**Overview**

This dataset is used to study the impact of Leader-Member Exchange (LMX) on service delivery among frontline employees in the Chinese hotel industry. Data were collected through a survey, including responses from 408 frontline employees.

**File List**

- `data.xlsx`: Contains all survey data in an Excel file.

- `README.md`: This file, providing detailed information about the dataset.

**Data Description**

- `LMX\_Score`: Leader-Member Exchange score

- `PO\_Fit\_Score`: Person-Organization fit score

- `Service\_Delivery\_Score`: Service delivery score

**Codes and Symbols Description**

- `LMX\_Score`: Scale score, ranging from 1 to 5

- `PO\_Fit\_Score`: Scale score, ranging from 1 to 5

- `Service\_Delivery\_Score`: Scale score, ranging from 1 to 5

**Data Collection Method**

Two rounds of random sampling were employed:1. Hotel Selection: The study used a random sampling method from a list of star-rated hotels provided by the China Tourist Hotel Association. Hotels that agreed to participate were selected for the survey.2. Employee Selection: Employees were randomly chosen and given a secure, anonymous survey link, ensuring privacy and encouraging unbiased responses.

**Data Usage Suggestions**

Use statistical software such as SPSS or AMOS to analyze the data and explore the relationships between variables.