Top 50 Most Admired Companies for HR

For the first time, Target has earned the crown as the Most Admired Company for HR. The retailer knocked Disney from the top spot, while Apple held steady at No. 2 for the second year in a row. Target, not listed in 2020, was No. 4 in 2019, with a previous highest ranking of No. 36 in 2013. Read more about how the list changed in the first full year of the pandemic at HRExecutive.com.

2021 Rank	Company	Industry	2021 Rating	2020 Rating	Rank 2020	Rank Change
1	Target	General Merchandisers	8.723	--	--	--
2	Apple	Computers	8.670	8.383	2	0
3	Nike	Apparel	8.668	8.030	8	+5
4	Alphabet	Internet Services and Retailing	8.665	8.100	7	+3
5	Amazon.com	Internet Services and Retailing	8.645	8.203	5	0
6	BlackRock	Securities/Asset Management	8.325	7.818	12	+6
7	Nvidia	Semiconductors	8.283	7.268	48	+41
8	Walt Disney	Entertainment	8.258	8.488	1	-7
9	Johnson & Johnson	Pharmaceuticals	8.215	7.548	27	+18
10	Netflix	Entertainment	8.193	8.230	3	-7
11	Merck	Pharmaceuticals	8.165	7.588	25	+14
12	UnitedHealth Group	Health Care: Insurance and Managed Care	8.080	8.195	6	-6
13	Microsoft	Computer Software	8.048	7.993	9	-4
14	Starbucks	Food Services	8.043	7.893	11	-3
15	Lockheed Martin	Aerospace and Defense	8.033	7.698	18	+3
16	PayPal Holdings	Consumer Credit Card and Related Services	8.000	7.365	40	+24
17	U.S. Bancorp	Superregional Banks	7.975	7.713	16	-1
18	Visa	Consumer Credit Card and Related Services	7.975	7.638	21	+4
19	PepsiCo	Consumer Food Products	7.923	7.643	20	+1
20	Costco Wholesale	General Merchandisers	7.913	--	--	--
21	PNC Financial Services Group	Superregional Banks	7.908	7.515	28	+7
22	Accenture	Information Technology Services	7.888	7.513	29	+7
23	Taiwan Semiconductor	Semiconductors	7.888	7.165	56	+34
24	Adobe	Computer Software	7.845	7.445	34	+10
25	Publix Super Markets	Food and Drug Stores	7.828	--	--	--
26	NextEra Energy	Electric and Gas Utilities	7.760	7.783	13	-13
27	Mastercard	Consumer Credit Card and Related Services	7.725	7.315	44	+17
28	Samsung Electronics	Electronics	7.725	7.513	29	+2
29	W.W. Grainger	Wholesalers: Diversified	7.693	7.510	32	+3
29	Arrow Electronics	Wholesalers: Electronics and Office Equipment	7.683	7.340	43	+13
29	Northrop Grumman	Aerospace and Defense	7.670	7.250	50	+19
32	Charles Schwab	Securities/Asset Management	7.645	7.633	22	-10
33	Procter & Gamble	Soaps and Cosmetics	7.633	7.418	37	+4
34	Marriott International	Hotels, Casinos, Resorts	7.595	6.963	86	+52
35	Tencent Holdings	Internet Services and Retailing	7.588	6.765	116	+81
36	HCA Healthcare	Health Care: Medical Facilities	7.583	7.028	76	+40
37	Tyson Foods	Food Production	7.580	7.763	14	-23
38	salesforce.com	Computer Software	7.570	7.608	24	-14
39	Chipotle Mexican Grill	Food Services	7.560	6.738	119	+80
40	Verizon Communications	Telecommunications	7.535	6.898	96	+56
40	Wayfair	Internet Services and Retailing	7.523	7.368	39	-2
42	VF	Apparel	7.515	7.358	42	0
43	American Express	Consumer Credit Card and Related Services	7.490	6.758	117	+74
44	Walmart	General Merchandisers	7.478	--	--	--
45	Berkshire Hathaway	Insurance: Property and Casualty	7.455	7.623	23	-22
45	Novartis	Pharmaceuticals	7.450	6.928	91	+45
47	Bristol-Myers Squibb	Pharmaceuticals	7.438	6.860	104	+57
48	Advanced Micro Devices (AMD)	Semiconductors	7.435	7.248	51	+3
49	Nestlé	Consumer Food Products	7.423	7.555	26	-23
50	3M	Chemicals	7.415	7.385	38	-12

Los Angeles-based management-consulting firm Korn Ferry launches the process when it teams with Fortune to determine the World's Most Admired Companies, U.S. companies ranked by revenue—and non-U.S. companies in Fortune's Global 500 database with revenues of $10 billion or more. They then select the highest-revenue companies in each industry, surveying a total of 670 companies from 30 countries. To create the 52 industry lists, Korn Ferry asks executives, directors and analysts to rate companies in their own industries on nine criteria, from investment value to social responsibility. To arrive at *HRE*'s Most Admired for HR rankings, Korn Ferry recalibrates the Fortune attribute scores, isolating four criteria that relate to HR—management quality, product/service quality, innovation and people management. This is the 17th year of the Most Admired for HR list.

4. Learning agility: A key attribute in hiring leaders and employees

We're working and living through an age of uncertainty and unpredictability. As the pace of change accelerates, and as disruptions continue to arise, organizations and people must adapt. Leaders and employees who are better able to remain flexible and adapt their behavior to changing situations have a high level of learning agility.

Time and again, Korn Ferry's research has shown that a growth mindset, fueled by continuous learning, is an essential attribute for leading in a changing world. Leaders must be willing to learn constantly, consider concepts that they may not understand and embrace approaches that may not be traditional or familiar.

What do WMACs look for when hiring leaders and employees? WMACs understand that the future of work isn't about filling positions. It's about developing talent that can respond flexibly to new opportunities and challenges. For leaders and employees, WMACs prioritize "learning agility and curiosity" over "career history

and experiences." And the focus on what both groups can learn and apply ahead of what they have done only grows larger as WMACs look out to the future.

Tips for leaders

To stay competitive in today's market, you need leaders and employees who are nimble, open to change and new ideas, willing to take risks, flexible and comfortable with ambiguity. All of these attributes are key to thriving in new, disruptive situations.

You should start determining your organization's baseline agility by assessing your workforce. You can use the results to determine where you need to better align your talent with your strategy by putting the most agile talent into mission-critical roles and developing potential talent to fill gaps. You should also coach leaders to encourage their teams to develop their learning agility through both training and work projects.