| accountests

Management Accountant

Skills and Knowledge Test

R E P O R T

Kate Williams

Time Taken:	35:22
Started:	05/07/2024 20:24 EST
Finished:	05/07/2024 20:59 EST

MANAGEMENT ACCOUNTANT TEST REPORT

Introduction

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

Context

This report is generated from the candidate's responses to 40 questions covering Budgeting and Cashflow Forecasting, Organization Financial Health, Decision Making Support and Capital Budgeting. 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.
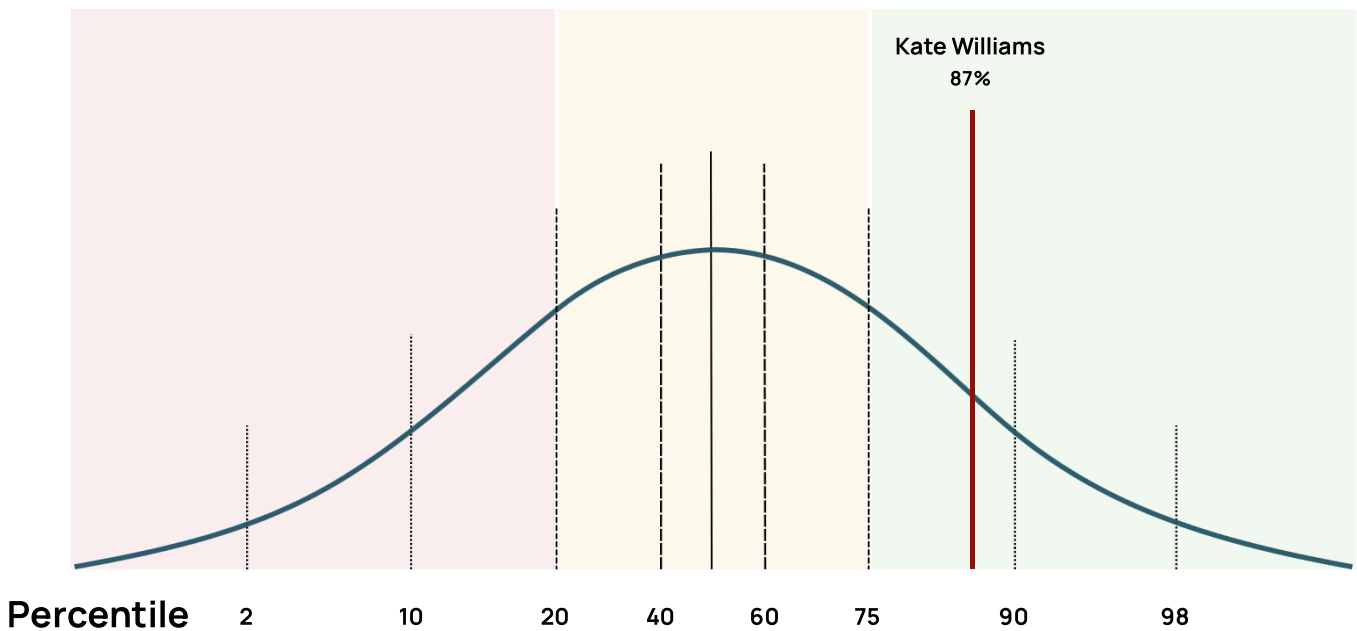
Norm Group

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

Content

1. Overall test score compared to International Management 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 Budgeting & Forecasting, Financial Health, Decision Support and Capital Budgeting
5. Performance in each of the 40 Questions
6. Interpreting test scores

COMPARATIVE PERFORMANCE

Percentile Distribution Curve

Kate Williams
87%

Percentile   2   10   20   40   60   75   90   98

When compared to the existing norm group, Kate Williams scored in the 87th percentile on this test, suggesting that they would achieve a greater than or equal score to 87 in 100 Management 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

26 Correct (65%)   14 Incorrect (35%)
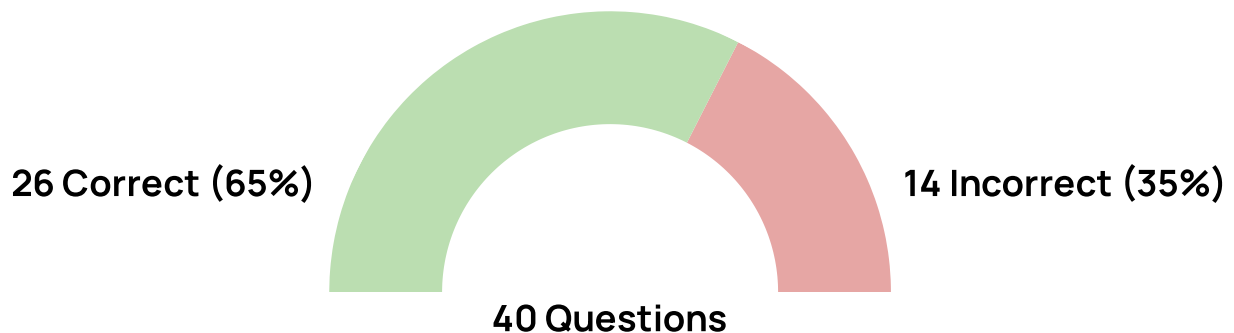
40 Questions

ANALYSIS BY DIFFICULTY

BASIC

Performance in Basic questions in Budgeting and Cashflow Forecasting, Organization Financial Health, Decision Making Support and Capital Budgeting

12 Questions (100%)

10 Correct (83%)   2 Incorrect (17%)

INTERMEDIATE

Performance at the level expected of Competent Management Accountants in questions covering Budgeting and Cashflow Forecasting, Organization Financial Health, Decision Making Support and Capital Budgeting

16 Questions (100%)

11 Correct (69%)   5 Incorrect (31%)

ADVANCED

Performance above the level expected of most Competent Management Accountants in questions covering Budgeting and Cashflow Forecasting, Organization Financial Health, Decision Making Support and Capital Budgeting

12 Questions (100%)

5 Correct (42%)   7 Incorrect (58%)

ANALYSIS BY TOPIC

BUDGETING / FORECASTING

Budgeting and Cashflow Forecasting. Budgeting and cash flow forecasting preparation and reporting including variances

10 Questions (100%)

7 Correct (70%)   3 Incorrect (30%)

FINANCIAL HEALTH

Organization Financial Health Analysis of management accounts including ratios

10 Questions (100%)

9 Correct (90%)   1 Incorrect (10%)

DECISION MAKING

Decision Making Support. Using analysis and accounting knowledge to assist an organization to make operating decisions

10 Questions (100%)

6 Correct (60%)   4 Incorrect (40%)

CAPITAL BUDGETING

Capital Budgeting. Analysis to support decisions on capital projects

10 Questions (100%)

4 Correct (40%)   6 Incorrect (60%)

RESULTS OVERVIEW

correct = ✅   incorrect = ❌   omitted = ➖

Q#	Question Detail	Topic	Difficulty	A
1	Variance terminology	Budgeting / forecasting	Basic	✅
2	Cash forecasting	Budgeting / forecasting	Basic	❌
3	Cash forecasting	Budgeting / forecasting	Basic	✅
4	Budgeting	Budgeting / forecasting	Intermediate	✅
5	Working capital	Budgeting / forecasting	Intermediate	❌
6	Variance investigation	Budgeting / forecasting	Intermediate	✅
7	Variance reporting	Budgeting / forecasting	Intermediate	✅
8	Cashflow methods	Budgeting / forecasting	Advanced	❌
9	Cashflow forecasting	Budgeting / forecasting	Advanced	✅
10	Types of budgets	Budgeting / forecasting	Advanced	✅
11	Analysis of management accounts	Financial Health	Basic	✅
12	Interest cover ratio	Financial Health	Basic	✅
13	Return on investment	Financial Health	Basic	✅
14	Debtor collection periods	Financial Health	Intermediate	✅
15	Working capital	Financial Health	Intermediate	✅
16	Value of new projects	Financial Health	Intermediate	✅
17	Inventory management	Financial Health	Intermediate	✅
18	Divisional margins	Financial Health	Advanced	✅
19	Balance sheet analysis	Financial Health	Advanced	❌
20	Return on investment	Financial Health	Advanced	✅

RESULTS OVERVIEW

correct = ✅ incorrect = ❌ omitted = ⊖

Q#	Question Detail	Topic	Difficulty	A
21	Inventory turnover	Decision making	Basic	✅
22	Changes in accounting policy	Decision making	Basic	✅
23	Option pricing	Decision making	Basic	✅
24	Fixed and variable costs	Decision making	Intermediate	✅
25	Inventory valuation	Decision making	Intermediate	❌
26	Asset leasing decisions	Decision making	Intermediate	❌
27	Outsourcing	Decision making	Intermediate	✅
28	Bottlenecks	Decision making	Advanced	❌
29	Outsourcing	Decision making	Advanced	❌
30	Cost capitalization	Decision making	Advanced	✅
31	Depreciation	Capital budgeting	Basic	✅
32	Business sales	Capital budgeting	Basic	❌
33	Business value	Capital budgeting	Basic	✅
34	Project funding analysis	Capital budgeting	Intermediate	❌
35	Business value	Capital budgeting	Intermediate	✅
36	Depreciation start date	Capital budgeting	Intermediate	✅
37	Payback analysis	Capital budgeting	Intermediate	❌
38	Internal rate of return	Capital budgeting	Advanced	❌
39	Project costing analysis	Capital budgeting	Advanced	❌
40	NPV analysis	Capital budgeting	Advanced	❌

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 Management 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 Management Accountants . A 20th Percentile Score would suggest they would achieve a higher score than 19 in 100 Management Accountants.

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 40 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 40:00, 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.

Management 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

or send us an email to
help@accountests.com