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## CA / CPA Accounting Skills & Knowledge Test Report

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**Sam Sample**

Email: [sam@accountests.com](mailto:sam@accountests.com)

Date: 11/4/2019

**Time taken: 26:26**

Started on: 11/4/2019 16:40

Ended on: 11/4/2019 17:06

### **Introduction**

The CA / CPA Test is designed for candidates who are CA / CPA qualified members of a professional accounting body such as CPA in USA, ACCA internationally, ICAEW (or equivalent organisations).

### **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 Core Accounting, Financial Reporting, Advisory & Analysis and Budgeting & Forecasting at CA / CPA level. Questions are also divided into Basic, Intermediate and Advanced categories to test the extent of each candidate's skills and knowledge.

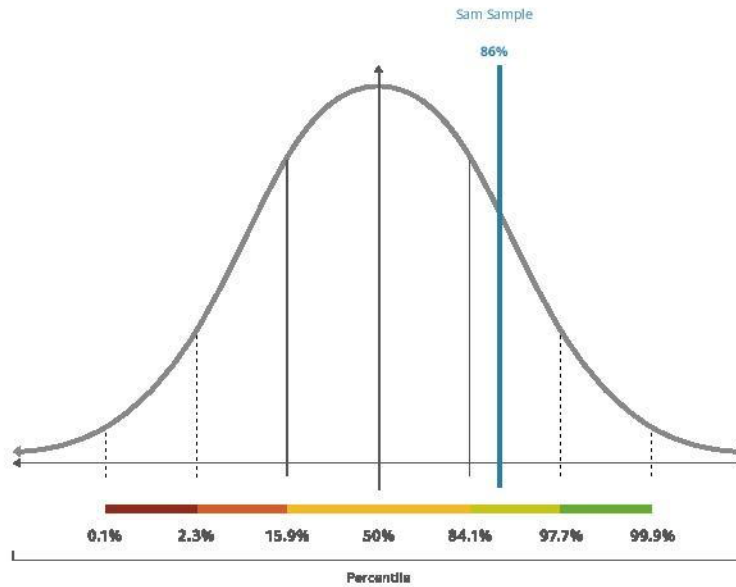
### **Norm Group**

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

### **Content**

1. Overall test score compared to a CA's / CPA's 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 Core Accounting, Financial Reporting, Advisory & Analysis and Budgeting & Forecasting Subjects
5. Performance in each of the 40 Questions
6. Interpreting test scores

**Comparative Performance**



(likely discrepancies in percentage may be observed due to number rounding off of decimal places)

When compared to the existing norm group, Sam Sample scored in the 86<sup>th</sup> percentile on this test, suggesting that he would achieve a greater than or equal score to 86 in 100 CA's / CPA's.

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**

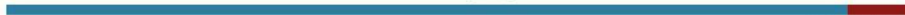
**Basic**

Performance in Basic questions in Core Accounting, Financial Reporting, Advisory & Analysis and Budgeting & Forecasting

14 Questions (100%)



13 Correct (93%)



1 Incorrect (7%)

**Intermediate**

Performance at the level expected of CA's / CPA's in questions covering Core Accounting, Financial Reporting, Advisory & Analysis and Budgeting & Forecasting

15 Questions (100%)



9 Correct (60%)

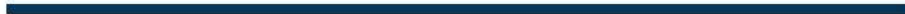


6 Incorrect (40%)

**Advanced**

Performance above the level expected of most CA's / CPA's, or at the level of senior CA's / CPA's in questions covering Core Accounting, Financial Reporting, Advisory & Analysis and Budgeting & Forecasting

11 Questions (100%)



4 Correct (36%)



7 Incorrect (64%)

CA / CPA Accounting test – Areas within this test cover:

Core Accounting

**Core Accounting:** skills in double entry accounting including easier and more complex journals.

8 Questions (100%)

7 Correct (88%)

1 Incorrect (13%)

Financial Reporting

**Financial Reporting:** reporting and disclosure requirements based on reporting standards of IFRS and US GAAP.

8 Questions (100%)

3 Correct (38%)

5 Incorrect (63%)

Advisory & Analysis

**Advisory & Analysis:** skills for those producing financial information for management to assist in their decision making, and which tends to be forward looking.

12 Questions (100%)

8 Correct (67%)

4 Incorrect (33%)

Budgeting & Forecasting

**Budgeting & Forecasting:** skills for those producing forward looking information for both profit & loss and balance sheet.

12 Questions (100%)

8 Correct (67%)

4 Incorrect (33%)

Performance in each of the individual questions

|    |   |                     |       |   |
|----|---|---------------------|-------|---|
| 1  | Effect of a transaction on the balance sheet #1 | Core Accounting     | Basic | ✓ |
| 2  | Depreciation calculation                        | Core Accounting     | Basic | ✓ |
| 3  | Journal for dividend                            | Core Accounting     | Basic | ✓ |
| 4  | Journal to fix coding error                     | Core Accounting     | Basic | ✓ |
| 5  | Effect of a transaction on the balance sheet #2 | Core Accounting     | Int   | ✓ |
| 6  | Journal required for a transaction              | Core Accounting     | Int   | ✓ |
| 7  | Journal for tax payments                        | Core Accounting     | Int   | ✓ |
| 8  | Inventory valuation                             | Core Accounting     | Int   | ✗ |
| 9  | When to depreciate                              | Financial Reporting | Basic | ✗ |
| 10 | Equity accounting                               | Financial Reporting | Basic | ✓ |
| 11 | Recognition of losses                           | Financial Reporting | Int   | ✗ |
| 12 | Revenue recognition                             | Financial Reporting | Int   | ✓ |
| 13 | Accounting for forward exchange contracts       | Financial Reporting | Int   | ✗ |
| 14 | Accounting for foreign subsidiaries             | Financial Reporting | Adv   | ✗ |
| 15 | Treatment of foreign exchange on export sales   | Financial Reporting | Adv   | ✗ |
| 16 | Post balance date events                        | Financial Reporting | Adv   | ✓ |
| 17 | Analysis of management accounts                 | Advisory & Analysis | Basic | ✓ |
| 18 | Fixed and variable costs                        | Advisory & Analysis | Basic | ✓ |
| 19 | Inventory turnover                              | Advisory & Analysis | Basic | ✓ |
| 20 | Interest cover ratio                            | Advisory & Analysis | Basic | ✓ |

Basic
 Basic
 Int
 Intermediate
 Adv
 Advanced

✓ Correct
 ✗ Incorrect
 ○ Omitted

|    |  |                         |       |   |
|----|--|-------------------------|-------|---|
| 21 | Receivable collection periods          | Advisory & Analysis     | Int   | ✓ |
| 22 | Working capital                        | Advisory & Analysis     | Int   | ✓ |
| 23 | Outsourcing decisions                  | Advisory & Analysis     | Int   | ✗ |
| 24 | Payback analysis                       | Advisory & Analysis     | Int   | ✓ |
| 25 | Project funding analysis               | Advisory & Analysis     | Adv   | ✓ |
| 26 | Outsourcing benefit calculation        | Advisory & Analysis     | Adv   | ✗ |
| 27 | Return on investment                   | Advisory & Analysis     | Adv   | ✗ |
| 28 | Price and volume variances             | Advisory & Analysis     | Adv   | ✗ |
| 29 | Budgeting terminology                  | Budgeting & Forecasting | Basic | ✓ |
| 30 | Cash forecasting assumptions           | Budgeting & Forecasting | Basic | ✓ |
| 31 | Cash forecasting variables             | Budgeting & Forecasting | Basic | ✓ |
| 32 | Forecasting for high growth businesses | Budgeting & Forecasting | Basic | ✓ |
| 33 | Project decision analysis              | Budgeting & Forecasting | Int   | ✓ |
| 34 | Budgeting method options               | Budgeting & Forecasting | Int   | ✓ |
| 35 | Working capital requirements of growth | Budgeting & Forecasting | Int   | ✗ |
| 36 | Variance investigation                 | Budgeting & Forecasting | Int   | ✗ |
| 37 | Reporting of forecasts to management   | Budgeting & Forecasting | Adv   | ✗ |
| 38 | Cashflow methods                       | Budgeting & Forecasting | Adv   | ✗ |
| 39 | Cashflow forecasting sensitivity       | Budgeting & Forecasting | Adv   | ✓ |
| 40 | Project cashflow analysis              | Budgeting & Forecasting | Adv   | ✓ |

### 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 CA's / CPA's. For example, if your candidate achieves a 65th Percentile Score, then you can expect them to achieve a higher score than 64 in 100 CA's / CPA's. A 20th Percentile Score would suggest they would achieve a higher score than 19 in 100 CA's / CPA's.

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

Some high volume recruiters will decide that all new recruits must be at least as skilled and knowledgeable as most of the norm group and will set a benchmark of 50th Percentile. All candidates scoring below this benchmark are rejected. Other employers, especially those looking for skills and knowledge in only one or two of the four Accounting Topics, prefer to concentrate on performance in those topics essential to success in the role and pay less attention to overall scores.

#### 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 organisation, and their candidates performance against those questions.