This research aimed to analyze the factors diversity management of modern music school in Batam. This study aims to use education background, ethics, gender, and age as an independent variable to employee performance as a dependent variable.

This study uses a sample of 73 respondents that obtained from 74 questionnaires were distributed at Baloi, Batam Centre and Nagoya, the sample that author used is purposive sampling method. And for the research data that has been collected will be examined using the program Statistical Package for Social Sciences (SPSS) version 21.

Results of this study showed that education background, ethics, gender, and age at music school modern, only gender have a significant on employee performance, and the rest they don’t have a significant effect on employee performance in Batam.

**Keyword**: Employee performance, music, music school, education background, ethics, gender and age.