

## **Abstract**

Healthcare providers face numerous professional challenges, including long working hours, high patient loads, emotional demands, and complex cases. These factors, coupled with limited resources and the pressure to deliver quality care, increase the risk of burnout, and negatively impact well-being and job satisfaction. The current study aimed to investigate the interactive effect of income and flexibility on burnout while focusing on a representative group of healthcare providers, namely Speech-Language-Pathologists (SLPs). Seventy-one SLPs were assessed for cognitive and regulatory flexibility and emotional exhaustion, a core dimension of burnout. The results revealed a significant negative correlation between income, income satisfaction, and emotional exhaustion, suggesting that higher income and greater income satisfaction are associated with reduced emotional exhaustion. Most importantly, we found significant interactive effects of income, cognitive, and regulatory flexibility on burnout. For SLPs with higher incomes, increased cognitive flexibility was linked to lower emotional exhaustion. Conversely, for SLPs with lower income, increased regulatory flexibility was associated with higher emotional exhaustion. The findings highlight the nuanced relationship between income, flexibility, and burnout, suggesting that cognitive flexibility potentially serves as a protective factor, whereas regulatory flexibility contributes to greater vulnerability. Understanding the role of income and flexibility in burnout phenomena is crucial for creating sustainable and supportive work environments that enhance job satisfaction and overall well-being among healthcare professionals. The results of the current study may pave the way to develop targeted interventions to mitigate burnout risks and promote the mental health of their workforce.

**Keywords:** Healthcare Providers; Cognitive and Regulatory Flexibility; Burnout; Income