

Most Admired for HR

Top 50 Companies

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. Industry categories are determined by *Fortune* and Korn Ferry Hay Group.

Rank	Company	Industry	HR Attributes Average Total
1	Walt Disney, Burbank, Calif.	Entertainment	8.70
2	Starbucks, Seattle	Food Services	8.46
3	Alphabet, Mountain View, Calif.	Internet Services and Retailing	8.39
4	Netflix, Los Gatos, Calif.	Entertainment	8.34
5	Nike, Beaverton, Ore.	Apparel	8.33
6	Facebook, Menlo Park, Calif.	Internet Services and Retailing	8.03
7	Costco Wholesale, Issaquah, Wash.	Specialty Retailers	8.02
8	TJX, Framingham, Mass.	Specialty Retailers	8.00
9	Johnson & Johnson, New Brunswick, N.J.	Pharmaceuticals	7.99
10	Qualcomm, San Diego	Network and Other Communications Equipment	7.96
11	U.S. Bancorp, Minneapolis	Super-Regional Banks	7.91
12	Siemens, Munich, Germany	Industrial Machinery	7.88
13	BlackRock, New York	Securities/Asset Management	7.86
14	UnitedHealth Group, Minnetonka, Minn.	Healthcare: Insurance and Managed Care	7.83
15	NextEra Energy, Juno Beach, Fla.	Electric and Gas Utilities	7.79
16	salesforce.com, San Francisco	Computer Software	7.77
17	Nestlé, Vevey, Switzerland	Consumer Food Products	7.76
18	Nordstrom, Seattle	General Merchandisers	7.70
19	Toyota Motor, Aichi Prefecture, Japan	Motor Vehicles	7.64
20	BMW, Munich, Germany	Motor Vehicles	7.63
21	Amazon.com, Seattle	Internet Services and Retailing	7.57
22	Adobe Systems, San Jose, Calif.	Computer Software	7.54
23	Northrop Grumman, Falls Church, Va.	Aerospace and Defense	7.51
24	Nvidia, Santa Clara, Calif.	Semiconductors	7.50
25	Toll Brothers, Horsham, Pa.	Homebuilders	7.50
26	Charles Schwab, San Francisco	Securities/Asset Management	7.47
27	Fortune Brands Home & Security, Deerfield, Ill.	Home Equipment, Furnishings	7.47
28	Sealed Air, Charlotte, N.C.	Packaging, Containers	7.45
29	Accenture, Dublin, Ireland	Information Technology Services	7.44
30	L'Oréal, Clichy, France	Soaps and Cosmetics	7.43
31	Marriott International, Bethesda, Md.	Hotels, Casinos, Resorts	7.43
32	Alcoa, New York	Metals	7.42
33	Merck, Kenilworth, N.J.	Pharmaceuticals	7.39
34	Microsoft, Redmond, Wash.	Computer Software	7.39
35	Roche Group, Basel, Switzerland	Pharmaceuticals	7.39
36	Unilever, London, United Kingdom	Soaps and Cosmetics	7.39
37	Delta Air Lines, Atlanta	Airlines	7.36
38	Novartis, Basel, Switzerland	Pharmaceuticals	7.36
39	PNC Financial Services Group, Pittsburgh	Super-Regional Banks	7.36
40	Robert Bosch GmbH, Stuttgart, Germany	Motor Vehicle Parts	7.36
41	Visa, San Francisco	Consumer Credit Card and Related Services	7.36
42	L Brands, Columbus, Ohio	Specialty Retailers	7.35
43	Lennar, Miami	Homebuilders	7.35
44	Colgate-Palmolive, New York	Soaps and Cosmetics	7.34
45	Monsanto, St. Louis	Chemicals	7.33
46	Tyson Foods, Springdale, Ark.	Food Production	7.30
47	Whole Foods Market, Austin, Texas	Food and Drug Stores	7.30
48	Ingersoll-Rand, Swords, Dublin, Ireland	Industrial Machinery	7.28
49	General Electric, Boston	Industrial Machinery	7.27
50	Lockheed Martin, Bethesda, Md.*	Aerospace and Defense	7.25
	Wynn Resorts, Las Vegas*	Hotels, Casinos, Resorts	7.25

Editor's note: In cases of identical scores, companies are listed alphabetically.

* Tied for 50th spot