

ABSTRACT

Human resources are a key element that significantly influences a company's performance and competitive advantage. The combination of skills, motivation, and a supportive work environment enables employees to contribute maximally to the overall success of the company. In this context, empowering leadership becomes crucial as it aims to create a work environment that fosters active employee engagement, where employees feel value. This study aims to examine and analyze whether empowering leadership influences employee performance, with harmonious passion and obsessive passion as mediating variables.

The population and sample in this study consisted of all employees of Bank BRI Palopo Branch, totaling 60 individuals. Data collected through questionnaires were analyzed using SEM-PLS with the SMARTPLS 4 software.

The results of the study show that empowering leadership positively influences employee performance, empowering leadership positively influences harmonious passion, harmonious passion positively influences employee performance, empowering leadership negatively influences obsessive passion so the hypothesis is rejected, and obsessive passion negatively influences employee performance.

Keywords: *Empowering Leadership, Employee Performance, Harmonious Passion, Obsessive Passion.*