

2011 Most Admired for HR

The following chart indicates the rank order and scores of the 50 companies determined to be most admired in the following four categories of HR-related attributes: People Management, Innovation, Product/Service Quality and Management Quality. Hay Group used *Fortune's* "Most Admired Companies" database to perform this analysis. The list includes U.S.-based companies as well as selected non-U.S. companies with prominent U.S. subsidiaries. Scores represent the combined totals for all four attributes.

Rank	Company	Industry ¹	HR Attributes Average Total ²
1	Apple, Cupertino, Calif.	Computers	8.605
2	Google, Mountain View, Calif.	Internet Services and Retailing	8.375
3	Amazon.com, Seattle	Internet Services and Retailing	8.368
4	Nike, Beaverton, Ore.	Apparel	8.280
5	Walt Disney, Burbank, Calif.	Entertainment	8.060
6	Nestlé, Vevey, Switzerland	Consumer Food Products	8.030
7	Netflix, Los Gatos, Calif.	Internet Services and Retailing	7.873
8	W.W. Grainger, Lake Forest, Ill.	Wholesalers: Diversified	7.790
9	Royal Dutch Shell, The Hague, the Netherlands	Petroleum Refining	7.783
10	Goldman Sachs Group, New York	Megabanks	7.775
11	Medco Health Solutions, Franklin Lakes, N.J.	Health Care: Pharmacy and Other Services	7.700
12	Ralph Lauren, New York	Apparel	7.683
13	Charles Schwab, San Francisco	Securities	7.655
14	STATOIL, Star. Norway	Petroleum Refining	7.638
15	Exxon Mobil, Irving, Texas	Petroleum Refining	7.603
16	IBM, Armonk, N.Y.	Information Technology Services	7.600
17	McDonald's, Oak Brook, Ill.	Food Services	7.600
18	United Technologies, Hartford, Conn.	Aerospace and Defense	7.573
19	VF, Greensboro, N.C.	Apparel	7.555
20	Whole Foods Market, Austin, Texas	Food and Drug Stores	7.538
21	Coach, New York	Apparel	7.530
22	Procter & Gamble, Cincinnati	Soaps and Cosmetics	7.528
23	EMCOR Group, Norwalk, Conn.	Engineering, Construction	7.505
24	3M, St. Paul, Minn.	Medical and Other Precision Equipment	7.495
25	Accenture, Dublin, Ireland	Information Technology Services	7.495
26	Occidental Petroleum, Los Angeles	Mining, Crude-Oil Production	7.488
27	Chevron, San Ramon, Calif.	Petroleum Refining	7.460
28	U.S. Bancorp, Minneapolis	Superregional Banks	7.450
29	Robert Half International, Menlo Park, Calif.	Temporary Help	7.433
30	L'Oréal, Clichy, France	Soaps and Cosmetics	7.408
31	Qualcomm, San Diego	Network and Other Communications Equipment	7.403
32	PepsiCo, Purchase, N.Y.	Consumer Food Products	7.398
33	POSCO, Seoul, South Korea	Metals	7.398
34	Deere, Moline, Ill.	Industrial and Farm Equipment	7.388
35	Time Warner, New York	Entertainment	7.388
36	UnitedHealth Group, Minnetonka, Minn.	Health Care: Insurance and Managed Care	7.388
37	Nordstrom, Seattle	General Merchandisers	7.385
38	NextEra Energy (formerly FPL Group), Juno Beach, Fla.	Electric and Gas Utilities	7.360
39	Marriott International, Bethesda, Md.	Hotels, Casinos, Resorts	7.323
40	Publix Super Markets, Lakeland, Fla.	Food and Drug Stores	7.310
41	Southern, Atlanta	Electric and Gas Utilities	7.305
42	Target, Minneapolis	General Merchandisers	7.303
43	Discovery Communications, Silver Spring, Md.	Entertainment	7.295
44	Caterpillar, Peoria, Ill.	Industrial and Farm Equipment	7.288
45	Ball, Broomfield, Colo.	Packaging, Containers	7.285
46	J.P. Morgan Chase, New York	Megabanks	7.285
47	Reckitt Benckiser Group, Slough, United Kingdom	Soaps and Cosmetics	7.263
48	British American Tobacco, London	Tobacco	7.255
49	Intel, Santa Clara, Calif.	Semiconductors	7.255
50	St. Jude Medical, St. Paul, Minn.	Medical and Other Precision Equipment	7.253

¹ Industry classifications were chosen by *Fortune* magazine and Hay Group.

² In cases of identical scores, companies are listed alphabetically.