

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	8.640
2	Goldman Sachs Group, New York	Megabanks	8.238
3	Nike, Beaverton, Ore.	Apparel	8.228
4	UPS, Atlanta	Delivery	8.218
5	Procter & Gamble, Cincinnati	Soaps and Cosmetics	8.078
6	Google, Mountain View, Calif.	Internet Services and Retailing	8.070
7	Walt Disney, Burbank, Calif.	Entertainment	8.068
8	Intel, Santa Clara, Calif.	Semiconductors	8.055
9	Cisco Systems, San Jose, Calif.	Network and Other Communications Equipment	8.013
10	Amazon.com, Seattle	Internet Services and Retailing	7.975
11	McDonald's, Oak Brook, Ill.	Food Services	7.838
12	VF, Greensboro, N.C.	Apparel	7.828
13	W.W. Grainger, Lake Forest, Ill.	Wholesalers: Diversified	7.673
14	Philip Morris International, New York	Tobacco	7.625
15	McKesson, San Francisco	Wholesalers: Healthcare	7.585
16	Nestlé, Vevey, Switzerland	Consumer Food Products	7.575
17	Hewlett-Packard, Palo Alto, Calif.	Computers	7.573
18	Polo Ralph Lauren, New York	Apparel	7.533
19	FedEx, Memphis, Tenn.	Delivery	7.525
20	Adobe Systems, San Jose, Calif.	Computer Software	7.523
21	FPL Group, Juno Beach, Fla	Electric and Gas Utilities	7.495
22	Accenture, Hamilton, Bermuda	Information Technology Services	7.485
23	Qualcomm, San Diego	Network and Other Communications Equipment	7.453
24	IBM, Armonk, N.Y.	Information Technology Services	7.435
25	General Electric, Fairfield, Conn.	Electronics	7.430
26	J.P. Morgan Chase, New York	Megabanks	7.395
27	Marriott International, Washington	Hotels, Casinos, Resorts	7.370
28	Altria Group, Richmond, Va.	Tobacco	7.340
29	C.H. Robinson Worldwide, Eden Prairie, Minn.	Trucking, Transportation, Logistics	7.340
30	Alcoa, New York	Metals	7.320
31	Reynolds American, Winston-Salem, N.C.	Tobacco	7.318
32	Target, Minneapolis, Minn.	General Merchandisers	7.313
33	Reckitt Benckiser Group, Slough, United Kingdom	Soaps and Cosmetics	7.298
34	United Technologies, Hartford, Conn.	Aerospace and Defense	7.280
35	American Express, New York	Consumer Credit Card and Related Services	7.275
36	Broadcom, Irvine, Calif.	Semiconductors	7.268
37	Texas Instruments, Dallas	Semiconductors	7.260
38	Robert Bosch, Stuttgart, Germany	Motor Vehicle Parts	7.253
39	Nordstrom, Seattle	General Merchandisers	7.250
40	Caterpillar, Peoria, Ill.	Industrial and Farm Equipment	7.245
41	Intuit, Mountain View, Calif.	Computer Software	7.223
42	Exxon Mobil, Irving, Texas	Petroleum Refining	7.200
43	L'Oréal, Clichy, France	Soaps and Cosmetics	7.183
44	Occidental Petroleum, Los Angeles	Mining, Crude-Oil Production	7.145
45	Singapore Airlines, Singapore	Airlines	7.140
46	Best Buy, Richfield, Minn.	Specialty Retailers	7.130
47	Northern Trust Corp., Chicago	Superregional Banks	7.130
48	DuPont, Wilmington, Del.	Chemicals	7.120
49	Visa, San Francisco	Consumer Credit Card and Related Services	7.115
50	Bayer, Leverkusen, Germany	Chemicals	7.103

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

² In cases of similar scores, a more thorough analysis of the data was used to determine the rankings.