

# Cost Accountant Skills and Knowledge Test

**REPORT**

## **Peter Johnson**

Time Taken:	02:55
Started:	04/25/2024 06:23 EST
Finished:	04/25/2024 06:28 EST

# COST ACCOUNTANT TEST REPORT

## Introduction

The Cost Accounting Test is designed for candidates who are Cost Accountants and are likely to be members of a professional accounting body (e.g. AICPA, CPA, ICAEW, CIMA, CAANZ etc).

## Context

This report is generated from the candidate's responses to 40 questions covering Costing Theory, Variances, Practical Situations and Accounting. Questions are also divided into Basic, Intermediate and Advanced categories to test the extent of each candidate's skills and knowledge.

## Waiver and Limitations

Accountests reports are an indicator of Accounting and Bookkeeping knowledge and skills only. These tools work at their best in conjunction with competency based interview questions to both the candidate and their referees, personality profiles, and ability tests to reach a strong decision on whether to appoint the candidate into a role. Because successful candidate selection is based on personality and ability as well as skills and knowledge, Accountests Ltd accepts no responsibility for selection or other decisions made using this tool and cannot be held liable for the consequences of doing so.

## Test Proctoring Reports

All tests are proctored and will produce a report, available at the completion of the test. You can access these proctoring reports by logging in to the testing platform and selecting the 'Manage Remote Proctoring' tile. For more information on proctoring see our [website](#).

## Norm Group

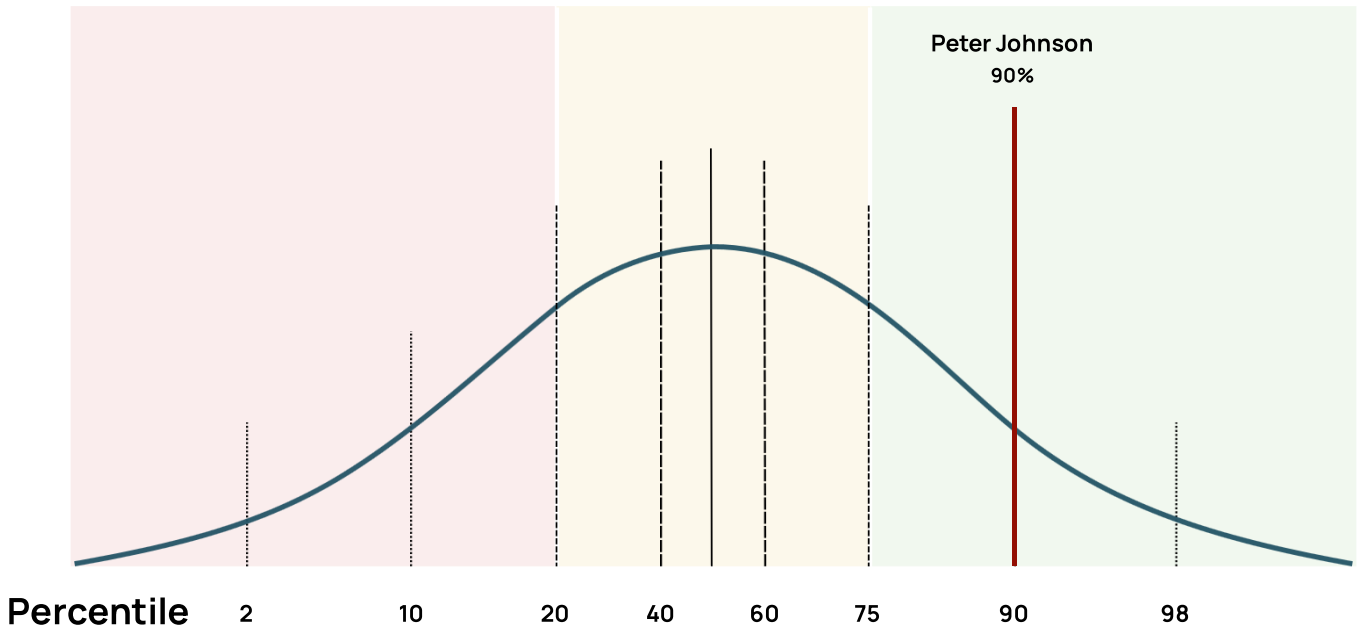
The report also compares a candidate's performance in this test against a norm group of other International Cost Accountants to provide an estimate of skills and knowledge in comparison with their peers

## Content

- 1 Overall test score compared to International Cost Accountants Norm Group
- 2 Overall test score as Questions Correct, Incorrect, and Omitted
- 3 Test performance in Basic, Intermediate and Advanced Questions
- 4 Test performance in Costing Theory, Variances, Practical Situations and Accounting
- 5 Performance in each of the 40 Questions
- 6 Interpreting test scores

## COMPARATIVE PERFORMANCE

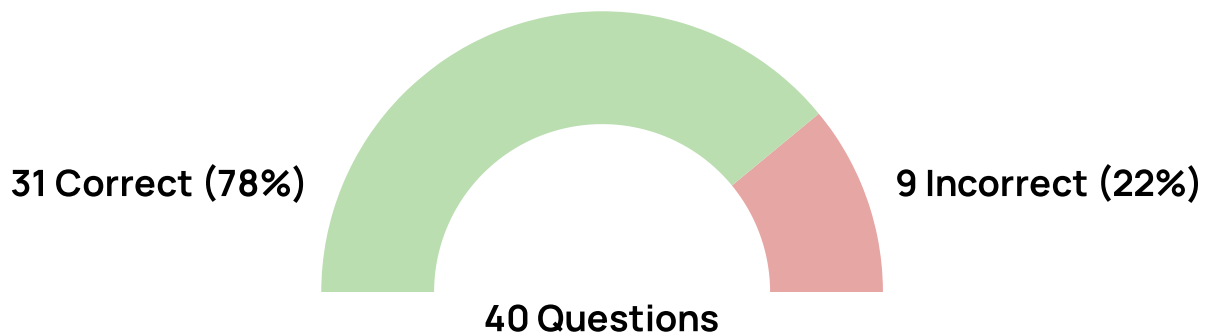
### Percentile Distribution Curve



**When compared to the existing norm group, Peter Johnson scored in the 90th percentile on this test, suggesting that they would achieve a greater than or equal score to 90 in 100 Cost Accountants.**

Whilst percentile scores give a valuable indication of a candidate's score in relation to their peers, using this test in making a strong decision on whether to recruit or promote the candidate requires a deeper analysis of the candidates score in elements of accounting most applicable to the job. The following pages provide that depth of analysis.

### TOTAL SCORE SUMMARY



## ANALYSIS BY DIFFICULTY

### BASIC

Performance in Basic questions in Costing Theory, Variances, Practical Situations and Accounting

11 Questions (100%)



### INTERMEDIATE

Performance at the level expected of Competent Cost Accountants in questions covering Costing Theory, Variances, Practical Situations and Accounting

17 Questions (100%)



### ADVANCED

Performance above the level expected of most Competent Cost Accountants in questions covering Costing Theory, Variances, Practical Situations and Accounting

12 Questions (100%)



## ANALYSIS BY TOPIC

### VARIANCES

Identifying, interpreting and calculating production variances

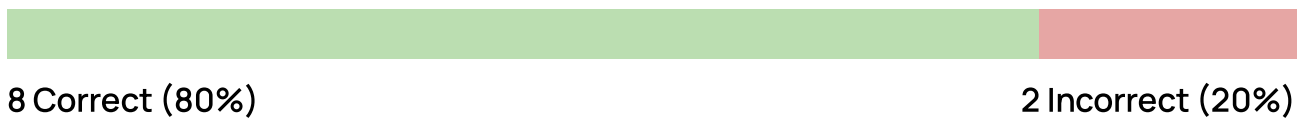
10 Questions (100%)



### COSTING THEORY

Demonstrating an understanding of costing methods and terminology

10 Questions (100%)



### PRACTICAL

Questions based on issues likely to face Cost Accountants on a day to day basis

10 Questions (100%)



## ACCOUNTING FOR INVENTORY

How to account for costing issues and inventory, including an understanding of international accounting standards

10 Questions (100%)























8 Correct (80%)

2 Incorrect (20%)

















## RESULTS OVERVIEW

correct =  incorrect =  omitted = 

Q#	Question Detail	Topic	Difficulty	A
1	Pricing variance	Variances	Advanced	
2	Reasons for costing variances	Variances	Intermediate	
3	Costing variances	Variances	Intermediate	
4	Materials variance	Variances	Advanced	
5	Volume variance	Variances	Intermediate	
6	Efficiency variance	Variances	Intermediate	
7	Labor rate variance	Variances	Basic	
8	Materials variance	Variances	Advanced	
9	Gross margin vs Budget	Variances	Basic	
10	Disclosure of Variances	Variances	Basic	
11	Economic order quantities	Costing Theory	Intermediate	
12	Costing terminology	Costing Theory	Basic	
13	Costing terminology	Costing Theory	Advanced	
14	Absorption costing	Costing Theory	Intermediate	
15	Costing methods	Costing Theory	Basic	
16	Economic Order Quantities	Costing Theory	Intermediate	
17	Direct costing	Costing Theory	Advanced	
18	Types of costs	Costing Theory	Basic	
19	Why use Activity Based Costing?	Costing Theory	Intermediate	
20	Activity Based Costing issues	Costing Theory	Advanced	

## RESULTS OVERVIEW

correct =  incorrect =  omitted = 

Q#	Question Detail	Topic	Difficulty	A
21	Absorption costing	Practical	Intermediate	
22	Costing for Multi Channel Retailers	Practical	Advanced	
23	Variable costs	Practical	Intermediate	
24	Variable costs	Practical	Intermediate	
25	Direct costing	Practical	Advanced	
26	Costing in a service business	Practical	Basic	
27	Process costing	Practical	Intermediate	
28	Identifying direct costs	Practical	Basic	
29	Transfer prices	Practical	Advanced	
30	Inventory Turnover	Practical	Basic	
31	By-Product costing	Accounting for Inventory	Advanced	
32	Accounting for lease costs	Accounting for Inventory	Advanced	
33	Inventory accounting standards	Accounting for Inventory	Intermediate	
34	Inventory valuation	Accounting for Inventory	Advanced	
35	Job Costing	Accounting for Inventory	Intermediate	
36	Product pricing	Accounting for Inventory	Intermediate	
37	Journals for inventory	Accounting for Inventory	Basic	
38	Journals for staff costs	Accounting for Inventory	Basic	
39	Journals for Inventory	Accounting for Inventory	Intermediate	
40	Interpreting trial balance	Accounting for Inventory	Intermediate	



## INTERPRETING RESULTS

### Interpreting Test Scores

The following information provides a guide on how to interpret the results of a candidate test

#### Sten & Percentile Scores

Your candidate's overall performance score is expressed as both a Sten Score & a Percentile Score as different clients have a preference for either of these scores when comparing their test-takers to the norm group.

If you are unfamiliar with these scores, here is a short definition of both.

#### Sten Scores

Sten scores divide the range of scores a candidate can achieve into ten units. You can think of sten scores as 'marks out of ten', where scores of 1 & 2 are well below average, scores of 3 below average, scores of 4 slightly below average & scores of 5 and 6 average. Scores of 7 are slightly above average, 8 is above average, with scores of 9 and 10 well above average.

#### Percentile Scores

Percentile Scores measure your candidate against an international norm group of similarly qualified and experienced people.

Percentile Scores rank your candidate against the norm group of other Cost Accountants. For example, if your candidate achieves a 65th Percentile Score, then you can expect them to achieve a higher score than 64 in 100 Financial Statement Auditors. A 20th Percentile Score would suggest they would achieve a higher score than 19 in 100 Financial Statement Auditors.

The higher the percentile score achieved by your candidate, the better they have performed against that norm group.

Try not to fall into the trap of only considering candidates with very high percentile scores for selection. A candidate with a percentile score in the 'average band' can be described as a typical performer of technical auditing tasks among the norm group, which is representative of the applicant pool in your country.

If your candidate has achieved an 'average score', take a closer look at their performance in the auditing subjects in the test with a view of determining whether they have performed well in the tasks in the Job Description for your vacant role. You can then determine whether they have reached a benchmark for selection and where you may need to concentrate professional and technical training and support in getting a candidate up to speed if appointed.

#### Overall Scores

An overview of test performance provides a summary of on how many questions your candidate completed in the allocated time of 30 minutes, in terms of how many questions they got correct, incorrect and the number of questions omitted. You can use this information to identify candidates with lower percentile scores, but high degrees of accuracy, suggesting they worked slowly but accurately in the test, which may keep them in the selection process.

## INTERPRETING RESULTS

### Omitted Questions

Attention should be paid to the number of questions omitted. Because the test is timed, questions are omitted where a candidate chooses to skip a question and also where they run out of time. To determine whether your candidate ran out of time, look at the cover page to see the time they took to complete the test. If the time is 30:00, then the candidate was still working on the test when their time expired.

### Basic, Intermediate, and Advanced Questions

This page lists the number of questions categorised as Basic, Intermediate and Advanced across the 40 questions of the test, with your candidates performance in each category. This can provide value in determining the skill and knowledge levels your candidate possesses now against the skill level required to perform the job they have applied for.

### Cost Accounting Topics

For each of the four Topics in this test, you can see the number of questions the candidate answered correctly, incorrectly and questions omitted. Hiring managers only interested in one or two topics can concentrate on a candidate's performance in topics essential to success in the role.

### Individual Questions

The most detailed level of the report lists all 40 questions topics, whether they were answered correctly, incorrectly or omitted, allowing selection panels to drill down to explore particular elements of accounting most important to their organisation, and their candidates performance against those questions.

## FURTHER SUPPORT

For further support in interpreting this report, visit the Accountests website

**[www.accountests.com](http://www.accountests.com)**

or send us an email to

**[help@accountests.com](mailto:help@accountests.com)**

