

Staff Accountant Skills and Knowledge Test

REPORT

Harry Lewis

Time Taken:	35:52
Started:	05/07/2024 05:04 EST
Finished:	05/07/2024 05:39 EST

STAFF ACCOUNTANT TEST REPORT

Introduction

The Staff Accountant Test is designed for those working as accountants, but who are not CPA's. This would include those with tertiary qualifications in accounting, provisional members of CPA, ACCA (or equivalent) or those with no formal qualifications but whose job categorizes them as accountants.

Context

This report is generated from the candidate's responses to 40 questions covering Double Entry Accounting, Practical Application of Accounting, Financial Statements Review, Accounting Concepts. 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.

Norm Group

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

Test Proctoring Reports

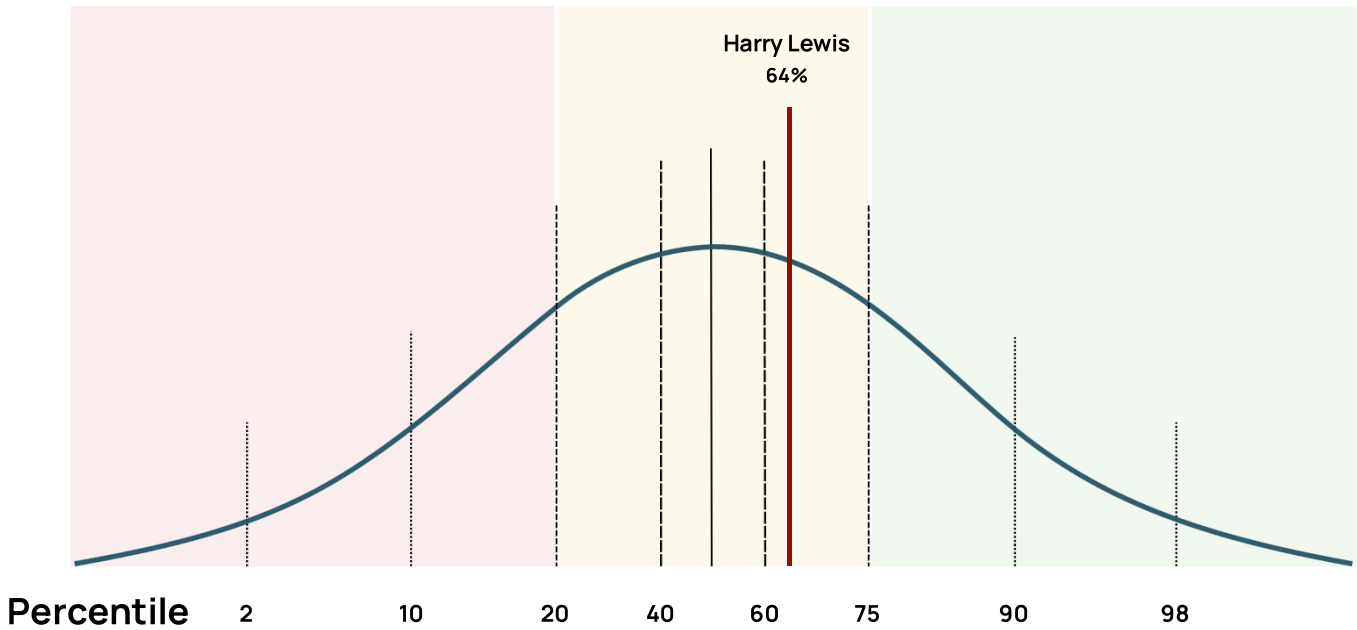
All tests are proctored and will produce a report, available at the completion of the test. You can access these proctoring reports by logging in to the testing platform and selecting the 'Manage Remote Proctoring' tile. For more information on proctoring see our [website](#).

Content

- 1 Overall test score compared to Staff 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 Double Entry Accounting, Practical Application of Accounting, Financial Statements Review, Accounting Concepts
- 5 Performance in each of the 40 Questions
- 6 Interpreting test scores

COMPARATIVE PERFORMANCE

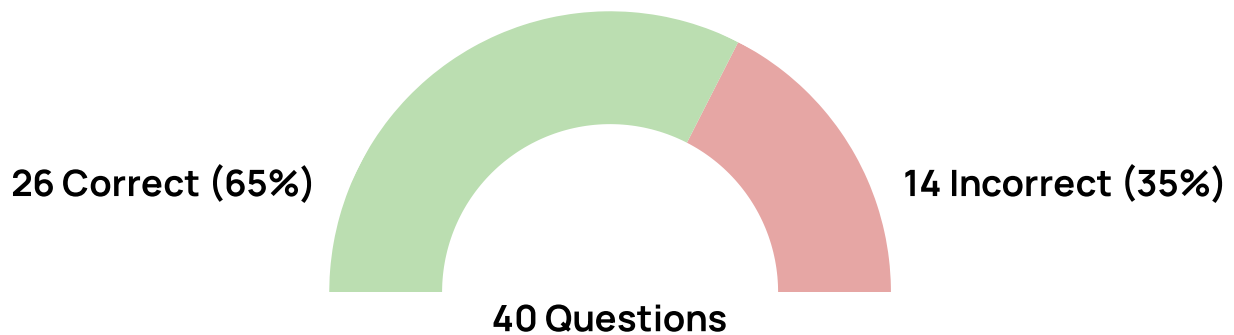
Percentile Distribution Curve



When compared to the existing norm group, Harry Lewis scored in the 64th percentile on this test, suggesting that they would achieve a greater than or equal score to 64 in 100 Staff 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 Double Entry Accounting, Practical Application of Accounting, Financial Statements Review, Accounting Concepts

14 Questions (100%)



10 Correct (71%)

4 Incorrect (29%)

INTERMEDIATE

Performance at the level expected of Staff Accountants in questions covering Double Entry Accounting, Practical Application of Accounting, Financial Statements Review, Accounting Concepts

15 Questions (100%)



10 Correct (67%)

5 Incorrect (33%)

ADVANCED

Performance above the level expected of most Staff Accountants, or at the level of senior Staff Accountants in questions covering Double Entry Accounting, Practical Application of Accounting, Financial Statements Review, Accounting Concepts

11 Questions (100%)



6 Correct (55%)

5 Incorrect (45%)

ANALYSIS BY TOPIC

DOUBLE ENTRY ACCOUNTING

Skills in double entry accounting including easier and more complex journals

12 Questions (100%)



PRACTICAL APPLICATION

Use of accounting knowledge in a practical setting - when preparing the financials

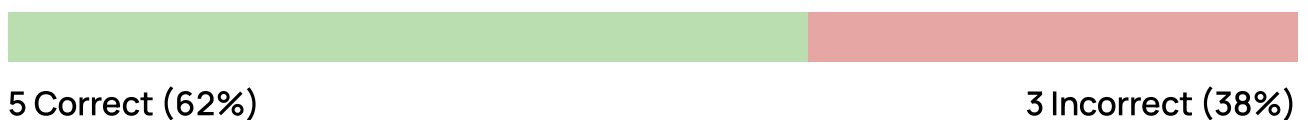
12 Questions (100%)



FINANCIAL STATEMENT REVIEW

Reviewing the financials to see if they make sense, and knowing where to look if they don't

8 Questions (100%)



ACCOUNTING CONCEPTS

Understanding and using the concepts of accounting in practice.

8 Questions (100%)



3 Correct (38%)

5 Incorrect (62%)

RESULTS OVERVIEW

correct =  incorrect =  omitted = 

Q#	Question Detail	Topic	Difficulty	A
1	Where to place an account in the financials	Double Entry Accounting	Basic	
2	Automated payments	Double Entry Accounting	Basic	
3	Capitalization of costs	Double Entry Accounting	Basic	
4	Coding an asset purchase	Double Entry Accounting	Basic	
5	Journal to spread an expense	Double Entry Accounting	Basic	
6	Journal for a reimbursement	Double Entry Accounting	Intermediate	
7	Correcting coding errors	Double Entry Accounting	Intermediate	
8	Journal entry for an allowance	Double Entry Accounting	Intermediate	
9	Journal for revenue in advance	Double Entry Accounting	Intermediate	
10	Journal for tax liability	Double Entry Accounting	Advanced	
11	Journal for an accrual	Double Entry Accounting	Advanced	
12	Journal for a credit	Double Entry Accounting	Advanced	
13	Gain or loss on sale of plant	Practical Application	Basic	
14	Fix a bank reconciling item	Practical Application	Basic	
15	Coding payments to owners	Practical Application	Basic	
16	Fixing a processing error	Practical Application	Basic	
17	Where to code a transaction	Practical Application	Basic	
18	Owner distributions for S-Corp	Practical Application	Intermediate	
19	Accounting terminology of reconciliations	Practical Application	Intermediate	
20	Calculate depreciation	Practical Application	Intermediate	

RESULTS OVERVIEW

correct =  incorrect =  omitted = 

Q#	Question Detail	Topic	Difficulty	A
21	Coding of loan repayments	Practical Application	Intermediate	
22	Coding of loan repayments	Practical Application	Intermediate	
23	Which transaction has no impact on equity	Practical Application	Advanced	
24	Calculate equity	Practical Application	Advanced	
25	Identify sales variances to budget	Financial Statement Review	Basic	
26	Does the account balance look right	Financial Statement Review	Basic	
27	Compling records for tax preparer	Financial Statement Review	Intermediate	
28	Bank reconciling items	Financial Statement Review	Intermediate	
29	Understanding the trial balance	Financial Statement Review	Intermediate	
30	Review of unusual results in financials	Financial Statement Review	Advanced	
31	What makes up asset / liability balances	Financial Statement Review	Advanced	
32	Inventory valuation methods	Financial Statement Review	Advanced	
33	Cash vs Accrual accounting	Accounting Concepts	Basic	
34	Accounting terminology of margins	Accounting Concepts	Basic	
35	Calculate working capital	Accounting Concepts	Intermediate	
36	Identify which account is a current liability	Accounting Concepts	Intermediate	
37	Identify which account is a current asset	Accounting Concepts	Intermediate	
38	Which transaction reduces equity	Accounting Concepts	Advanced	
39	Calculate operating income	Accounting Concepts	Advanced	
40	Accounting for income taxes	Accounting Concepts	Advanced	

INTERPRETING RESULTS

Interpreting Test Scores

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

Percentile Scores

Percentile Scores measure your candidate against a norm group of similarly qualified and experienced people from the country in which the test is based.

Percentile Scores rank your candidate against the norm group of other Staff 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 Staff Accountants. A 20th Percentile Score would suggest they would achieve a higher score than 19 in 100 Staff 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 accounting tasks among the norm group, which is representative of the applicant pool in your country. The average band ranges from the 34th - 66th percentile.

If your candidate has achieved an 'average score', take a closer look at their performance in the accounting subjects in the test with a view of determining whether they have performed well in the accounting 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.

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.

INTERPRETING RESULTS

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.

Accounting Topics

For each of the four Accounting 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 accounting 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

