

ETHICAL DECISION MAKING IN THE HOSPITALITY INDUSTRY Full Version

ethical decision making in the hospitality industry is a critical component that shapes the reputation, trust, and long-term success of businesses within this sector. As the hospitality industry encompasses hotels, restaurants, travel services, and event management, it involves diverse stakeholders—including guests, employees, suppliers, and local communities—each with their own expectations and ethical considerations. Navigating complex situations ethically not only enhances customer loyalty but also ensures compliance with legal standards and promotes sustainable practices. This article explores the importance of ethical decision making in hospitality, key principles guiding ethical behavior, common challenges faced, and strategies for fostering an ethical culture.

The Importance of Ethical Decision Making in Hospitality

Building Trust and Reputation

Trust is the foundation of the hospitality industry. Guests choose establishments based on perceived integrity, safety, and fairness. Ethical decision making helps maintain and enhance this trust by ensuring honest communication, transparent pricing, and respectful treatment of guests and staff.

Legal Compliance and Risk Management

Many ethical dilemmas intersect with legal requirements. Adhering to regulations related to health and safety, employment laws, and consumer protection minimizes legal risks and potential penalties.

Sustainable and Responsible Practices

Ethical decision making promotes sustainable practices that benefit not only the environment but also local communities. Responsible sourcing, waste reduction, and supporting local economies contribute to a positive brand image.

Core Principles of Ethical Decision Making in Hospitality

Implementing ethical principles can guide managers and employees in resolving dilemmas effectively. Some foundational principles include:

Integrity

Acting honestly and transparently in all dealings, from guest interactions to supplier negotiations.

Fairness

Treating all stakeholders equitably, avoiding discrimination, favoritism, or exploitation.

Respect

Valuing the dignity and rights of guests, employees, and community members.

Responsibility

Being accountable for decisions and their impacts on society and the environment.

Compliance

Adhering to laws, regulations, and industry standards.

Common Ethical Challenges in the Hospitality Industry

Despite best intentions, hospitality organizations often encounter ethical dilemmas. Some prevalent issues include:

Guest Privacy and Data Security

With increasing digitalization, protecting guests' personal data is paramount. Ethical decision making involves safeguarding information and being transparent about data usage.

Pricing Transparency and Fair Billing

Avoiding hidden charges and ensuring clear communication about pricing maintain fairness and trust.

Employment Practices

Fair wages, non-discriminatory hiring, and safe working conditions are essential ethical considerations.

Sustainability and Environmental Impact

Balancing operational needs with environmentally responsible practices, such as reducing waste and conserving resources.

Cultural Sensitivity and Inclusivity

Respecting diverse cultures and avoiding culturally insensitive behaviors or marketing.

Strategies for Promoting Ethical Decision Making

Creating an ethical culture requires proactive measures:

Develop Clear Ethical Policies

Establish codes of conduct and policies that define acceptable behaviors and decision-making standards.

Training and Education

Regular training sessions can reinforce ethical principles and prepare staff to handle dilemmas appropriately.

Leadership and Role Modeling

Management should exemplify ethical behavior, setting a standard for employees.

Encourage Open Communication

Create an environment where staff feel comfortable reporting unethical behavior without fear of retaliation.

Implement Ethical Decision-Making Frameworks

Tools such as the ADA Decision-Making Model (Assess, Define, Act) or the PLUS Ethical Decision-Making Model can assist staff in evaluating dilemmas systematically.

Case Studies Illustrating Ethical Decision Making in Hospitality

Case Study 1: Data Privacy Concern

A hotel discovers a breach in guest data security. Ethical response involves immediately informing affected guests, cooperating with authorities, and implementing stronger cybersecurity measures.

Transparency and accountability reinforce trust.

Case Study 2: Overbooking Dilemma

An airline overbooks a flight, and some passengers are at risk of being bumped. Ethically, the airline should prioritize fairness, offer compensation, and seek volunteers to rebook voluntarily, maintaining integrity in customer service.

Conclusion

Ethical decision making in the hospitality industry is vital for fostering trust, ensuring legal compliance, and promoting sustainability. It requires a commitment from leadership, clear policies, ongoing training, and an organizational culture that values integrity and respect. By confronting challenges proactively and making ethically sound choices, hospitality businesses can build a strong reputation, achieve customer loyalty, and contribute positively to society and the environment. Embracing ethics is not just a moral obligation but a strategic advantage in today's competitive and socially conscious marketplace.

Ethical Decision Making in the Hospitality Industry: A Comprehensive Review

The hospitality industry is a dynamic, customer-centric sector that thrives on trust, reputation, and service excellence. At its core, it is built upon human interactions, cultural sensitivities, and the commitment to providing memorable experiences. However, the complex nature of hospitality operations – from staffing and procurement to customer relations and sustainability – inevitably presents ethical dilemmas. Navigating these challenges requires a robust framework of ethical decision-making, which not only safeguards the integrity of businesses but also promotes sustainable growth and stakeholder trust.

In this review, we'll explore the nuances of ethical decision making within the hospitality industry, analyzing its importance, key principles, common dilemmas, and best practices. Think of this as an expert guide designed to equip hospitality professionals, managers, and stakeholders with the insights needed to uphold ethics in every facet of their operations.

Understanding Ethical Decision Making in Hospitality

What Is Ethical Decision Making?

At its essence, ethical decision making involves choosing actions that align with moral principles and societal expectations, even when faced with conflicting interests or potential shortcuts. In hospitality, this translates to acting honestly, fairly, responsibly, and with respect for all stakeholders—including guests, employees, suppliers, communities, and the environment.

Unlike purely profit-driven decisions, ethical choices weigh the long-term impacts, social responsibilities, and moral implications of actions. It's about balancing business objectives with integrity, fostering positive relationships, and ensuring sustainability.

Why Is It Critical in Hospitality?

- Reputation Management: Hospitality brands rely heavily on reputation. Ethical lapses can lead to negative publicity, loss of customer trust, and financial downturns.
- Legal Compliance: Adhering to laws and regulations is fundamental, but ethics go beyond legality, addressing moral responsibilities.
- Customer Loyalty: Guests increasingly value transparency and ethical conduct, influencing their loyalty and willingness to recommend.
- Employee Morale: Ethical workplaces foster trust, engagement, and reduced turnover.
- Community Impact: Hospitality businesses influence local communities; ethical practices promote social goodwill and sustainability.

Core Principles of Ethical Decision Making in Hospitality

Effective ethical decision-making is grounded in foundational principles that serve as guiding beacons. Here are the key principles tailored to the hospitality context:

- Integrity

Maintaining honesty and consistency in actions, communications, and policies. Integrity builds trust with guests and staff alike.

2.2. Transparency

Openly sharing information about policies, pricing, sourcing, and operations. Transparency reduces misunderstandings and fosters accountability.

3.3. Fairness

Ensuring equitable treatment of all stakeholders, whether guests, employees, or suppliers. Fairness involves impartiality and justice.

4.4. Respect

Valuing diversity, cultural differences, and individual dignity. Respect influences customer

satisfaction and team cohesion.

4.5. Responsibility

Being accountable for decisions' social, environmental, and economic impacts. This includes sustainable practices and community engagement.

4.6. Legality and Compliance

Adhering to laws and regulations, which often form the minimum standard for ethical conduct.

Common Ethical Dilemmas in the Hospitality Industry

Despite best intentions, hospitality professionals often encounter situations where ethical principles conflict. Recognizing these dilemmas is the first step towards effective resolution.

- Pricing and Overcharging

- Dilemma: Charging different prices based on customer profiles (e.g., senior discounts, special offers) is acceptable, but price gouging during high demand or emergencies crosses ethical lines.
- Example: Raising room rates during a natural disaster or event to exploit guests' desperation.

- Guest Privacy and Data Security

- Dilemma: Collecting personal data for marketing or reservations raises questions about consent and security.
- Example: Using guest data responsibly, avoiding sharing with third parties without permission, and ensuring data protection.

- Staff Treatment and Fair Employment Practices

- Dilemma: Ensuring fair wages, safe working conditions, and equal opportunities often conflicts with cost-cutting pressures.
- Example: Exploiting unpaid internships or overworking staff to maximize profit.

4.4. Sustainable Sourcing and Environmental Impact

- Dilemma: Balancing cost savings with environmentally responsible sourcing.
- Example: Choosing cheaper, less sustainable products versus eco-friendly alternatives.

- Handling Negative Reviews and Customer Complaints

- Dilemma: Whether to respond openly and admit faults or to hide issues to protect reputation.
- Example: Dealing with a guest's complaint about cleanliness or service quality.

6.6. Cultural Sensitivity

- Dilemma: Respecting local customs while maintaining brand standards.
- Example: Catering to cultural norms in different regions, avoiding offensive behaviors or language.

Strategies and Best Practices for Ethical Decision Making

Implementing a structured approach can help hospitality organizations navigate ethical dilemmas effectively. Here are several strategies and best practices:

- Develop a Clear Ethical Framework
 - Establish a code of ethics aligned with core principles.
 - Communicate the framework consistently across all levels.
 - Incorporate ethical considerations into policies, training, and decision-making processes.

2.2. Foster Ethical Leadership

- Leadership sets the tone for organizational culture.
- Managers and executives should exemplify ethical behavior and accountability.
- Recognize and reward ethical conduct among staff.

3.3. Encourage Open Dialogue

- Create channels for employees and stakeholders to voice ethical concerns without fear of retaliation.
- Regularly conduct ethics training sessions and workshops.

4.4. Implement Decision-Making Models

Utilize structured models such as:

- The Utilitarian Approach: Choose actions that produce the greatest good for the greatest number.
- The Rights-Based Approach: Respect individual rights and freedoms.
- The Justice Approach: Ensure fairness and equitable treatment.
- The Common Good Approach: Promote community well-being.

Applying these models helps evaluate options from multiple ethical perspectives.

- Conduct Ethical Audits
- Regularly assess policies, practices, and supply chains for ethical compliance.
- Identify areas for improvement and corrective action.

6.6. Prioritize Sustainability and Social Responsibility

- Integrate sustainable sourcing, waste reduction, and community engagement into core operations.
- Recognize that ethical hospitality supports long-term profitability.

Case Studies: Ethical Decision Making in Action

Case Study 1: Sustainable Sourcing at a Luxury Hotel

Scenario: A five-star hotel chain considers switching to locally sourced, organic ingredients to appeal to eco-conscious guests. However, the cost is higher than conventional suppliers.

Decision: The hotel opts to prioritize sustainable sourcing, accepting reduced margins temporarily to uphold environmental and social commitments, aligning with their brand values.

Outcome: Guests appreciate transparency about sustainability efforts, leading to increased loyalty and positive publicity.

Case Study 2: Handling a Data Breach

Scenario: A boutique hotel discovers a security breach compromising guest data.

Decision: The management promptly informs affected guests, offers support, and enhances security measures, demonstrating transparency and responsibility.

Outcome: Trust is maintained, and the hotel enhances its reputation for integrity, even amidst a crisis.

Conclusion: Embedding Ethics into Hospitality Culture

In an industry rooted in human interaction and service excellence, ethical decision making isn't just a moral obligation—it's a strategic advantage. By embracing core principles, proactively addressing dilemmas, and fostering an organizational culture of integrity, hospitality businesses can build resilient brands, cultivate loyal guests, and contribute positively to society.

In an era where consumers are more informed and values-driven than ever, ethical hospitality practices are no longer optional but essential. The most successful organizations will be those that see ethics not as a set of constraints but as opportunities for differentiation, trust-building, and sustainable growth.

Remember: Every decision, big or small, shapes your reputation. Prioritize ethics, and your business will thrive on trust and integrity.

Question What are the key ethical principles that hospitality businesses should follow when making decisions? **Answer** Key ethical principles include honesty, integrity, fairness, respect for guests and employees, transparency, and responsibility. These principles help ensure that decisions promote trust and uphold the reputation of the hospitality business. How can hospitality companies ensure ethical decision making in their daily operations? Hospitality companies can implement comprehensive ethics policies, provide ongoing training, foster a culture of transparency, establish clear reporting channels for unethical behavior, and prioritize customer and employee well-being in all decisions. What role does corporate social responsibility (CSR) play in ethical decision making in the hospitality industry? CSR encourages hospitality businesses to consider the social, environmental, and economic impacts of their decisions, promoting sustainable practices, fair labor policies, and community engagement, which collectively support ethical standards. How should hospitality managers handle ethical dilemmas involving guest privacy and data security? Managers should prioritize guest privacy by adhering to data protection laws, obtaining informed consent,

implementing secure data handling procedures, and being transparent about how guest information is used and protected. What are the consequences of unethical decision making in the hospitality industry? Unethical decisions can lead to reputational damage, legal penalties, loss of customer trust, employee dissatisfaction, and financial losses, ultimately threatening the sustainability of the business. How can training and leadership influence ethical decision making in hospitality organizations? Effective training educates staff on ethical standards and expectations, while strong leadership models ethical behavior, fostering an organizational culture that values integrity and accountability, which guides employees in making ethical choices.

Related keywords: ethical practices, hospitality ethics, corporate social responsibility, guest rights, sustainable tourism, ethical leadership, business integrity, service excellence, responsible tourism, stakeholder engagement

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Making difficult choices is an inevitable part of life, whether in personal relationships, career paths, or everyday dilemmas. If you're seeking guidance on how to navigate these challenging moments, exploring resources like ebooks can be incredibly beneficial. Among the plethora of available materials, free PDF ebooks about making hard decisions?particularly those authored by Clement?stand out as valuable tools for personal growth and decision-making mastery. This article provides a comprehensive guide on how to access these resources, the benefits of reading them, and strategies to improve your decision-making skills.

Understanding the Importance of Making Hard Decisions

Making hard decisions often involves choosing between options that are equally undesirable or risky. These choices can significantly impact your future, well-being, and happiness. Recognizing the importance of developing robust decision-making skills is crucial for leading a successful and fulfilling life.

Why Are Hard Decisions Difficult?

- Emotional Attachments: Personal feelings can cloud judgment.

- Fear of Consequences: Worry about negative outcomes can cause hesitation.
- Uncertainty: Lack of complete information makes choices challenging.
- High Stakes: Decisions with significant consequences amplify difficulty.

The Benefits of Improving Decision-Making Skills

- Greater confidence in choices
- Reduced stress and anxiety surrounding decisions
- Better problem-solving abilities
- Enhanced personal and professional relationships

Introducing Clement's Works on Making Hard Decisions

Clement is an author renowned for his insightful books and ebooks focusing on decision-making, personal growth, and overcoming life's challenges. His works are appreciated for their practical advice, relatable stories, and actionable strategies.

Popular Titles by Clement on Decision-Making

- "Making Hard Decisions: Strategies and Insights"
- "The Decision-Maker's Guide"
- "Overcoming Doubt: A Path to Confident Choices"
- "Navigating Life's Toughest Choices"

Many of Clement's ebooks are available for free in PDF format, making them accessible to anyone eager to learn. These resources are especially useful for individuals facing significant life transitions or those seeking to enhance their decision-making skills.

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Accessing free ebooks by Clement requires knowing where to look and how to find legitimate, copyright-compliant sources. Here's a step-by-step guide:

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- Avoid shady sites that may host pirated or malicious files.
- Prioritize sources that respect copyright laws.
- Use antivirus software when downloading files from unfamiliar sites.

Strategies for Reading and Applying Clement's Ebooks

Once you have obtained the ebooks, the key is to effectively read and apply the insights to your own life.

Effective Reading Tips

- Take Notes: Highlight key points and strategies.
- Reflect on Content: Consider how each concept applies to your personal experiences.
- Discuss with Others: Join book clubs or online forums to exchange ideas.
- Revisit Material: Re-read sections to deepen understanding.

Applying Decision-Making Strategies

- Identify Your Values: Clarify what matters most to you.
- Assess Options Objectively: List pros and cons for each choice.
- Manage Emotions: Recognize emotional biases and strive for rationality.
- Seek Advice: Consult trusted friends, mentors, or counselors.
- Practice Small Decisions: Build confidence by making manageable choices.

Additional Resources for Making Hard Decisions

While Clement's ebooks are valuable, supplement your knowledge with other resources:

- **Books:** "Decisive" by Chip Heath & Dan Heath, "The Paradox of Choice" by Barry Schwartz
- **Online Courses:** Platforms like Coursera, Udemy, and EdX offer decision-making courses.
- **Podcasts:** Listen to personal development and decision-making podcasts for tips and stories.
- **Workshops and Seminars:** Attend local or virtual events focused on decision skills.

Conclusion: Empower Yourself with Knowledge and Practice

Making hard decisions is a skill that can be developed with the right knowledge and mindset. Accessing free PDF ebooks about making hard decisions by Clement is an excellent way to start your journey. These resources are designed to equip you with practical strategies, foster confidence, and help you navigate life's toughest choices effectively.

Remember, the key to mastering decision-making lies in continuous learning and applying what you learn. Whether you read Clement's ebooks, participate in courses, or discuss with peers, each step brings you closer to making decisions that align with your values and goals.

Embark on this journey today?download your free ebooks, absorb the insights, and take confident steps toward making better hard decisions. Your future self will thank you for the courage and wisdom you cultivate now.

Meta Description: Discover how to find and download free PDF ebooks by Clement on making hard decisions. Learn effective strategies for improving your decision-making skills and overcoming life's toughest choices.

Making Hard Decisions Clement is a phrase that resonates deeply with anyone facing significant choices in their personal or professional lives. Whether it's choosing a career path, ending a relationship, or making ethical compromises, the ability to make tough decisions is a vital skill. For

those seeking to improve this skill, numerous resources, including free PDF ebooks, are available online. This article provides an in-depth review of these resources, focusing on "Making Hard Decisions Clement" and related materials, offering guidance on how to find, evaluate, and utilize free PDFs effectively.

Understanding the Importance of Making Hard Decisions

Decisions shape our lives. While easy choices are straightforward, the real challenge lies in the difficult ones. Making hard decisions often involves uncertainty, risk, and emotional strain. Developing the ability to navigate these situations can lead to personal growth, resilience, and better outcomes.

Why focus on making hard decisions?

- Enhances critical thinking and problem-solving skills
- Builds emotional intelligence and resilience
- Prepares individuals for unforeseen challenges
- Encourages ethical and value-based decision-making

Given the significance of this topic, many authors and psychologists have dedicated their work to guiding readers through the process of tough decision-making. Among these, Clement's works stand out for their practical insights and accessible language.

Exploring "Making Hard Decisions Clement" and Related Resources

Many individuals search online for free PDFs titled "Making Hard Decisions Clement" or similar phrases. These resources often include ebooks, guides, and academic articles designed to help readers understand and improve their decision-making abilities.

What is "Making Hard Decisions Clement"?

While "Making Hard Decisions Clement" may not refer to a specific published book, it could be a phrase used in various contexts, or perhaps a typo or misremembered title. Alternatively, it might refer to works by an author named Clement who specializes in decision-making. If you're looking for free PDFs related to this, it's essential to clarify the source or author to ensure accurate results.

Common Themes in Free PDF Resources on Making Hard Decisions

- Decision-Making Frameworks

- Emotional Control Strategies
- Ethical Dilemmas and Moral Reasoning
- Case Studies and Real-Life Examples
- Practical Tips and Exercises

How to Find Free PDFs on Making Hard Decisions

Finding credible, high-quality PDFs requires some navigation. Here are effective strategies:

- Use Reputable Search Engines and Repositories
- Google Scholar: Search for scholarly articles and books, many of which are freely available.
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Authors who publish on decision-making often offer free sample chapters or full ebooks. Look for legitimate sites or official blogs.

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Platforms like Reddit, Goodreads, or specialized decision-making forums can have shared links to

free resources.

Evaluating the Quality of Free PDF Resources

Not all free PDFs are created equal. Here's how to assess their value:

Features to Consider

- Authorship and Credibility: Is the author reputable? Are they an expert in decision-making or psychology?
- Publication Date: Is the information current? Decision-making theories evolve over time.
- Content Depth: Does the ebook cover practical techniques, case studies, and actionable advice?
- Clarity and Accessibility: Is the language understandable? Are concepts explained well?
- User Reviews and Recommendations: Feedback from other readers can indicate usefulness.

Pros and Cons of Free PDFs

Pros:

- Cost-effective; no financial investment needed
- Accessible from anywhere
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- Good for quick learning or introductory understanding

Cons:

- Variable quality and accuracy
- Possible outdated information
- Limited supplementary materials
- Risk of encountering pirated or unverified content

Popular Free PDFs and Ebooks on Making Hard Decisions

Below are some notable resources that are often available for free download:

- ?Decisive: How to Make Better Choices? by Chip and Dan Heath (Sample chapters)

- Focuses on overcoming common decision-making biases
- Features practical strategies and real-world examples
- ?The Paradox of Choice? by Barry Schwartz (Excerpt PDFs)
- Explores how abundant options can hinder decision-making
- Offers tips to simplify choices
- ?Thinking, Fast and Slow? by Daniel Kahneman (Selected chapters)
- Discusses cognitive biases affecting decisions
- Provides foundational knowledge from Nobel laureate
- ?The Art of Decision Making? by Joseph Bickart (Free summaries and excerpts)
- Emphasizes emotional intelligence in decisions
- Includes exercises and reflections

Tips for Maximizing the Use of Free PDFs

Once you find a suitable ebook, consider these tips:

- Take notes: Highlight key points to reinforce learning.
- Apply principles: Practice techniques in real-life situations.
- Discuss with others: Join study groups or online forums to deepen understanding.
- Combine resources: Use multiple PDFs for a comprehensive view.

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Conclusion

Making Hard Decisions Clement and similar searches open the door to a wealth of free resources that can help individuals develop their decision-making skills. By understanding the importance of making tough choices, knowing where and how to find quality free PDFs, and applying the insights gained, you can navigate life's challenges more confidently and effectively. Remember to evaluate resources critically, respect intellectual property rights, and actively apply what you learn to see tangible improvements in your decision-making abilities.

Whether you are a student, professional, or someone seeking personal growth, the journey toward better decision-making begins with accessible, well-chosen resources. With patience and diligence, the right free PDFs can become invaluable tools in mastering the art of making hard decisions.

Note: If you are specifically searching for titles or works by an author named Clement related to decision-making, consider adding that name in your search queries, and look for official publications or academic papers to ensure authenticity.

QuestionAnswer What is the main focus of the book 'Making Hard Decisions' by Clement? The book focuses on guiding readers through the process of making difficult choices by providing practical strategies, psychological insights, and decision-making frameworks. Is the 'Making Hard Decisions' ebook by Clement available for free download? Yes, there are free PDF versions of Clement's 'Making Hard Decisions' available online through various sources, but it's important to ensure they are legal and authorized downloads. How can I find legitimate free PDF ebooks about making hard decisions by Clement? You can check reputable platforms like Project Gutenberg, Open Library, or official author websites and publishers that may offer free access or previews of Clement's work. What are some key topics covered in Clement's 'Making Hard Decisions' book? The book covers topics such as risk assessment, emotional intelligence, ethical considerations, balancing intuition and logic, and step-by-step decision-making processes. Are there reviews available for Clement's 'Making Hard Decisions' ebook? Yes, many readers share reviews online, highlighting the book's practical advice, clarity, and usefulness in personal and professional decision-making scenarios. Can I read 'Making Hard Decisions' by Clement on my Kindle or e-reader for free? Some free versions may be compatible with Kindle or other e-readers, but availability depends on the source. Always ensure downloads are legal and safe. What other books by Clement are recommended for making difficult decisions? Clement has written several related titles on decision-making, including 'Deciding Under Uncertainty' and 'The Art of Difficult Choices,' which are also worth exploring. How does 'Making Hard Decisions' help improve decision-making skills? The book offers practical frameworks, case studies, and exercises that help readers analyze

options critically and develop confidence in their choices. Is 'Making Hard Decisions' suitable for both personal and professional contexts? Yes, the book is designed to help individuals navigate tough decisions in various areas such as career, relationships, finance, and ethical dilemmas. Where can I legally purchase or read 'Making Hard Decisions' by Clement if I prefer a paid version? You can find it on major online retailers like Amazon, Barnes & Noble, or through official publisher websites, where you can buy or borrow the ebook legally.

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