This study is to determine the affect of salary, motivation, and training on performance of employees of four fast food restaurants in Batam. This is the rapid growth of fast food restaurants in Batam.

On this study that conducted by distributing about 300 set questionnaires to the employees of fast food restaurants in Batam. Its’s about 234 completed questionnaires and collected back by author, the regression data tested by author using the SPSS program. From the results of data processing through the SPSS program it’s known that there is a relationship between all the variables studied.

The results previewed that there’re significant positive relationship between variables of salary, motivation, and training on employee performance. All of those variables are related on employee performance, it is recommended that fast food restaurants’ management pay more attention to improve all variables that studied above to improve the employee performance.

Key Words: salary, motivation, training, employee performance, fast food restaurants