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Staff Accountant Test Report

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Time taken: 27:50

Started on: 13/11/2023 13:27

Ended on: 13/11/2023 13:55

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.

Waiver & 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.

Unsupervised Test Scores

All online screening tests provide an estimate of the candidate's abilities, knowledge and skills. However, they do so on the assumption that the tests were completed unassisted and under standard conditions. These conditions cannot be assured if these tests have been completed unsupervised.

For more information on best practice testing see our website.

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.

Norm Group

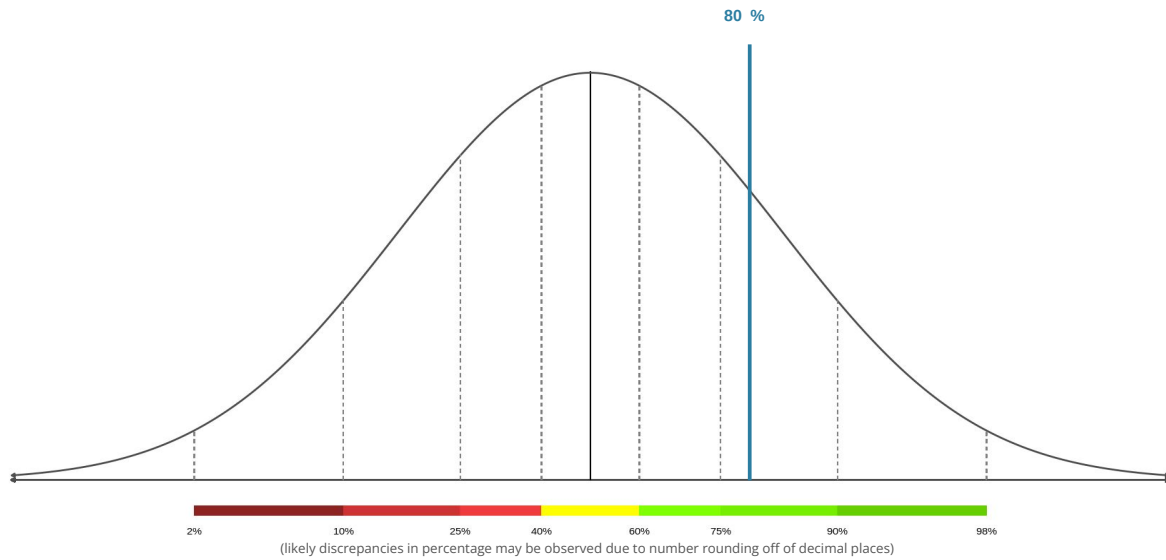
The report also compares a candidate's performance in this test against a norm group of other Staff Accountants to provide an estimate of skills and knowledge in comparison with their peers.

Content

1. Overall test score compared to a 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

Stephanie



When compared to the existing norm group, Stephanie scored in the 80th percentile on this test, suggesting that they would achieve a greater than or equal score to 80 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.

Score Summary

40 Questions (100%)

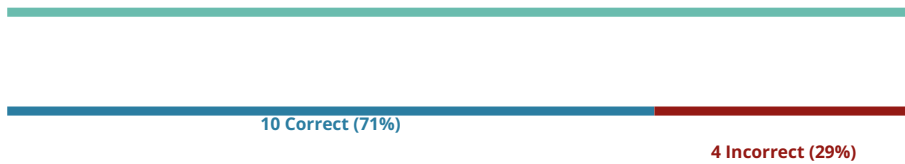


Analysis By Difficulty

Basic

Performance in Basic questions in Double Entry Accounting, Practical Application of Accounting, Financial Statements Review, Accounting Concepts

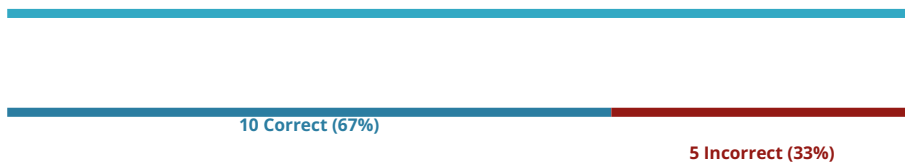
14 Questions (100%)



Intermediate

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

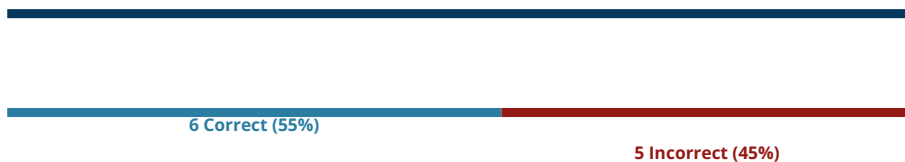
15 Questions (100%)



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%)



Staff Accountant Test – Areas within this test cover:

Double Entry Accounting

Skills in double entry accounting including easier and more complex journals.

12 Questions (100%)

11 Correct (92%)

1 Incorrect (8%)

Practical Application of Accounting

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

12 Questions (100%)

7 Correct (58%)

5 Incorrect (42%)

Financial Statement Review

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

8 Questions (100%)

5 Correct (63%)

3 Incorrect (38%)

Accounting Concepts

Understanding and using the concepts of accounting in practice.

8 Questions (100%)

3 Correct (38%)

5 Incorrect (63%)

Performance in each of the individual questions

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	Int	✓
7	Correcting coding errors	Double Entry Accounting	Int	✓
8	Journal entry for an allowance	Double Entry Accounting	Int	✓
9	Journal for revenue in advance	Double Entry Accounting	Int	✓
10	Journal for tax liability	Double Entry Accounting	Adv	✓
11	Journal for an accrual	Double Entry Accounting	Adv	✓
12	Journal for a credit	Double Entry Accounting	Adv	✗
13	Gain or loss on sale of plant	Practical Application of Accounting	Basic	✓
14	Fix a bank reconciling item	Practical Application of Accounting	Basic	✓
15	Coding payments to owners	Practical Application of Accounting	Basic	✓
16	Fixing a processing error	Practical Application of Accounting	Basic	✗
17	Where to code a transaction	Practical Application of Accounting	Basic	✗
18	Owner distributions for S-Corp	Practical Application of Accounting	Int	✓
19	Accounting terminology of reconciliations	Practical Application of Accounting	Int	✓
20	Calculate depreciation	Practical Application of Accounting	Int	✓

Basic
Basic
Int
Intermediate
Adv
Advanced
✓ Correct
✗ Incorrect
Omitted

21	Coding of loan repayments	Practical Application of Accounting	Int	✘
22	How to handle a customer overpayment	Practical Application of Accounting	Int	✘
23	Which transaction has no impact on equity	Practical Application of Accounting	Adv	✔
24	Calculate equity	Practical Application of Accounting	Adv	✘
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	Int	✔
28	Bank reconciling items	Financial Statement Review	Int	✘
29	Understanding the trial balance	Financial Statement Review	Int	✔
30	Review of unusual results in financials	Financial Statement Review	Adv	✔
31	What makes up asset / liability balances	Financial Statement Review	Adv	✔
32	Inventory valuation methods	Financial Statement Review	Adv	✘
33	Cash vs Accrual accounting	Accounting Concepts	Basic	✔
34	Accounting terminology of margins	Accounting Concepts	Basic	✘
35	Calculate working capital	Accounting Concepts	Int	✔
36	Identify which account is a current liability	Accounting Concepts	Int	✘
37	Identify which account is a current asset	Accounting Concepts	Int	✘
38	Which transaction reduces equity	Accounting Concepts	Adv	✔
39	Calculate operating income	Accounting Concepts	Adv	✘
40	Accounting for income taxes	Accounting Concepts	Adv	✘

Basic
Basic
Int
Intermediate
Adv
Advanced
✔ Correct
✘ Incorrect
○ Omitted

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 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.

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 & Difficult 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 organization, and their candidates performance against those questions.