

HR Leadership

Top 50 Most Admired Companies for HR

Tech giant Apple took the top spot in the Most Admired Companies for HR rankings, marking the sixth time in the last 10 years it has done so, after it came in second the last two years. Last year's winner, Target, wasn't eligible for rating this year, due to insufficient response rates within the General Merchandisers industry grouping. Find out more about who's on this year's list and how the top-rated companies are innovating in the areas of sustainability and ESG at [HRExecutive.com](https://www.hrexecutive.com).

2022 Rank	Company	Industry	2022 Rating	2021 Rating	Rank 2021	Rank Change
1	Apple	Computers	8.638	8.670	2	+1
2	Walt Disney	Entertainment	8.473	8.258	8	+6
3	UnitedHealth Group	Health Care: Insurance and Managed Care	8.383	8.080	12	+9
4	Taiwan Semiconductor	Semiconductors	8.378	7.888	22	+18
5	Nvidia	Semiconductors	8.365	8.283	7	+2
6	Amazon.com	Internet Services and Retailing	8.250	8.645	5	-1
7	Alphabet	Internet Services and Retailing	8.240	8.665	4	-3
8	Advanced Micro Devices (AMD)	Semiconductors	8.235	7.435	48	+40
9	Nike	Apparel	8.215	8.668	3	-6
10	NextEra Energy	Electric and Gas Utilities	8.113	7.760	26	+16
11	Microsoft	Computer Software	8.103	8.048	13	+2
12	Procter & Gamble	Soaps and Cosmetics	8.083	7.633	33	+21
13	Johnson & Johnson	Pharmaceuticals	8.063	8.215	9	-4
14	Starbucks	Food Services	7.935	8.043	14	0
15	L'Oréal	Soaps and Cosmetics	7.895	7.398	52	+37
16	PayPal Holdings	Consumer Credit Card and Related Services	7.873	8.000	16	0
17	Zoom Video Communications	Computer Software	7.845	--	--	--
18	Netflix	Entertainment	7.820	8.193	10	-8
19	Arrow Electronics	Wholesalers: Electronics and Office Equipment	7.820	7.683	30	+11
20	Nestlé	Consumer Food Products	7.818	7.423	49	+29
21	HCA Healthcare	Health Care: Medical Facilities	7.800	7.583	36	+15
22	Accenture	Information Technology Services	7.760	7.888	22	0
23	Adobe	Computer Software	7.750	7.845	24	+1
24	Merck	Pharmaceuticals	7.743	8.165	11	-13
25	PepsiCo	Consumer Food Products	7.700	7.923	19	-6
26	Qualcomm	Semiconductors	7.693	7.370	56	+30
27	Pfizer	Pharmaceuticals	7.685	6.888	127	+100
28	The Estée Lauder Companies	Soaps and Cosmetics	7.673	7.303	64	+36
29	Square	Consumer Credit Card and Related Services	7.653	--	--	--
30	Charles Schwab	Securities/Asset Management	7.653	7.645	32	+2
30	W.W. Grainger, Inc.	Wholesalers: Diversified	7.653	7.693	29	-1
32	Roche Group	Pharmaceuticals	7.650	7.370	56	+24
33	ServiceNow	Computer Software	7.645	7.303	64	+31
34	Xcel Energy	Electric and Gas Utilities	7.635	7.310	63	+29
35	U.S. Bancorp	Superregional Banks	7.628	7.975	17	-18
36	Visa	Consumer Credit Card and Related Services	7.610	7.975	17	-19
37	Samsung Electronics	Electronics	7.608	7.725	27	-10
38	Publix Super Markets	Food and Drug Stores	7.568	7.828	25	-13
39	BlackRock	Securities/Asset Management	7.530	8.325	6	-33
40	AECOM	Engineering, Construction	7.523	--	--	--
41	3M	Chemicals	7.505	7.415	50	+9
42	salesforce.com	Computer Software	7.498	7.570	38	-4
43	Singapore Airlines	Airlines	7.478	6.940	120	+77
44	Bosch	Motor Vehicle Parts	7.475	7.388	54	+10
45	Northrop Grumman	Aerospace and Defense	7.460	7.670	31	-14
46	Diageo	Beverages	7.428	6.873	133	+87
46	Applied Materials	Semiconductors	7.428	7.198	77	+31
48	Marriott International	Hotels, Casinos, Resorts	7.420	7.595	34	-14
49	Raytheon Technologies	Aerospace and Defense	7.408	7.230	72	+23
50	Lockheed Martin	Aerospace and Defense	7.400	8.033	15	-35
50	CBRE Group	Real Estate	7.400	7.293	66	+16

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 640 companies from 28 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 18th year of the Most Admired for HR list.