

Indicators incorporated in the assessment and basis for awarding qualification-based supplementary pay to TAP managers

Personnel management		Professional management		Operational Management		Strategic management	
Professional indicators	Personal indicators	Professional indicators	Personal indicators	Professional indicators	Personal indicators	Professional indicators	Personal indicators
Implementing ability	Appreciative	Specialist knowledge	Self-management	Cost-conscious	Adaptability	Strategic founded	Visionary
Follow-up and overview	Inclusive	Business know-how	Process facilitation	Business oriented	Drive	Proactive behaviour	Holistic approach
Talent development	Contagious commitment	Project management skills	Dynamic	Excellent IT skills	Assurance of relevance and utility value	Overall focus on culture	Ambitious and innovative
Situational management	Delegating	Communication skills	Results-oriented	Lean and logistics	Interpersonal skills	Strong financial focus	Image building