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Public Sector Accounting Test Report

John Smith

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Date: 21/3/2018

Time taken: 21:50

Started on: 21/3/2018 15:31

Ended on: 21/3/2018 15:52

Introduction

The Public Sector Accounting Test is designed for candidates who are Chartered Accountant qualified and applying for positions in the New Zealand Public Sector, such as Government Departments, Crown Agencies, Local Authorities, District Health Boards, Universities and Technical Institutes.

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 a more reliable assessment, it is recommended that if this screening test was completed unsupervised, it is followed up by supervised test at a later stage in the selection process.

Context

This report is generated from the candidate's responses to 40 questions covering Budgeting/Forecasting, Financial Health, Decision Making, Capital Budgeting and Project Planning as well as Taxation and Financial Reporting. Questions are also divided into Basic, Intermediate and Advanced categories to test the extent of each candidate's skills and knowledge.

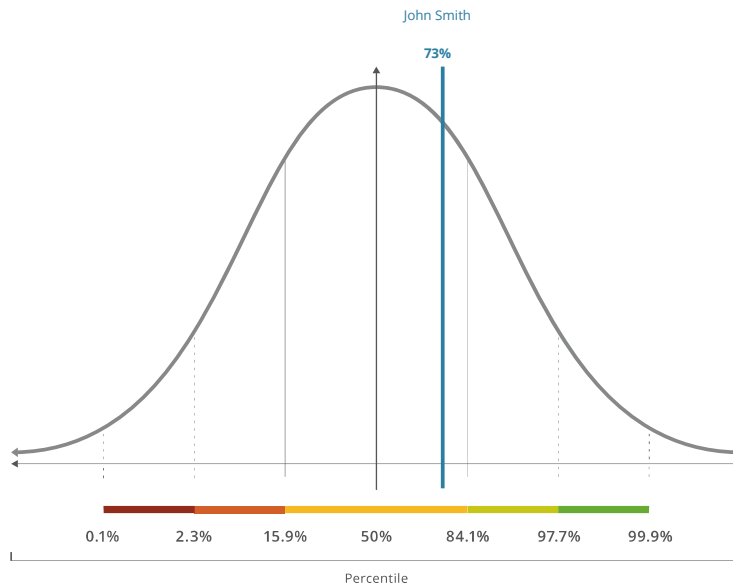
Norm Group

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

Content

1. Overall test score compared to Public Sector 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, Financial Health, Decision Making, Capital Budgeting, Tax and Financial Reporting 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 norm group, John Smith scored in the 73th percentile on this test, suggesting that she would achieve a greater than or equal score to 73 in 100 Public Sector 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%)



25 Correct (63%)



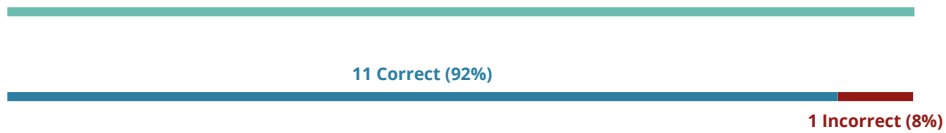
15 Incorrect (38%)

Analysis By Difficulty

Basic

Performance in Basic questions covering Budgeting / Forecasting, Financial Health, Decision Making, Capital Budgeting and Tax & Financial Reporting

12 Questions (100%)



Intermediate

Performance at the level expected of Public Sector Accountants in questions covering Budgeting / Forecasting, Financial Health, Decision Making, Capital Budgeting and Tax & Financial Reporting

16 Questions (100%)



Advanced

Performance above the level expected of most Public Sector Accountants, in questions covering Budgeting / Forecasting, Financial Health, Decision Making, Capital Budgeting and Tax & Financial Reporting

12 Questions (100%)



Public Sector Accounting test – Areas within this test cover:

Budgeting

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

10 Questions (100%)



Fin Health

Financial Health: Organisational Financial Health. Analysis of management accounts including ratios

6 Questions (100%)



Decision Making

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

6 Questions (100%)



Capital Budgeting

Capital Budgeting: Capital Budgeting. Analysis to support decisions on capital projects

7 Questions (100%)



Tax & Financial Reporting

Tax & Financial Reporting: Tax and financial reporting questions appropriate to the Public Sector including Public Benefit Entity Accounting Standards

11 Questions (100%)



Performance in each of the individual questions

1	Variance terminology	Budgeting	Basic	✓
2	Cash forecasting assumptions	Budgeting	Basic	✓
3	Items in a cash forecast	Budgeting	Basic	✓
4	Working capital	Budgeting	Int	✓
5	Variance investigation	Budgeting	Int	✓
6	Budgeting approaches	Budgeting	Int	✓
7	Measures of cashflow	Budgeting	Int	✓
8	Accuracy of cash payments forecast	Budgeting	Adv	✗
9	Types of budgets	Budgeting	Adv	✗
10	Variance reporting	Budgeting	Adv	✗
11	Balance sheet analysis	Fin Health	Basic	✓
12	Analysis of management accounts	Fin Health	Basic	✗
13	Working capital	Fin Health	Int	✗
14	Calculating the value of a new project	Fin Health	Int	✗
15	Appropriation segment margins	Fin Health	Adv	✗
16	Financial ratio calculation	Fin Health	Adv	✓
17	Treatment of outsourcing variables	Decision Making	Basic	✓
18	Reasons for changes in ratios	Decision Making	Basic	✓
19	Break even point	Decision Making	Int	✗
20	Finance vs operating leases	Decision Making	Int	✓

Basic
Basic
Int
Intermediate
Adv
Advanced

✓ Correct
 ✗ Incorrect
 ○ Omitted

21	Asset leasing decisions	Decision Making	Adv	✓
22	Outsourcing decision analysis	Decision Making	Adv	✗
23	Project funding assessment	Capital Budgeting	Basic	✓
24	Depreciation calculation	Capital Budgeting	Basic	✓
25	Payback analysis	Capital Budgeting	Int	✓
26	Internal rate of return	Capital Budgeting	Int	✗
27	Project funding analysis	Capital Budgeting	Int	✓
28	Project analysis calculations	Capital Budgeting	Adv	✓
29	Project analysis methods	Capital Budgeting	Adv	✗
30	GST documentation compliance requirements	Tax & Financial Reporting	Basic	✓
31	Employee tax codes	Tax & Financial Reporting	Basic	✓
32	PBE consolidation standards	Tax & Financial Reporting	Basic	✓
33	When does GST apply?	Tax & Financial Reporting	Int	✓
34	GST time of supply requirements	Tax & Financial Reporting	Int	✗
35	GST status of a sale	Tax & Financial Reporting	Int	✓
36	Depreciation start date under PBE Accty stds	Tax & Financial Reporting	Int	✓
37	Depreciation under PBE Accty stds	Tax & Financial Reporting	Int	✗
38	FBT liability calculation	Tax & Financial Reporting	Adv	✗
39	Definitions for PBE Accty standards	Tax & Financial Reporting	Adv	✗
40	PBE revenue disclosure standards	Tax & Financial Reporting	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 Public Sector Chartered 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 Public Sector Chartered Accountants. A 20th Percentile Score would suggest they would achieve a higher score than 19 in 100 Public Sector Chartered Accountants.

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 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.