code
tips_df4 <- as.data.frame(apply(tips_df3,2,function(x) {x<-as.numeric(factor(x,levels = unique(x)))}))
```

```
head(tips_df4)
##
     sex smoker day time
## 1
             1
      1
                 1
## 2
      2
             1
                 1
                      1
## 3
      2
             1
                 1
                      1
## 4
      2
             1
                 1
                      1
## 5
      1
                      1
             1
                 1
## 6
      2
             1
                 1
                      1
#confirming that we have the right number of unique values.
#Code
#how many unique items are in the sex column
length(unique(unlist(tips_df4[c("sex")])))
## [1] 2
#how many unique items are in the smoker column
length(unique(unlist(tips_df4[c("smoker")])))
## [1] 2
#hoe many unique items are in the day column
length(unique(unlist(tips_df4[c("day")])))
## [1] 4
#hoe many unique items are in the time column
length(unique(unlist(tips_df4[c("time")])))
## [1] 2
# horizontal merge
d <- merge(tips_df2, tips_df4, all="true")</pre>
head(d)
    total_bill tip size sex smoker day time
##
## 1
         16.99 1.01
                       2
                           1
                                  1
                                      1
## 2
         10.34 1.66
                       3
                           1
                                  1
                                      1
                                           1
## 3
         21.01 3.50
                     3 1
                                  1
                                      1
         23.68 3.31
## 4
                       2 1
                                  1
                                      1
                                           1
## 5
         24.59 3.61
                                     1
                       4 1
                                  1
                                           1
         25.29 4.71
## 6
                       4 1
                                  1
Modelling
head(d)
##
    total_bill tip size sex smoker day time
## 1
         16.99 1.01
                       2
                           1
                                  1
                                      1
## 2
         10.34 1.66
                       3
                           1
                                  1
                                      1
## 3
         21.01 3.50
                       3
                          1
                                  1
                                      1
                                           1
## 4
         23.68 3.31
                       2
                           1
                                  1
                                      1
                                           1
## 5
         24.59 3.61
                                     1
                       4
                          1
                                  1
                                           1
```

1

6

25.29 4.71

Linear Regression

Create Training and Test data

```
model <- lm(tip ~ total_bill+size+sex+smoker+day+time, data = d)</pre>
summary(model)
##
## Call:
## lm(formula = tip ~ total_bill + size + sex + smoker + day + time,
##
       data = d
##
## Residuals:
##
      Min
                1Q Median
                                3Q
                                       Max
  -2.9279 -0.5547 -0.0852 0.5095
                                   4.0425
##
## Coefficients:
##
                Estimate Std. Error t value Pr(>|t|)
## (Intercept) 6.689e-01 2.711e-02
                                       24.67
                                               <2e-16 ***
## total bill
               9.271e-02 5.799e-04 159.87
                                               <2e-16 ***
               1.926e-01 5.428e-03
                                               <2e-16 ***
## size
                                       35.48
## sex
               -3.507e-14 8.860e-03
                                        0.00
                                                    1
## smoker
               -1.446e-14 8.871e-03
                                        0.00
                                                    1
               -1.723e-14
                          6.261e-03
                                        0.00
## day
                                                    1
               8.902e-15 1.280e-02
## time
                                        0.00
                                                    1
## ---
## Signif. codes: 0 '***' 0.001 '**' 0.05 '.' 0.1 ' ' 1
## Residual standard error: 1.007 on 59529 degrees of freedom
## Multiple R-squared: 0.4679, Adjusted R-squared: 0.4678
## F-statistic: 8723 on 6 and 59529 DF, p-value: < 2.2e-16
```

The p-value is lower than the significance level which means that the model is statistically significant.

Next, we examine the coefficients table to obtain the estimate of regression beta coefficients and the associated t-statitic p-values

summary(model)\$coefficient

```
##
                   Estimate
                              Std. Error
                                                t value
                                                            Pr(>|t|)
## (Intercept) 6.689447e-01 0.0271112043 2.467411e+01 9.569756e-134
## total bill
               9.271334e-02 0.0005799436 1.598661e+02 0.000000e+00
## size
               1.925978e-01 0.0054283441 3.548003e+01 7.149936e-273
## sex
               -3.506477e-14 0.0088596104 -3.957823e-12 1.000000e+00
## smoker
               -1.446117e-14 0.0088708869 -1.630183e-12 1.000000e+00
               -1.722720e-14 0.0062613841 -2.751340e-12
                                                        1.000000e+00
## day
               8.901614e-15 0.0127954921 6.956836e-13 1.000000e+00
## time
```

The coefficients show us that total bill, time and size affect the size of the tip given while sex, smoker and day do not affect tip amounts

```
model2 <- lm(tip ~total_bill+size+time, data = d)
summary(model2)</pre>
```

```
##
## Call:
## lm(formula = tip ~ total_bill + size + time, data = d)
##
## Residuals:
##
       Min
                1Q Median
                                 30
                                        Max
##
   -2.9279 -0.5547 -0.0852
                             0.5095
                                     4.0425
##
## Coefficients:
                 Estimate Std. Error t value Pr(>|t|)
##
##
  (Intercept)
                6.689e-01
                           1.704e-02
                                        39.26
                                                 <2e-16 ***
                9.271e-02
                                                 <2e-16 ***
##
  total_bill
                            5.799e-04
                                       159.87
## size
                1.926e-01
                            5.428e-03
                                        35.48
                                                 <2e-16 ***
               -6.531e-15
                           9.208e-03
                                         0.00
                                                      1
## time
##
                   0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
## Signif. codes:
## Residual standard error: 1.007 on 59532 degrees of freedom
## Multiple R-squared: 0.4679, Adjusted R-squared: 0.4678
## F-statistic: 1.745e+04 on 3 and 59532 DF, p-value: < 2.2e-16
confint(model2)
##
                     2.5 %
                                97.5 %
                0.63554615 0.70234333
## (Intercept)
## total bill
                0.09157667 0.09385000
## size
                0.18195849 0.20323710
## time
               -0.01804682 0.01804682
sigma(model2)/mean(d$tip)
```

[1] 0.3359561

Our model has a 33% error rate

The value for R2 indicates the level of accuracy of the model. The R2 value is 46.79 for both models.

To increase the level of accuracy, we can train using more data, use a more robust algorithm such as gradient boost.

Discussion

Our analysis indicates that it is possible to predict a waiters with 67% accuracy. The factors that influence the amount of tip the most are the total bill, size of the group and the time when the meal was taken. The average tipping rate is 7.048% of the total bill. Tips are an acceptable secondary source of income for servers thus one can calculate their earnings if the total bill is known. 67% is the confidence level and it is abit low. Therefore, some enhancements are necessary to increase the level of accuracy.

Conclusions:

The analysis was completed successfully. A multiple Linear regression was used to predict a waiters tip amount using other dependent variables. The coefficients of sex is -3.653905e-14, that of being a smoker is -1.493559e-14 and for the day of week is -1.779964e-14. All the three coefficients are negative meaning that they do not affect the dependent variable (Amount of tip in dollars). The t-statistic for sex is -4.124228e-12, for that of smoker is -1.683664e-12 and day is -2.842765e-12 which further supports previous findings that the three variables have a negative relationship with the dependent variable.

Weaknesses of the analysis. The dataset had 244 records which means that the data may be insuffucient for modelling.

Some of the variables such as sex, smoker and day do not influence tipping decisions.

Future steps of the analysis. using a larger dataset

Using variables that with a positive correlation towards the dependent variable.

References:

Data: https://www.kaggle.com/jsphyg/tipping

Bryant, P. G. and Smith, M (1995) Practical Data Analysis: Case Studies in Business Statistics. Homewood, IL: Richard D. Irwin Publishing

Introduction: The promise of collaborative public service delivery. (2019). Collaboration in Public Service Delivery, 1-1. https://doi.org/10.4337/9781788978583.00008

Rathore, S. (2015). Capturing, analyzing, and managing word-of-Mouth in the digital marketplace. IGI Global.

Toporek, A. (2015). Be your customer's hero: Real-world tips and techniques for the service front lines. AMACOM.