Effective Employee Relations

M Mark

Effective Employee Relations:

Developing Effective Employee Relations Mark Goodridge,1997 *The Health Care Supervisor on Effective Employee Relations* Charles R. McConnell,1993 Provides insight into a wide range of employee relations concerns Contains articles on the evolution of employee relations human resources management employee motivation employee clout the importance of supervisors being readily visible and available to employees dealing with difficult employees angry employees and people who fail to produce handling manipulation responding to the codependent employee dealing with staff resistance etc Includes a section on special problems and processes such as conflict negotiation absenteeism delegation of authority disciplinary and grievance procedures team building techniques employee health services etc Also discusses challenging change the impact of mergers on employees and planning and implementing a staff reduction **Employee Relations** Elizabeth Aylott,2022-05-03 The third edition of Employee Relations is a practical guide to the principles and practice of fostering positive relationships with employees to develop their engagement and achieve business success It features updated material on recent legislation changes including employment status in the gig economy and deregulation as a result of new international relations Covering key areas such as conflict and dispute resolution redundancies rights and ethics this book equips you with the skills and knowledge to plan build and assess employee relations in any type of organization Practical diagnostic tools and real life examples from organizations including HSBC show how these strategies can be applied in practice With updated guidance and examples covering employee voice and the virtual workplace Employee Relations is a vital resource for HR practitioners and students alike Online resources include questionnaires and templates to support the development of an effective employee relations strategy HR Fundamentals is a series of succinct practical guides featuring exercises examples and case studies They are ideal for students and those in the early stages of their HR careers **Employee Relations** John Gennard,Graham Judge,2005 Written by the Chief Examiner and Associate Examiner for employee relations for the CIPD the new edition of this best selling text has been written specifically to cater for the CIPD s Employee Relations elective Offering a highly practical and accessible overview of the impact of the economic corporate and legal environment on employee relations it is also suitable for students taking an employee industrial relations module on an HR or business degree programme at undergraduate or postgraduate level TARGETED AT Students studying CIPD Professional Qualifications and undergraduate and post graduate students on employee relations modules on business and HRM courses **Effective Employee Relations** Richard Pettinger,1999 An analysis of what constitutes the rather blurred area of employee or industrial relations now and what may change in years to come Global in its perspective the book will interest MBA students undergraduates in business studies and those working for management diplomas or pursuing professional institution memberships *Employee Relations Explained* Gemma Dale,2025-09-03 This book will provide a practical evidence based discussion of employee relations focusing on how to be an effective HR practitioner in this crucial

HR area written specifically for early career HR professionals The HR Skills Guide series of books Discover the key HR functions elevate your knowledge and prepare yourself for the people profession with the HR Skills Guide series Written by experts for new and aspiring HR professionals this collection of accessible guides are packed with practical reliable advice on key topics such as talent acquisition employee relations people analytics and EDI to give you the essential skills needed to kickstart your career in HR   Achieving Effective Employee Relations ,1982   **Exploring Employee Relations** Mike Leat,2009-11-04 Exploring Employee Relations is a straightforward and accessible text that is aimed at students who are taking the subject for the first time The structure is clear and logical leading the newcomer through the topics in a way to maximise comprehension Key issues are highlighted and supported by a small case or example from business Chapters are structured to enable progressive learning with a logical development of the content Each chapter ends with a summary of the key points met in the text and these are further reinforced by review and discussion questions with answers and feedback on the activities included at the end of the book The chapters are grouped thematically into parts and longer case studies are included that are suitable for assignment and seminar work This new edition is thoroughly revised with a new international approach which provides new material on the European Union and the role of Government and Demography bargaining power and securing employee commitment The text has also been written to cover the new CIPD employee relations syllabus

Employee Relations Management Singh, P. N.,Kumar, Neeraj,2011-01-10 The introduction of the new economic policy in 1991 had a significant bearing on industrial relations Globally the focus is gradually shifting from traditional industrial relations characterized by conflict resolution to employee relations management   **The Federal Labor-management and Employee Relations Consultant** ,1996   **School Business Excellence: Managing Financial, Facility, and Human Resources for Success** Bertram Villarreal,2025-04-11 This comprehensive guide provides school leaders with a practical framework for achieving operational excellence in financial management facility management and human resources It translates complex concepts into actionable strategies empowering administrators to make informed decisions that optimize resources and enhance the educational experience for all stakeholders Navigate the intricacies of school finance with confidence Learn proven techniques for budgeting financial planning and resource allocation ensuring long term sustainability and fiscal responsibility Discover how to leverage technology data analysis and strategic partnerships to maximize efficiency and transparency Create a safe functional and inspiring learning environment Explore best practices for facility planning maintenance and security Gain valuable insights into sustainable practices regulatory compliance and strategies for creating a welcoming and inclusive atmosphere for students staff and the community Cultivate a high performing school culture by effectively managing your most valuable asset your people Understand the legal and ethical considerations in human resources management from recruitment and onboarding to performance evaluation and professional development Master the art of communication conflict resolution and team building to foster a positive and

productive work environment that attracts and retains top talent   *SPHRI EXAM PRACTICE QUESTIONS* Ahmed Arfa,2020-09-05 Congratulations on taking the first step toward achieving your Senior Professional in Human Resources International SPHRI certification In This Book we covered the four functional areas of the SPHRI Exam Business Leadership Talent Development and Management HR Service Delivery Measurement and Analysis with 970 comprehensive questions with answer to each questions In this book I collected a lot of questions from many many sources and I filtered and adapted these questions in order to be compatible with the HR professionals of the international exam This book has a number of features designed to guide your study efforts for the SPHRI certification exam All of these features are intended to assist you in doing the most important thing you can do to pass the exam Make sure you understand the body of knowledge that apply to each functional area first then these questions are designed to measure your knowledge and will look different from the questions you will see on the exam They are designed to give you an idea of the areas in which you need to spend additional study time as well as those areas in which you may just need a brief refresher Also we included valuable tips related to exam to help you pass the exam   *Decisions and Orders of the National Labor Relations Board* United States. National Labor Relations Board,2015   *Departments of State, Justice, and Commerce, the Judiciary, and Related Agencies Appropriations for ...* United States. Congress. Senate. Committee on Appropriations,1983   *Arms Control and Disarmament Agency* United States. Congress. Senate. Committee on Appropriations. Subcommittee on Departments of State, Justice, and Commerce, the Judiciary, and Related Agencies,1982   *The Handbook of Employment Relations* Brian Towers,2004 Changes in working patterns and technology over the last decade have revolutionized the way we work More people than ever work in white collar jobs and are unlikely to organize collectively Other issues such as careers the long hours culture the global economy an ageing workforce and changes in employment legislation have completely transformed the working landscape This long awaited fourth edition of the Handbook of Employment Relations Law and Practice originally published as the Handbook of Industrial Relations Practice has been revised to reflect these changes In this comprehensive handbook a host of acknowledged experts have been brought together to consider all aspects of employment relations Topics include the influence of the EU employment relations and the information society unfair dismissal health and safety pay working time and other employment rights alternative dispute resolution managing the employment relationship employment relations in smaller firms trade unions pay and performance sickness and absence training and development managing change The Handbook of Employment Relations Law and Practice is an invaluable source of guidance and practical advice for resolving day to day issues that arise in the workplace Practitioners students and managers alike will find it an essential tool that they will refer to again and again   **SHRM-CP Exam Blueprint** Bill T Reese,2023-09-15 Are you aspiring to become a certified HR professional Are you preparing for the challenging SHRM CP Society for Human Resource Management Certified Professional exam Look no further This guide is your comprehensive resource to help you succeed in this critical milestone of

your HR career In today s dynamic and complex business environment HR professionals are at the forefront of shaping organizations The SHRM CP certification is designed to validate your expertise in HR competencies ethical practice business acumen talent acquisition talent management technology and more Whether you re just starting your HR journey or looking to advance your career this book provides the knowledge and practice you need to excel in the SHRM CP exam Key Features Comprehensive Coverage This book delves into all knowledge areas and competencies required for the SHRM CP exam ensuring that you are well prepared to tackle any question that may come your way Practice Questions Test your knowledge with a wide range of practice questions that mimic the format and difficulty level of the actual exam Detailed answer explanations help you understand the rationale behind each answer Real World Scenarios Explore real world HR scenarios and case studies that challenge your problem solving skills and application of HR principles in practical situations HR Technology Insights Understand the role of technology in HR including HRIS Human Resource Information System ATS Applicant Tracking System LMS Learning Management System and more and how they can optimize HR functions Ethical Practice Emphasis Learn the importance of ethical practice in HR and how to navigate complex ethical dilemmas building trust and credibility within your organization Strategic Talent Management Master the art of talent acquisition recruitment selection workforce planning and succession planning vital aspects of HR that drive organizational success Business Acumen Develop a deep understanding of your organization s industry financial aspects and the role of HR in achieving business goals Diversity and Inclusion Explore the significance of diversity and inclusion in the workplace and learn how to implement strategies that promote a diverse and inclusive workforce Whether you re studying independently or participating in a formal SHRM CP exam preparation program this guide serves as your indispensable companion on the journey to certification It provides the knowledge practice and insights you need to excel in the exam and more importantly to excel in your HR career Don t leave your SHRM CP exam success to chance Invest in your future as an HR professional with the guidance and resources offered in this comprehensive guide Prepare to demonstrate your HR expertise and join the ranks of Certified Professionals in Human Resources with confidence and competence Unlock your potential conquer the SHRM CP exam and embark on a rewarding HR career Get your copy today and take the first step towards professional excellence   **Breaking Down HR** E. Johnson,2024-02-23 Master the Art of Human Resources Your Guide to Thriving in Today s Workplace Embark on an enlightening journey into the heart of the modern workplace with Breaking Down HR The Basics You Need to Know This comprehensive guide peels back the layers of Human Resources unveiling its significance not just as a department but as a pivotal force in shaping successful organizations Whether you re aspiring to enter the HR profession a small business owner looking to wear the HR hat effectively or a seasoned professional aiming to refresh your knowledge base this book offers valuable insights tailored for you Dive deep into the foundations of HR from its evolution over the years to the strategic partner it has become today Understand the crux of HR functions such as recruitment training employee relations and

compensation and how they synergize to foster a productive and harmonious work environment With clear explanations and practical examples mastering the fundamentals has never been easier As you progress discover the dynamic role of HR in today s fast paced work culture Learn how to adapt to a changing work environment leverage technology and champion Diversity Equity and Inclusion DEI Uncover the secrets to crafting magnetic job descriptions sourcing the best candidates and developing cutting edge training programs that build formidable teams But that s not all Navigate the complex landscape of employment law compensation structures and employee relations with ease Arm yourself with knowledge on the latest HR technologies and prepare to lead your organization into the future with strategic HR management and planning Breaking Down HR The Basics You Need to Know is not just a book it s your ultimate playbook for thriving in the human resources arena With each chapter tailored to cover significant aspects of HR this book is your compass in the ever evolving workplace Transform your approach cultivate a winning culture and set the stage for extraordinary success The future of HR is waiting for you   **The HR Companion: Human Resource Management** Dr. Lamin Tombekai Kamara,2011-04-01 The problems that the human resource manager must solve in an organization are continuously diversifying In his activity the human resource manager confronts with a sea of challenges especially stemming from the ever changing workforce and the legislation in the field Yet taking into account the critical character of Human Resource Management it benefits from special attention on the part of the leadership Human resource managers develop and work in a human resource management system In such a system acknowledged as efficient variable number of activities are associated from four to nine as identified by the American Society for Training and DevelopmentCASTD Considering the increasing complexity of human resource management some authors have added more activities such as those included in this book as well reckoning that it is necessary for new domains to be developed implemented and evaluated such as work humanization work programs and plans of rewards regarding performance and career planning   *PHR / SPHR Professional in Human Resources Certification Study Guide* Anne M. Bogardus,2009-05-18 Completely revised and enhanced for the new 2007 exams this book enables you to validate your experience and skills as an HR professional with the industry standard PHR Professional in Human Resources or SPHR Senior Professional in Human Resources certifications from the Human Resource Certification Institute HRCI This comprehensive new edition of the top selling PHR SPHR Study Guide provides you expert preparation and review for these challenging exams as well as comprehensive coverage on labor relations workforce planning compensation OSHA regulations

Thank you very much for reading **Effective Employee Relations**. Maybe you have knowledge that, people have search numerous times for their chosen novels like this Effective Employee Relations, but end up in infectious downloads.
Rather than enjoying a good book with a cup of coffee in the afternoon, instead they are facing with some harmful virus inside their desktop computer.

Effective Employee Relations is available in our digital library an online access to it is set as public so you can get it instantly. Our books collection hosts in multiple locations, allowing you to get the most less latency time to download any of our books like this one.
Kindly say, the Effective Employee Relations is universally compatible with any devices to read

Table of Contents Effective Employee Relations

1. Understanding the eBook Effective Employee Relations
    - The Rise of Digital Reading Effective Employee Relations
    - Advantages of eBooks Over Traditional Books
2. Identifying Effective Employee Relations
    - Exploring Different Genres
    - Considering Fiction vs. Non-Fiction
    - Determining Your Reading Goals
3. Choosing the Right eBook Platform
    - Popular eBook Platforms
    - Features to Look for in an Effective Employee Relations
    - User-Friendly Interface
4. Exploring eBook Recommendations from Effective Employee Relations
    - Personalized Recommendations

Effective Employee Relations Introduction

In the digital age, access to information has become easier than ever before. The ability to download Effective Employee Relations has revolutionized the way we consume written content. Whether you are a student looking for course material, an avid reader searching for your next favorite book, or a professional seeking research papers, the option to download Effective Employee Relations has opened up a world of possibilities. Downloading Effective Employee Relations provides numerous advantages over physical copies of books and documents. Firstly, it is incredibly convenient. Gone are the days of carrying around heavy textbooks or bulky folders filled with papers. With the click of a button, you can gain immediate access to valuable resources on any device. This convenience allows for efficient studying, researching, and reading on the go. Moreover, the cost-effective nature of downloading Effective Employee Relations has democratized knowledge. Traditional books and academic journals can be expensive, making it difficult for individuals with limited financial resources to access information. By offering free PDF downloads, publishers and authors are enabling a wider audience to benefit from their work. This inclusivity promotes equal opportunities for learning and personal growth. There are numerous websites and platforms where individuals can download Effective Employee Relations. These websites range from academic databases offering research papers and journals to online libraries with an expansive collection of books from various genres. Many authors and publishers also upload their work to specific websites, granting readers access to their content without any charge. These platforms not only provide access to existing literature but also serve as an excellent platform for undiscovered authors to share their work with the world. However, it is essential to be cautious while downloading Effective Employee Relations. Some websites may offer pirated or illegally obtained copies of copyrighted material. Engaging in such activities not only violates copyright laws but also undermines the efforts of authors, publishers, and researchers. To ensure ethical downloading, it is advisable to utilize reputable websites that prioritize the legal distribution of content. When downloading Effective Employee Relations, users should also consider the potential security risks associated with online platforms. Malicious actors may exploit vulnerabilities in unprotected websites to distribute malware or steal personal

information. To protect themselves, individuals should ensure their devices have reliable antivirus software installed and validate the legitimacy of the websites they are downloading from. In conclusion, the ability to download Effective Employee Relations has transformed the way we access information. With the convenience, cost-effectiveness, and accessibility it offers, free PDF downloads have become a popular choice for students, researchers, and book lovers worldwide. However, it is crucial to engage in ethical downloading practices and prioritize personal security when utilizing online platforms. By doing so, individuals can make the most of the vast array of free PDF resources available and embark on a journey of continuous learning and intellectual growth.

FAQs About Effective Employee Relations Books

How do I know which eBook platform is the best for me? Finding the best eBook platform depends on your reading preferences and device compatibility. Research different platforms, read user reviews, and explore their features before making a choice. Are free eBooks of good quality? Yes, many reputable platforms offer high-quality free eBooks, including classics and public domain works. However, make sure to verify the source to ensure the eBook credibility. Can I read eBooks without an eReader? Absolutely! Most eBook platforms offer webbased readers or mobile apps that allow you to read eBooks on your computer, tablet, or smartphone. How do I avoid digital eye strain while reading eBooks? To prevent digital eye strain, take regular breaks, adjust the font size and background color, and ensure proper lighting while reading eBooks. What the advantage of interactive eBooks? Interactive eBooks incorporate multimedia elements, quizzes, and activities, enhancing the reader engagement and providing a more immersive learning experience. Effective Employee Relations is one of the best book in our library for free trial. We provide copy of Effective Employee Relations in digital format, so the resources that you find are reliable. There are also many Ebooks of related with Effective Employee Relations. Where to download Effective Employee Relations online for free? Are you looking for Effective Employee Relations PDF? This is definitely going to save you time and cash in something you should think about. If you trying to find then search around for online. Without a doubt there are numerous these available and many of them have the freedom. However without doubt you receive whatever you purchase. An alternate way to get ideas is always to check another Effective Employee Relations. This method for see exactly what may be included and adopt these ideas to your book. This site will almost certainly help you save time and effort, money and stress. If you are looking for free books then you really should consider finding to assist you try this. Several of Effective Employee Relations are for sale to free while some are payable. If you arent sure if the books you would like to download works with for usage along with your computer, it is possible to download free trials. The free guides make it easy for someone to free access online library for download books to your device. You can get free download on free

trial for lots of books categories. Our library is the biggest of these that have literally hundreds of thousands of different products categories represented. You will also see that there are specific sites catered to different product types or categories, brands or niches related with Effective Employee Relations. So depending on what exactly you are searching, you will be able to choose e books to suit your own need. Need to access completely for Campbell Biology Seventh Edition book? Access Ebook without any digging. And by having access to our ebook online or by storing it on your computer, you have convenient answers with Effective Employee Relations To get started finding Effective Employee Relations, you are right to find our website which has a comprehensive collection of books online. Our library is the biggest of these that have literally hundreds of thousands of different products represented. You will also see that there are specific sites catered to different categories or niches related with Effective Employee Relations So depending on what exactly you are searching, you will be able to choose ebook to suit your own need. Thank you for reading Effective Employee Relations. Maybe you have knowledge that, people have search numerous times for their favorite readings like this Effective Employee Relations, but end up in harmful downloads. Rather than reading a good book with a cup of coffee in the afternoon, instead they juggled with some harmful bugs inside their laptop. Effective Employee Relations is available in our book collection an online access to it is set as public so you can download it instantly. Our digital library spans in multiple locations, allowing you to get the most less latency time to download any of our books like this one. Merely said, Effective Employee Relations is universally compatible with any devices to read.

Find Effective Employee Relations :

engineering graphics and design with computer applications.
ending the vietnam war the vietnamese communists perspective
engineerintraining license review
engaging theories in family communication multiple perspectives
engelsk dansk merkantil f konomisk ordbog
energy services for the worlds poor
~~energy smarts~~
enforcing cooperation
eng mech statcs&mech mat
energizers for reading instruction
~~energia fotovoltaica~~
energy ecology and the environment by wilson richard

endocrinology new directions in therapy
energy policies of united states 1998 review
enduring the soviets u s foreign policy since 1933

Effective Employee Relations :

Young Frankenstein Conductor Score Young Frankenstein Conductor Score. Young Frankenstein Conductor Score. Author / Uploaded; Robert Hazlette. Views 1,694 Downloads 336 File size 12MB. Young-Frankenstein-Vocal-Book.pdf Final Sing- "Together Again" ..265. 29. Exit Music....... .266. I. 115. Page 3. 1 1 6. +. 1. YOUNG FRANKENSTEIN. Prelude. TACET. #1- Prelude. Page 4. YOUNG ... Young Frankenstein Piano Conductor Score Pdf Young Frankenstein Piano Conductor Score Pdf. INTRODUCTION Young Frankenstein Piano Conductor Score Pdf Full PDF. Free Mel Brooks, Young Frankenstein Musical sheet music Share, download and print free Mel Brooks, Young Frankenstein Musical sheet music with the world's largest community of sheet music creators, composers, ... Young Frankenstein the Musical - Piano Score - vdocuments.mx Dec 14, 2015 — Full piano score to the Mel Brook's Broadway musical "Young Frankenstein". TRANSCRIPT. Page 1. Page 1: Young Frankenstein the Musical ... Selections from Young Frankenstein (complete set of parts) ... Nov 30, 2023 — Download & Print Selections from Young Frankenstein (complete set of parts) for voice, piano or guitar by Mel Brooks. Chords, lead sheets ... Young Frankenstein the Broadway Musical - Piano/Vocal ... Young Frankenstein the Broadway Musical - Piano/Vocal Selections - #313404. Young Frankenstein (GO!) (Rds, Xylo, Piano gliss). (Piano). 38. (+ Vn). Young Frankenstein score pdf - dokumen.tips Read PDF online: Young Frankenstein score pdf. Pages 132, Filesize 11.56M. Download as PDF. [REQUEST] Band parts for Young Frankenstein - West End ... A community where we share Musical Scores! Please make sure to signpost what you're putting up (PV, PC, BP, FS...) and say what it is ... PD5e Solutions Manual - Solution of Computer Networks ... PD5e Solutions Manual - Solution of Computer Networks, Fifth Edition - A Systems Approach. Course: Introduction to Computer Networks. Computer Networks: A Systems Approach Fifth Edition ... This Instructors' Manual contains solutions to most of the exercises in the fifth edition of Peterson and Davie's Computer Networks: A Systems Approach. Computer Networks - A Systems Approach - Solution manual Computer Networks - A Systems Approach - Solution manual dear instructor: this manual contains solutions to almost all of the exercises in the second ... Solutions manual to Computer Networks Systems ... Sep 4, 2008 — General Chemistry, 8th Edition - Solution Manual by Ralph H. ... Introduction To Electric Circuits 6th Ed [Solutions Manual] By R. C. Computer Networks A Systems Approach Solution Manual Get instant access to our step-by-step Computer Networks A Systems Approach solutions manual. Our solution manuals are written by Chegg experts so you can ... Solutions to Selected Exercises (PDF) Sep 11, 2020 — Elsevier: Peterson, Davie: Computer Networks: A Systems Approach, 5th Edition Solutions to Selected Exercises (PDF) A Systems Approach Fifth Edition Solutions Manual Apr

8, 2022 — Download A Systems Approach Fifth Edition Solutions Manual and more Study notes Computer Science in PDF only on Docsity! Computer Networks: ... Computer Networks by Larry L. Peterson, Bruce S. Davie Computer Networks: A Systems Approach. Solutions Manual ; Categories: Computers & Technology Networking Data Communications Systems Administration ; Year: 2022. Solution Manual To Computer Networks A Systems ... Solution manual to Computer Networks A Systems Approach 3ed by Larry L. Peterson & Bruce S. ... McGrew Solution manual to Fundamentals of Fluid Mechanics by John ... Computer Networks: A Systems Approach ... solution has been used on some networks, it is limited in that the network's ... manual configuration required for a host to function, it would rather defeat ... Robotics for Engineers by Koren, Yoram Professor Yoram Koren is internationally recognized for innovative contributions to robotics, flexible automation and reconfigurable manufacturing systems. He ... Robotics for Engineers by Y Koren · Cited by 371 — ROBOTICS. FOR ENGINEERS. YORAM KOREN. Page 2. ROBOTICS FOR. ENGINEERS by Yoram Koren. Head, Robotics Laboratory. Technion-Israel Institute of Technology. McGraw ... (PDF) Robotics for Engineers Robotics is an interdisciplinary subject involving information, electronics, mechanics, automation, and control theory [3] . A robot is an electromechanical ... (PDF) Robotics for engineers | Y. Koren Robotics for engineers. ... Koren. (NewYork, NY: McGraw-Hill, 1985, bonell each present interesting and different perspectiveson sev- 347 pp.) Reviewed by S ... 0070353999 - Robotics for Engineers by Koren, Yoram Robotics for Engineers by Koren, Yoram and a great selection of related books, art and collectibles available now at AbeBooks.com. Robotics for Engineers - Yoram Koren Title, Robotics for Engineers Industrial engineering series. Author, Yoram Koren. Publisher, McGraw-Hill, 1987. ISBN, 007100534X, 9780071005340. Robotics for Engineers - Wonder Book Robotics for Engineers. By Koren, Yoram. Books / Hardcover. Science, Technology, Engineering, Mathematics › Technology & Engineering. Robotics for Engineers by Yoram Koren 350 pages, Hardcover. First published December 1, 1985. Book details & editions. About the author. Profile Image for Yoram Koren. Yoram Koren. 7 books. Robotics for Engineers Hardcover - 1985 Find the best prices on Robotics for Engineers by Y. Koren; Yoram Koren at BIBLIO | Hardcover | 1985 | McGraw-Hill Companies | 9780070353992. Robotics for Engineers - Yoram Koren Robotics for Engineers. Front Cover. Yoram Koren. McGraw-Hill, 1985 - Robotics - 347 pages. Good,No Highlights,No Markup,all pages are intact, Slight Shelfwear ...