

Bookkeeper

Skills and Knowledge Test

REPORT

Michelle Garcia

Time Taken:	34:46
Started:	05/07/2024 22:23 EST
Finished:	05/07/2024 22:57 EST

BOOKKEEPER TEST REPORT

Introduction

The Bookkeeper/Assistant Accountant Test is designed for those who are working at a level below accountant, but whose job includes bookkeeping functions, using current desktop or cloud accounting packages. It is assumed a Bookkeeper/Assistant Accountant will be responsible for preparing monthly management accounts (or equivalent) and is likely to have some understanding of double entry bookkeeping. Different competency levels assessed within the test allow for the wide range of abilities and responsibilities of Bookkeepers/Assistant Accountants.

Context

This report is generated from the candidate's responses to 40 questions covering Processing & Journals, Accounting Concepts, Business Support and Taxation & Payroll at the level expected of competent Bookkeepers, Accounts and Finance Assistants. Questions are divided into 3 Levels of Competency based on levels set by a bookkeeping expert group. Taxation questions are limited to basic Federal Tax and generic Sales Tax issues only.

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](#).

Content

- 1 Overall test score compared to a Bookkeepers Levels of Competency
- 2 Test performance in Processing & Journals, Accounting Concepts, Business Support and Taxation & Payroll
- 3 Performance in each of the 40 Questions
- 4 Interpreting test scores

TEST RESULT – COMPETENCY COMPARISON

LEVEL 1

12 Questions



Michelle Garcia scored 92% in Level 1 competency

If your candidate scored above 70% at Level 1, as an employer you should expect the candidate can process information into a desktop or cloud accounting system with reasonable accuracy. They can choose correct Sales Tax and Payroll treatments for straightforward transactions. They can calculate margins and discounts for sales invoices. Unless this candidate is also competent at Level 2 you should ensure any monthly financial statements, Sales Tax returns or budgets are reviewed by a person with Level 2 competency before you rely on them. A Level 1 candidate does not have skills in double entry accounting and cannot complete journals.

LEVEL 2

17 Questions



Michelle Garcia scored 76% in Level 2 competency

If your candidate scored above 70% at Level 2, without review they should be able to complete your Sales Tax and Payroll returns. They can deal with most Sales Tax and Payroll issues. They can complete budgets and monthly financial statements for a straightforward small or medium business. They understand double entry accounting and journal entries.'

LEVEL 3

11 Questions



Michelle Garcia scored 55% in Level 3 competency

If your candidate scored above 70% at Level 3, they can deal with more complex issues and for larger businesses and groups of companies. They can complete monthly and annual financial statements to a high level of accuracy, and have strong skills in Sales Tax and Payroll. These skills are likely to be at a similar level to an accountant.

Important Note: Questions in the assessment were reviewed by an expert group of experienced bookkeepers. The competency levels were set by the expert group using Delphi Qualitative Analysis, a recognised and statistically valid methodology. However there is an inherent variability in candidate performance in different bookkeeping skills areas, and therefore some judgement is required.

Accountests is available to assist in test interpretation. -

ANALYSIS BY TOPIC

Journals & Processing

TOTAL SCORE SUMMARY



LEVEL 1 7 Questions (100%)



7 Correct (100%)

0 Incorrect (0%)

A high proportion of correct answers at Level 1 indicates a candidate should be able to process information into a cloud or desktop accounting system with reasonable accuracy. Any monthly reports produced should be reviewed by a Level 2 bookkeeper (or an accountant) before reliance is placed on them.

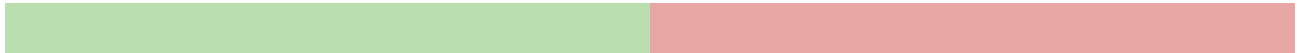
LEVEL 2 8 Questions (100%)



7 Correct (88%)

1 Incorrect (12%)

A high proportion of correct answers at Level 2 indicates a candidate should be able to complete monthly financial statements for a small or medium sized business, including double entry accounting and journal entries.

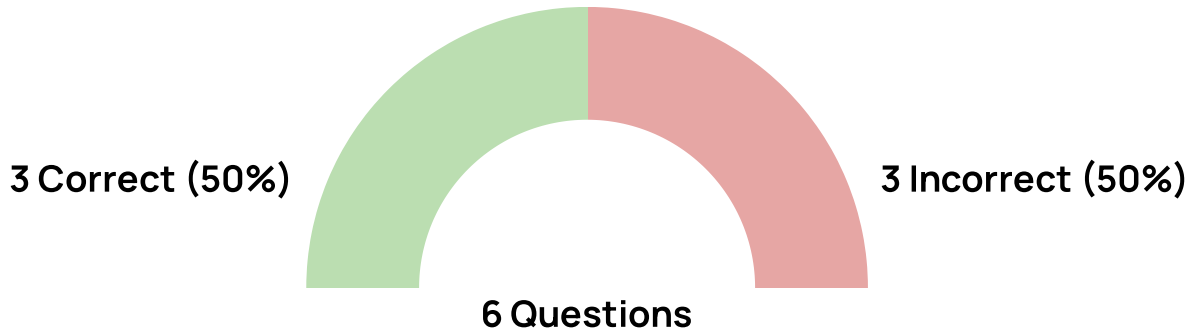
LEVEL 3**2 Questions (100%)****1 Correct (50%)****1 Incorrect (50%)**

A high proportion of correct answers at Level 3 indicates a candidate should be able to complete monthly or annual financial statements (without income tax planning) for small to larger businesses to a high level of accuracy. Skills similar to an accountant.

ANALYSIS BY TOPIC

Accounting Concepts

TOTAL SCORE SUMMARY



LEVEL 2

3 Questions (100%)



2 Correct (67%)

1 Incorrect (33%)

A high proportion of correct answers at Level 2 indicates a candidate demonstrates some understanding of accounting terminology and concepts.

LEVEL 3

3 Questions (100%)



1 Correct (33%)

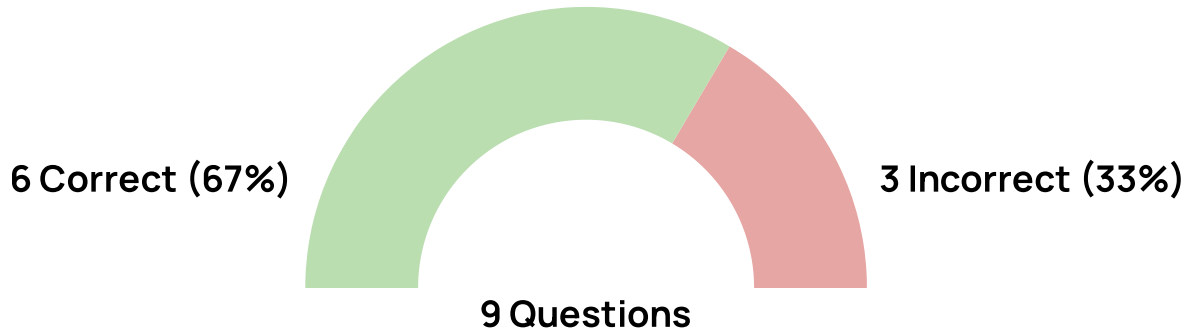
2 Incorrect (67%)

A high proportion of correct answers at Level 3 indicates a candidate demonstrates a good level of understanding of accounting terminology and concepts. Skills similar to an accountant.

ANALYSIS BY TOPIC

Business Support

TOTAL SCORE SUMMARY



LEVEL 1

3 Questions (100%)



2 Correct (67%)

1 Incorrect (33%)

A high proportion of correct answers at Level 1 indicates a candidate should be able to provide basic levels of support - for example calculating margins or customer discounts.

LEVEL 2

3 Questions (100%)



2 Correct (67%)

1 Incorrect (33%)

A high proportion of correct answers at Level 2 indicates a candidate should be able to understand financial information produced and provide some interpretation.

LEVEL 3

3 Questions (100%)



2 Correct (67%)

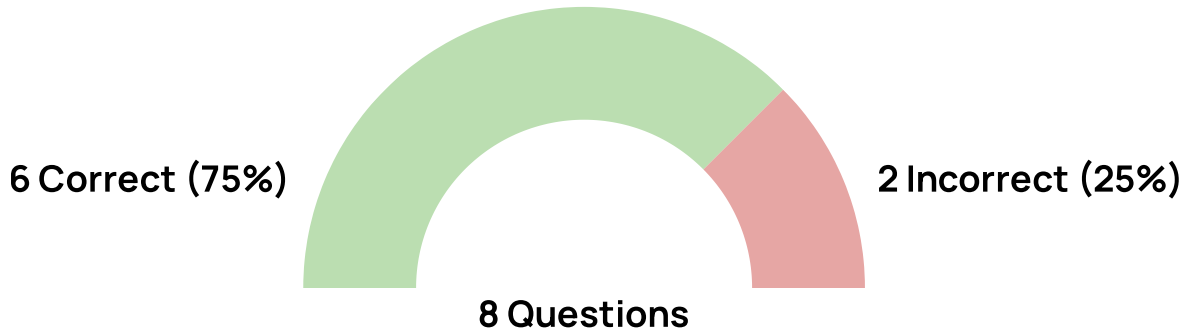
1 Incorrect (33%)

A high proportion of correct answers at Level 3 indicates a candidate should be able to provide good interpretation of financial results achieved. Skills similar to an accountant.

ANALYSIS BY TOPIC

Taxation & Payroll

TOTAL SCORE SUMMARY



LEVEL 1

2 Questions (100%)



2 Correct (100%)

0 Incorrect (0%)

A high proportion of correct answers at Level 1 indicates a candidate should be able to choose correct Sales Tax and Payroll treatments for straightforward transactions. Any Sales Tax returns produced should be reviewed by a Level 2 bookkeeper (or an accountant).

LEVEL 2

3 Questions (100%)



2 Correct (67%)

1 Incorrect (33%)

A high proportion of correct answers at Level 2 indicates a candidate should be able to complete VAT and Payroll tax returns without further review and have some knowledge of payroll related employment issues.

LEVEL 3

3 Questions (100%)















2 Correct (67%)

1 Incorrect (33%)

A high proportion of correct answers at Level 3 indicates a candidate should have strong skills in Payroll tax, VAT and Payroll related employment issues. Skills similar to an accountant.







RESULTS OVERVIEW

correct =  incorrect =  omitted = 

Q#	Question Detail	Topic	Difficulty	A
1	Where to code a transaction #1	Journals & Processing	Level 1	
2	How to handle a customer underpayment	Journals & Processing	Level 1	
3	Fixing a processing error	Journals & Processing	Level 1	
4	How to handle a customer overpayment	Journals & Processing	Level 1	
5	Where to code a transaction #2	Journals & Processing	Level 1	
6	Where to code a transaction #3	Journals & Processing	Level 1	
7	Where to code a transaction #4	Journals & Processing	Level 1	
8	Coding an asset purchase	Journals & Processing	Level 2	
9	Bank reconciling items	Journals & Processing	Level 2	
10	Correctly classify an account	Journals & Processing	Level 2	
11	Should an account be a Dr or Cr	Journals & Processing	Level 2	
12	Which financial statement should an account be in	Journals & Processing	Level 2	
13	How to process a deferred payment	Journals & Processing	Level 2	
14	Journal entry to spread an expense	Journals & Processing	Level 2	
15	What accounts are affected by a sale + sales tax	Journals & Processing	Level 2	
16	Journal entry required for an allowance	Journals & Processing	Level 3	
17	Journal entry required for an accrual	Journals & Processing	Level 3	
18	What is the gross profit?	Accounting Concepts	Level 2	
19	Dealing with missing information	Accounting Concepts	Level 2	
20	Reconciliation of balances	Accounting Concepts	Level 2	

RESULTS OVERVIEW

correct =  incorrect =  omitted = 

Q#	Question Detail	Topic	Difficulty	A
21	Calculate owners equity	Accounting Concepts	Level 3	
22	Calculate depreciation	Accounting Concepts	Level 3	
23	Inventory valuation methods	Accounting Concepts	Level 3	
24	Calculate a discount	Business Support	Level 1	
25	Calculate a selling price	Business Support	Level 1	
26	Calculating commission	Business Support	Level 1	
27	Identify sales variances to budget	Business Support	Level 2	
28	Reasons for lower gross margin	Business Support	Level 2	
29	Cash versus Accrual accounting	Business Support	Level 2	
30	Calculate a business gross margin	Business Support	Level 3	
31	Calculate working capital	Business Support	Level 3	
32	Accounting for gift card sales	Business Support	Level 3	
33	Calculate sales tax portion	Taxation & Payroll	Level 1	
34	Coding payments to owners	Taxation & Payroll	Level 1	
35	Compiling records for tax preparer	Taxation & Payroll	Level 2	
36	Sales Tax status of a sale transaction	Taxation & Payroll	Level 2	
37	Receipts needed for income tax deductions	Taxation & Payroll	Level 2	
38	Employee vs contractor	Taxation & Payroll	Level 3	
39	Pension plan payments	Taxation & Payroll	Level 3	
40	Owner distributions for S-Corp	Taxation & Payroll	Level 3	

INTERPRETING RESULTS

Interpreting Test Scores

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

Overall Scores

An overview of test performance at each level provides a summary of how many questions your candidate completed in the allocated time of 40 minutes, how many they got correct, incorrect and the number of questions omitted. We have deliberately not included a summary of the candidate performance across the whole test as this does not add to understanding of their competency at any particular Level.

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.

Bookkeeping Topics

For each of the four Bookkeeping Topics in this test, you can see the number of questions the candidate answered correctly, incorrectly and questions omitted. Each topic is broken down into Level 1, Level 2 and Level 3 questions to identify the skill and knowledge level your candidate possesses in that topic. A description of likely capabilities at each level is also provided. Interpreting your candidate's performance against each topic is achieved by looking where their number of incorrect questions increases. In a Business Support example, a candidate with a very high number of correct Level 1 Questions, half of the Level 2 Questions correct and none of the Level 3 Questions correct

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 bookkeeping most important to their organisation, and their candidate's performance against each of 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